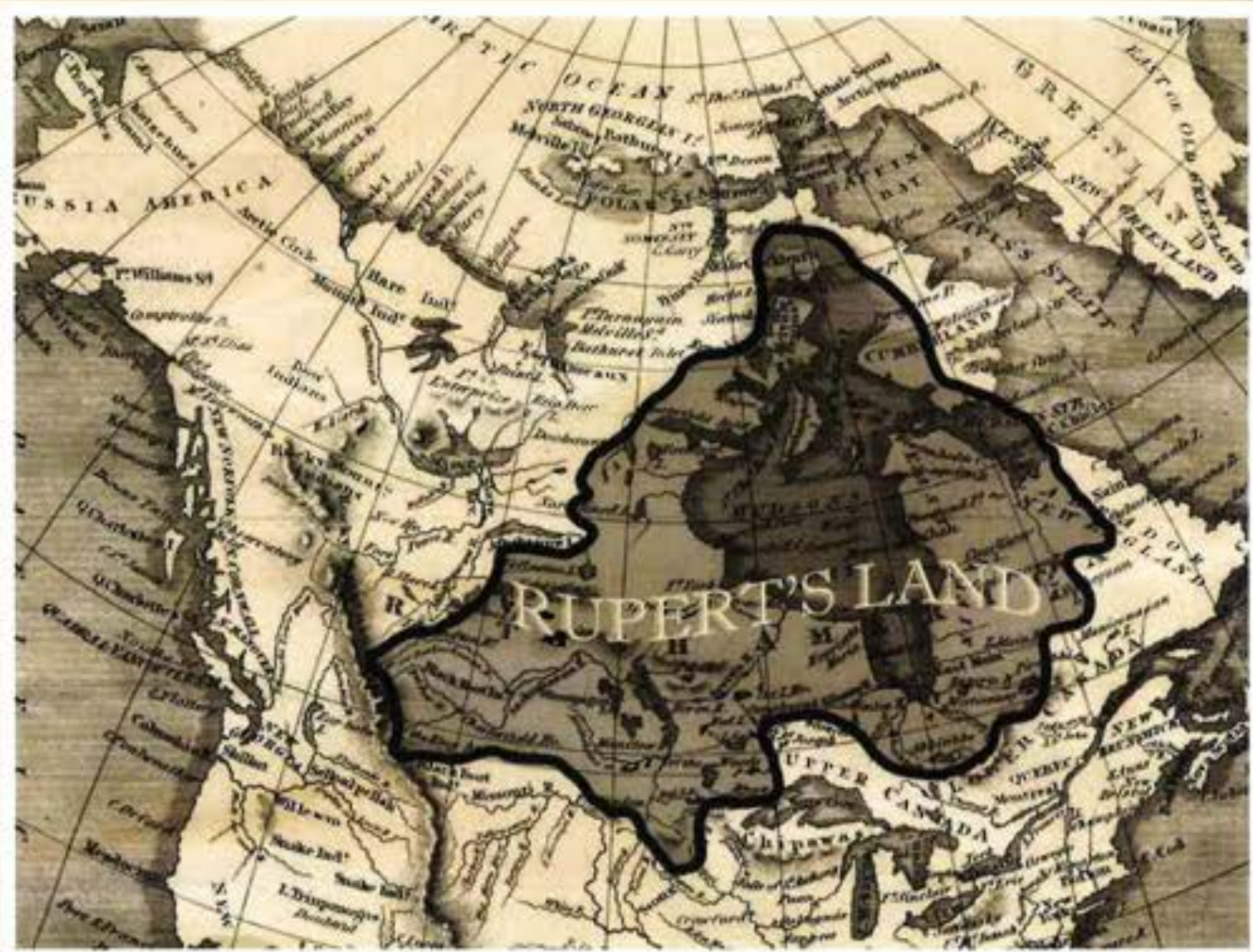


Report to the **COMMUNITY** 2014-2015



**Rupert Island
Institute**

Métis Centre of Excellence



Rupertsland Territory 1670



Rupertsland Institute Métis Recognition Dinner

pg 25



Institute
A Métis Centre of Excellence

Since 1670, the Rupert's Land has been the pillar of Canadian industry. People were among the catalysts for success. In 2010 the Rupertsland Institute created to reimagine that legacy achievement born over 300 years.

Métis people: a history of excellence in achievement.

Rupertsland Institute: a history of excellence in Métis people.

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Message From The CEO



The Rupertsland Institute (RLI) is a Centre of Excellence; it seeks to be a professional, transparent and accountable organization carrying out the mandates with which it has been entrusted by the Métis Nation of Alberta. This Annual Report, together with the Financial Statements that RLI is submitting to the Métis Nation of Alberta's Annual General Meeting is an example of the many ways we demonstrate the standards that a Centre of Excellence must live up to.

RLI has built a reputation as a soundly administered, arms-length and innovative provider of labour market services to Alberta's Métis population. Our KETO case management program has been adopted by nearly one-third of all Aboriginal labour market Agreement Holders in Canada. The endowment program we have put into place through the Métis Education Foundation held a book value of more than \$17 million as of March 31, 2015, the largest portfolio of any Métis organization in Canada. Our mobile units - the Métis Coureur de Bois - are a unique and innovative means of extending services to smaller Métis communities in Alberta. Over the past 10 years, RLI's alumni list includes over 11,000 Métis who received funding to enable them to pursue their education and skills upgrading and close to 500 Métis post-secondary students have benefited to date from our endowment program. I believe that RLI has an unmatched reputation for financial integrity; something we achieved through business plan objectives and capacity development over the years.

Once again, in the fiscal year 2014-15, RLI lived up to its reputation as a Centre of Excellence, whether it be in the numerous research studies we conducted, including our labour market analyses; the development of policy papers on Métis K-12 Education; contributions to the development of an Aboriginal Labour Force Strategy in Alberta; the review and up-dating of our bylaws and policy manuals; or the dedication and experience of RLI personnel delivering programs and services throughout Alberta.

The Institute's reputation for sound administrative and financial integrity will be critical to our future success as we enter into discussions in the next two years with the Government of Canada on the renewal of its Aboriginal labour market development strategy and with the Government of Alberta on Aboriginal labour market dynamics as the economy embraces the hit caused by declining oil prices.

The endeavor to achieve excellence takes hard work. I would like to thank our Board of Governors, the MNA Provincial Council, the Métis Education Foundation, our many friends in the community and our partners who have supported RLI training projects and special events throughout the year and for making it possible for RLI to maintain the standards the Métis Nation has come to expect.

Yours truly,

Lorne Gladu
Chief Executive Officer
Rupertsland Institute

Message From Rupertsland Institute Acting Chairperson



The Rupertsland Institute (RLI) is dedicated to enhancing the skills and education of Alberta Métis to enable us to achieve our potential as individuals and a brighter and more prosperous future for our people. As Acting Chair of the RLI Board of Governors, it has been my privilege to work with my Board colleagues and the professional staff at the Institute during the course of this year to move forward with initiatives that strengthen what is already an impressive record of accomplishments in the area of RLI involvement with Métis skills development and education.

I am particularly proud that the RLI Board of Governors adopted a first-ever policy framework on Métis (K-12) education this year that will serve to guide RLI in its future efforts to enhance the education outcomes for Métis primary and secondary students in the years ahead. We all realize that early intervention to improve education outcomes of our young people is critical to closing the education and income gaps between Métis and the general population moving forward. RLI has taken its first steps in this direction.

We have also continued to work with post-secondary institutions. RLI provided the Métis Education Foundation (MEF) this year with financial resources to expand the endowment program to two more Alberta post-secondary institutions - Lakeland College and Northern Lakes College - and an agreement to establish a Métis Scholar endowment at Bow Valley College is under way as well.

RLI was also instrumental this year in establishing an (in-house) endowment at the Métis Education Foundation itself. This new endowment, seeded with an initial \$1 million contribution from RLI, will generate revenues for Métis awards that will be directly administered by the MEF. Within a few years, we will be in a position to not only support Métis students attending a variety of programs at Alberta post-secondary institutions but also to qualified Métis students from Alberta who are accepted at universities and colleges outside the province.

I would like to thank all the employees of the Rupertsland Institute for once again having met all targets in the delivery of labour market development programs to Alberta's Métis population. Some 900 Métis received funding assistance this year to pursue training and upgrade their education so that they can become employed in occupations that can lead to self-sufficiency once they graduate. RLI Regional Managers, Employment Counsellors and all those who work on the frontlines with our Métis citizens deserve to be commended for making our training programs such a success.

I encourage everyone to read this Annual Report, which describes RLI activities in greater detail, and I hope that you will share my enthusiasm for the work the Institute is doing on behalf of Métis citizens.

Sincerely,

Audrey Poitras
Chair
Rupertsland Institute

Board Of Governors Activities 2014-15

The Board of Governors for the Rupertsland Institute continues to focus on activities that enhance the foundation of RLI. These are the on-going review and application of RLI Articles and Board policies that governs the organization and the RLI executive; and includes the implementation of three Standing Committees as follows: the Audit and Finance Committee; the Human Resources Committee and the Governance Committee. Each Committee operates under a Terms of Reference developed by the Board and each Committee is chaired by a Governor appointed by the Board. Last year we reported that the intent of RLI Committee work is to streamline Board process and agenda at quarterly meetings and we have found this process to work extremely well for the Board and RLI administration. The Governance Committee for example has worked closely with the

MEF Board of Directors to revise the MEF bylaws which were initially incorporated in 1991.

Appointments to the RLI Board of Governors are two and three year terms. This year, we have the expiration of two Board member positions held by John Phillips (LLB) and Don Sieben (FCA) who have been with the Board for two consecutive terms. On behalf of the Métis Nation, RLI would like to thank these two individuals who have brought tons of expertise to the RLI Board. In addition, another Board member from the University of Alberta, Dr. Ingrid Johnston has retired from the University and had to step down. She has been replaced by Dr. Susan Hamilton who along with Preston Huppie are the latest and most welcome additions the RLI Board. At the moment, RLI has a call for applications to fill the seats left behind by John Phillips and Don Sieben.

Rupertsland Institute Board of Governors

Audrey Poitras -Chair

Karen Collins

Dr Susan Hamilton

Alex Gordon

Don Sieben

John Phillips

Dr Brendan Hokowhitu

Preston Huppie

RLI Operations

The Aboriginal Skills and Employment Training Strategy (ASETS)

The ASETS is the latest in a series of strategies intended to devolve responsibility for the management and delivery of Aboriginal Labour Market programs from the federal government to representatives of the Aboriginal peoples of Canada. The RLI ASETS agreement, covering the period 2010-2015, was signed in October 2010 by the RLI Board of Governors and Human Resources and Skills Development Canada (now renamed Employment and Social Development Canada). This agreement provides funding for RLI operations and training for Métis clients at \$13.6 million annually. The ASETS has three main pillars.

- Demand driven skills development
- Strategic partnerships
- Enhanced accountability and results



ASETS Renewal

The current ASETS agreement was scheduled to sunset on March 31, 2015, and the federal government began discussions around a new strategy early in 2014. Negotiating the terms of a new contribution agreement is a long and complex process and RLI staff was actively involved in the evaluation of the previous strategy and in meetings to

determine a new financial distribution model. Later in the year work on a new strategy was halted following the announcement of a one year extension to the current agreement.

Extension to the ASETS agreement

Prior to the approval of funding for each fiscal year, RLI is required to develop an extensive Annual Operational Plan (AOP)

detailing all expenditures and activities planned for the year along with expected results for each expenditure and the employment targets to be achieved during the year. Changes to normal planning requirements pursuant to the ASETS extension included an extensive review process that occurred at several levels of the federal government with final approval occurring at the Ministerial level.

RLI Operations

The planning for a new fiscal year is a complex process made even more challenging and time consuming by the additional detail required the federal government this time around. For example, approval of the extension agreement for 2015-16 was not provided until three days prior to year-end, delaying an advance of operating funds for the new fiscal year. In addition, a holdback of 10% of funds for 2014-2015 resulted in an anticipated cash crunch for RLI at the end of March. RLI had to establish a temporary overdraft provision at the bank to ensure there would be funds available as required. The advance and holdback were released to RLI later in April and the overdraft was not utilized.

Fiscal challenges

The RLI annual budget has been frozen at 1999 levels, and in effect over the years, RLI has felt the financial crunch of the purchasing dollar under inflationary pressures. This has not only limited RLI's ability to respond to client needs but has significantly impacted the way in which RLI conducts its operations. To cope with the increasingly reduced

purchasing power of a static budget, RLI had to decrease staffing by 31% from 2005 staff levels; it has amalgamated regions and decreased its office locations from 16 employment centres down to 10; and it has implemented a financial cap on the cost of client supports. In order to maintain services to rural clients, RLI has also implemented two mobile units that bring services directly to communities without a full-time employment services office. RLI has also invested in technologies to streamline processes by which clients can access funding through an on-line application and will be utilizing its website and social media to provide information to the Métis community.

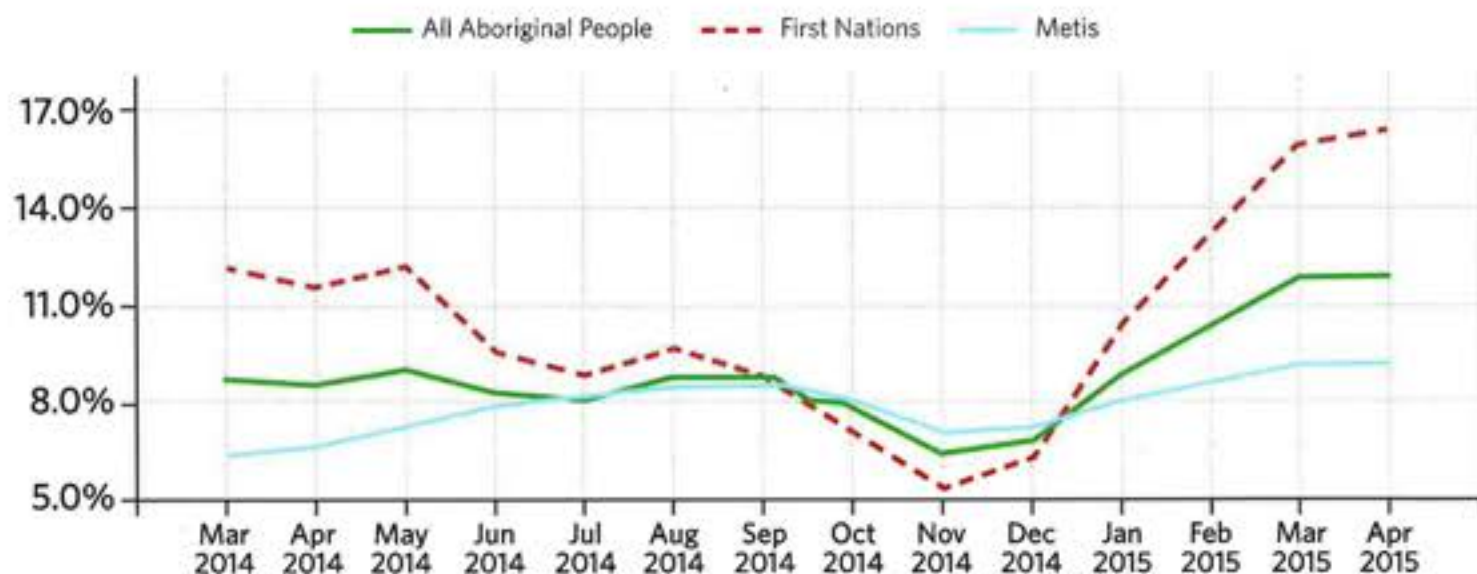
The Economic Outlook in Alberta

As part of its annual planning cycle, RLI completed a trends analysis of projected labour market forecasts in Alberta to assist Métis Training to Employment staff and senior management in developing demand driven training initiatives. The research conducted in the fall of 2014 took a community by community review of trends in all the areas of the province where Métis tend to reside, as well as the

demographic characteristics of the Métis population in each of the four service delivery regions of RLI. In a nut shell, RLI's operational planning is based on economic trends predicted from research.

By December 31st it became clear that OPEC's decision to maintain current oil production levels would have an impact on North American oil prices and would have far-reaching effects on other aspects of the economy. In Alberta, this meant a prolonged period of low oil prices which has led to reduced employment and cancelation of major project investments affecting the number of jobs available through-out the province. By April 2015, it was evident that there was a climbing unemployment rate for Métis and other Aboriginal people. RLI managers are monitoring the employment trends within all four regions of our service delivery and are prepared to adjust planned projects if necessary.

Alberta Aboriginal Unemployment Rate by Population Group:



Education

Métis Education Foundation (MEF)

As recent as 2008, the MNA did not have an endowment portfolio to support Métis students across Alberta. Today we are proud to say that we do! Beyond the creation of endowments, the Rupertsland Institute (RLI) and the Métis Education Foundation (MEF) are also mandated to ensure the endowments are running smoothly once they are set up. This is done through Terms of Reference, or Memoranda of Understanding with the post-secondary institutions involved and are used as a frame of reference to continue our partnership. For example, the MEF/RLI holds periodic meetings bringing all post-secondary partners to the table to discuss issues of common concern and to learn about the best practices and successes of each endowment holder.



RLI is also planning to update the Terms of Reference under each endowment agreement. The terms vary from institution to institution and in some cases pose a challenge when it comes to collecting recipient information and/or reporting data. RLI has committed to meet all partners individually to discuss possible revisions to Terms of Reference. On the marketing side, RLI also agreed to work more closely with its partners to create advertisements/posters/brochures specific to Métis Scholar Awards at each institution.

Expansion of Métis Endowment agreements

One of the most exciting ventures this past year has been the MEF Board decision to create a unique endowment specifically within the MEF itself. This particular endowment will be administered directly by RLI and the MEF Board. Initially capitalized with \$1M dollars and a matching requirement of \$1M dollars, the endowment will focus supports on Métis students in the arts, music, sports and dance at various post-secondary institutions and may support students attending programs outside the scope of the current MEF portfolio. The endowment funds are held in trust at Scotiabank and invested as per MEF Board investment policy.

RLI and the MEF Board have also succeeded in establishing three new endowments at the following institutions:

- Northern Lakes College - with a \$200,000 "quasi-endowment" or Special Purpose Fund where both the interest and principal will be spent over 15 years on Métis student awards/bursaries with the MEF contributing \$175,000 and the College placing \$25,000. This makes MEF the largest donor at Northern Lakes College.
- Lakeland College - at \$130,000, this "quasi-endowment" or Special Purpose Fund will provide Métis student

awards over the next 15 years. The MEF contributed \$103,000 and the College placed \$27,000 into the fund.

- Bow Valley College - at \$400,000, this endowment was at the final stages of negotiation at March 31st. It is a standard endowment at the College with each party contributing \$200,000.

Also, during this fiscal year, the MEF supplemented some of its existing endowments as follows:

- Athabasca University - the Athabasca University was able to match the MEF's original commitment of \$250,000 and was able to commit an additional \$50,000. The MEF supplemented \$50,000 to match the amount contributed by Athabasca University. This brings the total principal endowment at Athabasca University to \$500,000, making MEF

the largest contributor to the University. In addition, MEF supplemented the Athabasca University with an additional \$5000 for the 2014/15 Academic year to ensure that at least 4 awards of \$2500 each will be distributed to Métis students.

- MacEwan University - the MEF added \$500,000 to the original endowment at MacEwan thereby bringing the total principal endowment value to \$2.5 million (\$1M of which was previously contributed by the MacEwan University from monies it received from the Access to the Future Fund.
- University of Calgary - The University brought forward matching funds totaling \$450,000 to the MEF endowment and also found an additional \$300,000 from other sources to match the MEF's original contribution (2011) of \$750,000. The MEF has also supplemented this endowment

with an additional \$500,000, bringing the total endowment value to \$2 million.

And finally with respect to "deferred" matching contributions, the University of Lethbridge was able to honor its matching commitment of \$500,000 to the MEF endowment fund (from 2012) to complete a \$1 million endowment fund. Similarly, the University of Alberta also obtained \$1,499,000 from the Access to the Future Fund for the purpose of matching the MEF Métis endowment fund as well. This will bring the U of A very close to completing the match to the MEF's original contribution of \$2 million in 2008. The Grande Prairie Regional College also matched their commitment of \$250,000; thus creating a \$500,000 endowment fund in the north for our Métis Scholars.

The chart below illustrates the total MEF endowments created to date:

RLI/MEF Endowments 2015	Current Portfolio	Year Established
1 MacEwan University	2,500,000	2008
2 University of Alberta	4,000,000	2008
3 NorQuest College	750,000	2008
4 Northern Alberta Institute of Technology	2,140,000	2009
5 Portage College	1,000,000	2009
6 Grande Prairie Regional College	500,000	2011
7 University of Calgary	2,000,000	2012
8 Mount Royal University	500,000	2012
9 Lethbridge University	1,000,000	2012
10 Lethbridge College	500,000	2013
11 Athabasca University	500,000	2014
12 Northern Lakes College	200,000	2015
13 Lakeland College	130,000	2015
14 Bow Valley College	400,000	2015
15 MEF Endowment Trust Fund	1,000,000	2015
Total Endowment Portfolio	17,120,000	

Métis Scholar Awards

Métis Scholar Awards are created from the interest earned on the endowment agreements. For the 2014/2015 Academic year the following Métis Scholar Awards were dispersed:

Athabasca University	4
Grande Prairie Regional College	3
Lethbridge College	3
MacEwan University	34
Mount Royal University	5
NAIT	26
Norquest College	6
Portage College	4
University of Alberta	9
University of Calgary	7
University of Lethbridge	10
Total	111 Métis Scholars



Funding Information Sessions

In March 2015, the MEF toured the province along with RLI's Métis Training to Employment program and the Belcourt-Brosseau Métis Awards to conduct information sessions about post-secondary funding options to Métis students. Following the presentations, staff answered questions regarding criteria/funding eligibility, other requirements and application procedures. The sessions were held in Medicine Hat, Lethbridge, Grande Prairie, Peace River, Slave Lake and Lac La Biche.

K-12 Education Initiatives

In June 2013, Alberta Education (under its former Minister) cut the RLI K-12 education budget by 100%. However, following a period of emails, meetings and letters written, the department of Education restored the K-12 funding to RLI in December 2014. The government's funding cut did leave collateral damage in terms of organizational capacity as RLI had no financial or human resource base to conduct K-12 activities for the Métis students from June 2013 to December 2014 (18 months).

RLI has since conducted research on several K-12 options and has produced a paper entitled "Métis Education in Alberta: K-12 Policy Discussion Paper." There are four initiatives highlighted in the paper: 1) creation of a Métis Education Council; 2) development of a Métis Academy in Edmonton - a K-12 school funded under the Public Charter Schools Act; 3) a Métis Scholar Enrichment Program, an initiative designed to improve education outcomes for Métis students using a Response-to-Intervention (RTI) model; 4) creation of a Métis-Wiki space, to bring together Métis education research.

The paper has been approved by the RLI Board and will serve to launch at least two education initiatives including a formalized Métis Education Council. There are many venues under which RLI and the Métis Education Council will have input in the near future respecting the Alberta education system and it is especially promising that we will do this under a new NDP government. The funding cut did leave collateral damage in terms of capacity as we have had no financial or human resource base to conduct K-12 activities for the Metis Nation since June 2013.





The training division of RLI is the largest unit with the bulk of finances and staff to carry out RLI's training mandate. RLI's service delivery network is based on a decentralized model that divides the province into four geographical regions. Each region is supported by a Regional Manager who is responsible for determining the best way to deliver client services in the respective region. Client services are provided to the region through full-time MTE office locations in the more populated areas, or through part-time or mobile services in rural/remote locations.

Métis Training to Employment services provide an array of services to Métis clients including: access to job banks, labour market information, assistance with resumes, job search assistance, referral to job opportunities, employment assessments, counselling, information on education programs and sources of funding, support for persons with disabilities, access to RLI programs and ultimately, funding for those who are eligible Métis clients. Because First Nations and non-Aboriginals come in for these services it is important to note that only Métis are eligible for financial support.

Client Outcomes Achieved in 2014-2015

RLI client targets for 2014-2015 were set at 900 successful outcomes (this means clients employed or returned-to-school after receiving RLI support) with actual results showing 933 successful client outcomes between April 1, 2014 and March 31, 2015.

Outcomes per Region 2014-2015

Region	NW	NE	Central	South	Total
Number of Clients Funded in training interventions	154	115	259	195	723
Number of Clients Assisted with finding employment	206	43	60	64	373
Number of clients employed after RLI support	247	97	227	143	714
Number of clients returned to school after RLI support	78	25	69	47	219
Total successful outcomes	325	122	296	190	933

Training projects

A total of 21 training projects were developed and implemented in the regions with 263 clients participating over the fiscal year. More information about projects, partnerships and other RLI activities are described in the following pages of this report.

The South Region encompasses all of MNA Region 3 and includes MTE offices in Calgary and Red Deer. RLI also contracts with SAAMIS Aboriginal and Training Society to deliver services on behalf of Métis clients in Medicine Hat. The South region is staffed with ten employees, and provides monthly services with the RLI mobile employment unit to the communities of Lethbridge, Pincher Creek, Drumheller, Innisfail, and Rocky Mountain House.

The Red Deer MTE office provides services to Métis clients and on behalf of Community Futures Treaty Seven (CFT7) to First Nations clients. Like RLI, CFC7 is an ASETS holder that offers employment related programs and services to First Nation clients and uses the KETO data system to collect and upload client information. Through this partnership, RLI offers efficient one stop services to all aboriginal people in the Red Deer area and benefits from a CFT7 contribution to the Red Deer centre's operational costs.



Calgary Office move

The Calgary office will move to a west-downtown Calgary location in the spring and it is expected that this location, right next to the C-train, will be more convenient for client access and much closer to other service agencies and will lead to increased client visits to the employment centre.



Heavy Equipment Operator Training

This nine week program, delivered by the Interior Heavy Equipment School in Innisfail was designed to train Métis clients to safely operate heavy equipment including the Dozer, Grader, Rock Truck, Loader, etc. The project had 12 participants with 11 of them completing the course and 9 finding employment as of March 31st.

Enhanced Professional Bookkeeping Project

This project delivered by Red Deer College was designed to train and assist Métis clients gain employable skills in entry level positions in payroll and bookkeeping. There were 9 participants in the project; 6 completed training and 5 are employed to date.

Regional Youth Conference

South Region staff participated in the MNA General Assembly held in Stettler from August 7-10 2014. RLI in conjunction with Region 3 Regional Council sponsored a Regional Youth Conference. A number of presentations were conducted by Red Deer staff on RLI programs and services including career information and tips about resumes and cover letters, job search and interview skills.

Staff Turnover

The South Region has experienced turnover of staff at managerial and employment counselor levels for the past two years leading to challenges in employment centre capacity and project development. This is being addressed by senior management.



Region Northeast

The Northeast Region encompasses both MNA's Region 1 and 2 and includes two MTE offices located in Lac la Biche and in Bonnyville. The Northeast Region is staffed by seven employees and utilizes the RLI Mobile Employment Services unit to provide services to Cold Lake, St Paul, Vermilion, Lloydminster, Conklin, Plamondon and Fort McMurray.

Employment in the region is heavily focused on the oil and gas industry. With the drop in oil prices this region expects to be facing higher unemployment in the future, however at fiscal year-end employment of local residents remained fairly steady.

Chainsaw Safety Project

This project was created to assist Métis people interested in obtaining the safety certification required for employment as slashers/buckers/labourers in the oilfield industry. There were 17 participants in the project; 16 completed the training, and 10 found employment shortly after training. One of the participants in this project was lost in a car accident near Lac La Biche.

Truck Transport project

This project was geared towards participants who are interested in pursuing employment as Class 1 or Class 3 drivers with "S" endorsement to commence work in the transportation industry. There were 8 participants in the project, 7 completed training and 7 are employed as transport drivers.

Oilfield Administration Assistant project

The aim of this project was to provide Métis clients with personal development and employability skills to secure employment as an Office Administration Assistant. There were 7 participants in the project, 6 completed training, 4 were employed and 2 clients were still looking for employment at the project end-date of March 15, 2015.



Heavy Equipment Operator Training

The objective of this project was to assist Métis individuals from either Region 1 or 2 who are interested in obtaining the skills and safe work practices required for employment as Heavy Equipment Operators. The Oil-sands Operations Labour Demand Outlook to 2023 states that Heavy Equipment Operator certification is second on the list of demand occupations in the Northeast region and that was the rationale for developing this training. The project does not end until June 25 and it is not known at this time if the recent downturn of the oil and gas industry will impact the employment rate at the training end date. Until then, alternative employment in road construction is being pursued. There are 10 participants in this project.



Northeast Region Job Fair

The Northeast region in partnership with the Alberta government organized a job fair of businesses in the Lac La Biche area. The RLI Mobile Employment Services unit provided the venue for on-line job search while the Lac la Biche staff assisted clients with resume creation.



Region Northwest



The Northwest Region encompasses both MNA's Region V and Region VI and includes four MTE offices located in Slave Lake, Grande Prairie, Peace River and High Prairie. The region is staffed by eight people and provides monthly service to High Level, Fort Vermillion, Wabasca, Red Earth and Slave Lake through the RLI Mobile Employment unit. This year a strong partnership with Alberta Works was created in Slave Lake and High Prairie to share office space and client referrals.

Throughout the year, the Northwest Region has attended many community events where there have been opportunities to network and build on future partnerships.

The marketing tour to High Level and Fort Vermillion was conducted targeting those isolated communities with presentations and information sessions to create awareness of RLI programs and services. In the northern communities marketing through word of mouth seems to be the best way to share information.

The Peace River Métis Training to Employment office moved to a new location in March.



Trades Work 2014 project

In partnership with the Alberta Government this ten-week program consisted of one week in the student's home community, followed by trades instruction at the Grande Prairie Regional College Fairview Campus and the final two weeks at a placement in a trade of the client's choice with an employer back in the home community. Six Métis females and five males started the program and 10 completed with 9 employed.

Exploring Future Careers Camp (EFCC)

In partnership with Métis Local 1990, this one week camp introduced Métis female youth (ages 15-17) to careers in health, science, technology and engineering. This year the girls went on interactive tours, engaged with community role models, built team/leadership skills and obtained food safe certification, an updated resume, and resources to assist them in making a career choice. Eight (8) Métis youth started the program and eight completed and all returned to school after the project ended.

Aboriginal Student Job Shadow Program 2014

This will be the eighth year for this project which continues to remain as an annual event due to the strong partnerships between RLI and the following partners:

- Government of Alberta
- Western Cree Tribal Council (WCTC)
- Aquatera
- Alberta Health Services
- City of Grande Prairie
- Careers the Next Generation
- Ainsworth
- Weyerhaeuser
- Seven Generations
- Horizon North Manufacturing

This six-week program was offered to Aboriginal students ages 15-17 and included two weeks of employability skills in a classroom setting with the remaining four weeks at the worksite of the student's choice. Certification in First Aid/CPR, WHMIS, and H2S Alive, Class 7 license and high school work experience credits were obtained by the participants. RLI had 5 Métis students who started the program and 5 returned to school in the fall.

Alberta Junior Forest Ranger Program 2014

RLI partnered with Beaver First Nation to offer hands-on work experiences through industry tours and work projects. The crew assisted in preparing one historical site for an archeological dig, cleared walking trails and completed camp maintenance where in one location flying was the only method of transportation. The thirteen-week program had four Métis students start, three complete, and four return-to-school.



Region Central

The Central Region encompasses all of MNA Zone IV with a single office located in Edmonton. The Edmonton office has a total of nine staff and one Counselor based out of Whitecourt who works part-time in satellite offices in Whitecourt and Hinton and tours with the Mobile Employment unit to Drayton Valley, Grande Cache and Edson. This position is also shared with other offices throughout the Province as needed.

In addition to providing services to Métis individuals, the Central Employment office is open to the community for self-serve resources. In 2014/15 the Edmonton office had 5,498 Aboriginals sign in to utilize our resources of which 1,898 actual Métis clients. Central region staff continued to market RLI programs and services, representing RLI at more than 15 community events and career fairs over the year.

Central Region Information Breakfast

The Edmonton MTES hosted the 2nd Annual Information Breakfast for Government, High School and Post-secondary institution liaison staff and FMNI workers. This breakfast proved to be a popular way of updating agencies on RLI programs, services, and the training projects for which the central region is currently recruiting clients. The feedback from those in attendance was that it was a quick and easy way of being informed, making it easier to appropriately refer Métis students to RLI. The breakfast was catered by Kids in the Hall, an ongoing RLI project for youth-at-risk clients.

Career and Education EXPO - Whitecourt

This event was well attended with students from all over the region, including Valleyview, Edson, Fox Creek and Mayerthorpe as well as from the two High Schools in Whitecourt. A similar event in Barrhead hosted students from schools in Barrhead, Neerlandia, and Westlock. The RV was parked at the school which helped draw in both youth and adults from the region.

Employability Skills Project

This program in partnership with Employabilities provided 4 Métis clients with job readiness training, computer training and specialized employment support.

Trade Winds to Success Project

RLI has partnered with six other Government and Industry agencies since the inception of this project in 2005. Over the years RLI has had great success with clients obtaining entry level trades positions in one of the nine trades offered within the program. Open to clients in Edmonton and Calgary, in 2014-15 nine Métis individuals were funded with seven securing employment within their trade of choice.



Medical Office Administration training

Entry level reception positions in the medical field continue to be one of the high demand occupations in the Edmonton area. This training delivered by NorQuest College was designed to provide the skills and attitudes required to obtain employment within the health care field. Six medical offices provided a six week practicum to students and three clients to date have been offered employment upon completion of their work experience.

Kids in the Hall project

RLI has sponsored Métis clients in the Kids in the Hall project along with numerous other partners since 2003. In this project Métis youth at risk are offered career planning, upgrading, personal development and employability skills through the Kids in the Hall Bistro at City Hall. Each year RLI attends the annual Gala designed to raise funds to support the Kids in the Hall project, where a number of youth from former intakes tell their story. It is heartwarming to see how far those clients have come due to the Kids in the Hall program, and RLI is proud to be a part of this wonderful project.

Payroll Compliance Project

Payroll is one of the positions within the Administration field with high employment opportunities in Edmonton. The Payroll Compliance project delivered by NAIT provided certification under the Canadian Payroll Association. Seven employers provided a six week practicum placement to the nine clients completing this program. To date six have secured employment.

On-Line Application Pilot project.

As you may be able to recall, RLI introduced a new on-line application process for Métis apprentices entering technical training and post-secondary students attending the final two semesters of a diploma or degree program. Three central region staff was seconded to pilot the project. During the eight month pilot, 164 applicants completed the on-line application. Follow-up with a selection of those clients showed a positive attitude including those who felt the process was more streamlined with the advantage of being able to access client applications 24 hours a day. Clients liked the idea of not having or "needing" to take time off from work to apply for funding. Overall, the on line application was well received and we are pleased to announce it has moved beyond the pilot stage and will become a standard process for 2015-2016.



Provincial Projects



Provincial projects are those that are not specific to clients in one particular region, but are planned to meet the needs of RLI clients from across the province wherever they are located. As such, this project-based training is managed and implemented by a Provincial Project team that consults with all regional managers and relies on regional staff to recruit clients from their respective regions.

Most provincial projects are designed to create 'career' awareness with the goal of encouraging youth to stay in school and pursue post-secondary education.

The Provincial Project team is also responsible for organizing the RLI Metis Recognition Dinner and implemented the following projects during this reporting year.

ONE PERSON AT A TIME
NO DIVING



Exploring College and Career Options (ECCO conference)

This year 61 Métis youth descended on Edmonton for another youth ECCO conference which was held at the Art Gallery of Alberta. As part of this conference, information booths for the youth to explore career options were provided by colleges, Inroads Mountain Sports, Bold Eagle, Junior Achievement and others. The Youth Leadership Program was presented in partnership with Junior Achievement of Northern Alberta. The participants in this program learned the basics of business and product creation, and how to present themselves more effectively to potential employers.

Environmental Career Camp

The Environmental Career Camp is presented in partnership with Inroads Mountain Sports and the Black Cat Ranch. This camp is always very popular and this year was no exception as 18 youth applied but only 16 could be accommodated. The youth, aged 15-17, successfully gained employment skills, safety ticket certification, high school credits, and participated in activities such as food preparation, trail rejuvenation, Wilderness First Aid, rock climbing and much more. Of the 16 youth who entered this program, 14 completed the course. All 14 youth also returned to school following the program.



Canadian Youth Leadership project

Delivered in partnership with Katimavik, this program provided youth with life skills and opportunities to engage with a community in another province through volunteerism. Throughout the five months of this program, the 6 young Metis women lived together in a rented house in Quebec. Here they learned how to shop for and prepare healthy meals as well as how to get along with people they had never met. Through a partnership with Trent University, the youth experienced learning in a post-secondary environment. Numerous partners were eager to become involved in this project by providing volunteer opportunities, cultural activities, and other experiences for the participants. During the program one youth dropped out but the 5 who completed this program found employment upon their return to Alberta.



Interpretive Guide project

The Interpretive Assistance Guide Program was delivered in partnership with Painted Warriors. The participants were trained to qualify as group leaders or assistant guides. They also acquired skills in horsemanship as part of the program. The 6 Métis youth who entered the project all returned to school in the fall.

Mobile Métis Training to Employment Services

RLI operates two custom designed Mobile Employment Services units to enhance the services provided by the MTE offices located in various communities. The Mobile MTE units provide services all over the province ranging from High Level and Fort Vermillion in the North to Lethbridge and Pincher Creek in the South; Cold Lake and Lloydminster in the east and Hinton and Grande Cache to the west as well as many other communities in between.

The mobile units spend time in each of the four regions on a regular schedule that is published on the RLI Facebook page and website www.metisemployment.ca. The service routes are reviewed and adjusted on an ongoing basis to maximize coverage.

In the past year RLI was able to replace the original black Winnebago unit that had become worn out and unreliable with a new much more durable Kenworth diesel unit that is designed to provide dependable service for years to come. The new unit will reduce the amount of downtime experienced at the beginning of the year and will help maintain the published route schedule.

"The mobile units spend time in each of the four regions on a regular schedule that is published on the RLI Facebook page and website www.metisemployment.ca. The service routes are reviewed and adjusted on an ongoing basis to maximize coverage."

The Mobile MTE team consists of two drivers with an RLI staff person in the region accompanying the vehicle to work one-on-one with clients. In addition to the regular schedule, the units participate in community events throughout the province as time permits to create awareness of RLI programs and services. The two units travelled over 80,000 km in 2014-2015 and logged more than 1,100 visitors.



KETO Data Services

The KETO Data system was created by Rupertsland Institute to fill a void for a reliable good quality database that is friendly to the user and meets the needs of the ASETS communities while enhancing accountability with our federal funding partner. As a web-based program, KETO's on-line reports and queries facilitate information collection and management. Quality Assurance reports available in KETO assist our users to ensure all relevant client results are being captured and are used to detect errors in data therefore contributing to the production of error-free data uploads to ESDC - Ottawa.



"I'm excited; eager to get home and enter data; super happy I can build a skills bank for my Nation community"
—Orientation Training client comment

KETO is now the software of choice for 27 Aboriginal organizations across Canada including Alberta, Northwest Territories, Saskatchewan, Manitoba and Ontario.

Two KETO staff provide data support services to RLI staff and to KETO customers. To ensure data accuracy and an understanding of ESDC accountabilities, KETO staff conducted 11 orientation training sessions for new users, four quality assurance workshops for existing users and one administrator training session. These sessions were held in Edmonton, Fort McKay, and Fort Chipewyan in Alberta; Fort Simpson NWT; Sarnia, London, Hamilton and Cornwall in Ontario. All training is followed up with on-line and telephone supports as required. KETO staff also assists by conducting periodic database reviews and providing feedback to the System Administrators of the various client organizations.

Research

The research arm of RLI research played an important role in policy direction during this reporting period. This came from publications such as *"Painting a Picture of the Métis Homeland: Synthesizing Knowledge About Métis Education, Employment and Training"* which was circulated in Alberta and Ottawa and resulted in an invitation and subsequent presentation to the *Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities (HUMA)*. The same document is used by RLI in presentations to government, Chambers of Commerce and other partners and stakeholders.

Research Papers

First and foremost is the *"Métis Education in Alberta: K-12 Policy Discussion Paper."* This hybrid paper incorporated academic research with policy options. The paper led to significant discussion at the MNA and Alberta Government levels and is a deliverable falls under the RLI work-plan for Alberta Education.

Second, RLI conducted analyses of the *Economic Impacts and Labour Market Trends* for 2015. This document is used for RLI's planning cycle. This year the document became more complex given the oil prices volatility, particularly at the end of the reporting period and following a decision by OPEC to maintain current production levels. The subsequent oil glut has resulted in a steeped decline in the price of oil and a potential revenue crisis for the Government of Alberta.

Third, RLI conducted a *Review of the Alberta Métis Funding Split and the RLI Budget Constraints*. The paper reviews the historical Métis split of labour market funding and expands on the current fiscal challenges resulting from an increased Métis population and a budget that has remained frozen since 1999.

Policy and Strategic Partnerships

1. Government of Canada (GOC)

The GOC policy regarding Aboriginal labour market programs is unclear at present. While there was an announcement regarding an extension to ASETS, the government stopped work on a new distribution formula of ASETS funds which signalled a stalemate in negotiations. Speculations stemmed from ministerial changes to the upcoming election as the reasons why ASETS negotiations simply led to another extension. The recent federal budget includes more injection into the Strategic Partnership Fund which is delivered by ESDC Ottawa and requires tripartite investments between Aboriginal communities, provincial government and industry. As mentioned, ASETS will now be extended for another year ending March 31st 2016. This

was followed by another announcement regarding a second extension ending March 31st 2017. This means we have two years before a decision is made on the future of ASETS as we know it today.

2. Government of Alberta

Aboriginal Workforce Strategy (AWS) - After a lengthy period where no real progress was made, the province reconvened the AWS for yet another term. Provincial officials presented a renewed draft AWS document and asked for feedback. RLI made a formal presentation raising five specific areas for improvement. Following this, government officials called for a meeting with the AWS Steering Committee before the placement of a new minister under NDP government in an attempt to finalize the AWS document, however, the call for a meeting was rejected by the Aboriginal community until such time as the new government policy has been defined.

3. Métis Human Resources Development Agreements - Working Group

RLI's participation in the Métis National Council MHRDA Working Group has ceased last fall following information that the MNC Strategic Partnership Agreement was being withheld by ESDC Ottawa due to irregularities in the assignment of untendered contracts. The MNC is obliged to repay unallowable expenditures and the reputation of the MHRDA Working Group is at stake with respect to integrity and transparency, as funds from this agreement finance all MHRDA Working Group activity. RLI refused to be complicit in the lack of transparency around these federal funds and does not want to legitimize further activity by on-going participation. The situation remains uncertain in terms of the next ASETS architecture, and developing political and technical goodwill shall determine RLI's possible return to the MHRDA WG table. Until then, we are optimistic this situation will be resolved by the next reporting period.

Rupert's Island Institute Métis Recognition Dinner



In November 2014, RLI organized its third annual Métis Recognition Dinner. The objectives of the dinner were to:

- 1 Recognize the achievement of Métis Clients who have received assistance under the ASETS agreement;
- 2 Recognize the achievement of the Métis Scholars who received awards under the MEF endowments;
- 3 Recognize the work and/or achievements of selected partners from the private or public sector
- 4 Create awareness about RLI and its achievements in supporting Métis citizens of Alberta

Rupertsland Institute Métis Recognition Dinner

The 18 individuals featured at this event were selected from the many clients/scholars who have been funded by RLI or the MEF endowments. Clients/scholars were selected by training providers and post-secondary institutions who have worked with these recipients through the years.

The event was hosted by Graham Neil of CTV Edmonton with musical performances by Métis Canadian actress, singer-songwriter Andrea Menard.

MTE and MEF recipients of Métis Recognition Awards

Over the past 17 years, the Labour Market Development program at the MNA and the Métis Training to Employment program at RLI has sponsored over 17,000 clients under the AHRDA/ASETS agreements in a diverse mix of achievements in all program areas and sectors of the labour market and post-secondary schooling. The four Métis scholars who received a Métis Recognition Award were chosen from 110 recipients in 2013.

Métis Training to Employment Program recipients that were recognized at the dinner in 2014 are listed below:

MTE Client Name	Program of Study
Amanda Goble	Medical Laboratory Technician
Gordon McIntosh	Bachelor of Arts - Sociology
Shelby Mulcahey	Bachelor of Arts - Psychology
Deborah Anderson	Emergency Medical Responder
Ron Foley	Instrumentation Engineering Technology
Charissa Feero	Cardiac Sciences
Jari Edinger	Bachelor of Sciences - Biology
Stephanie Haryett	Bachelor of Science - Nursing
Deborah Monroe	Business Administration and Accounting certificate
Erin Nikkel	Practical Nurse diploma
Joseph Pimlott	Event Management
Stephanie Burns	Heavy Equipment operator
Kristy Isert	Bachelor of Science - Juris Doctorate
Maureen Moneta	Bachelor of Commerce- Accounting



Rupertsland Institute Métis Recognition Dinner



Métis Scholar Award recipients that were recognized at the dinner in 2014 are listed below:

MEF Scholar Award Recipients

Terry Beaulieu
Harley Morris
Bailey Oster
Christie Ladouceur

Program of Study

Phd Archeology - University of Calgary
Bachelor of Arts/Education - University of Alberta
Bachelor of Arts - Sociology - MacEwan University
Masters of Counselling Psychology - University of Lethbridge



Outstanding Partners in the Community

Two outstanding partners who have demonstrated leadership in working with the Métis Community and have been instrumental in helping RLI move our programs and services to a higher level of excellence were also recognized as Outstanding Partners in the Community. This year's recipients were:

Elsie Elford (LLB) Dean
School of Business,
MacEwan University

Jerry Fochler
Training proponent - In-roads Mountain Sports

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SAAMIS - MEDICINE HAT

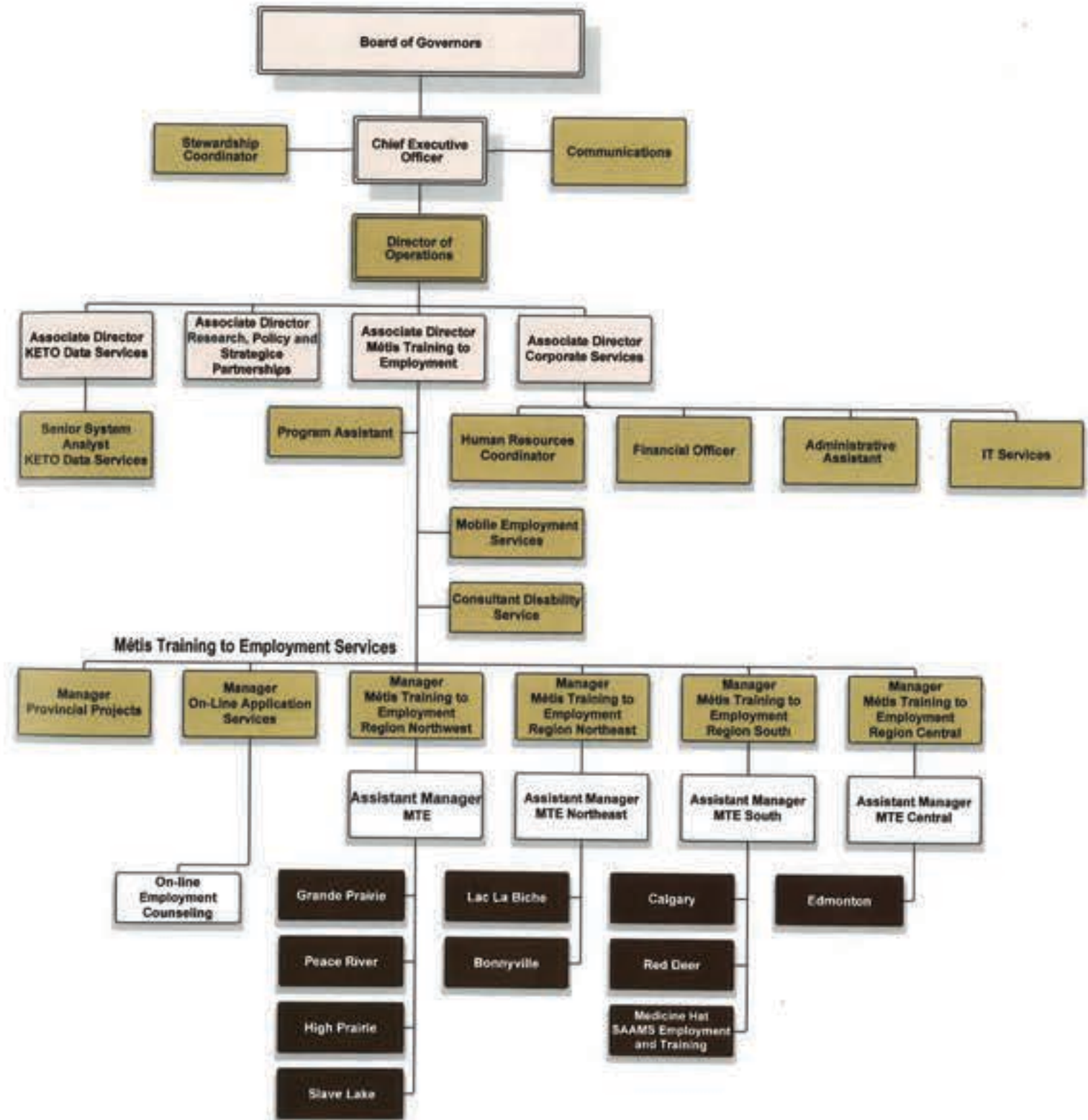
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For more information and to keep up to date with the latest news from Rupertsland Institute visit us on the web at www.rupertsland.org.
To access the Métis Training to Employment office closest to you call toll free to : 1-888-48-METIS (1-888-486-3847)



Organizational Structure



For more information and to keep up to date with the latest news from Rupertsland Institute, visit us on the web at www.rupertsland.org

Charles the Second

By the Grace of God, King of England, Scotland, France and Ireland, ... &c. To
ALL to whom these Presents shall come, greeting:

WHEREAS Our dear and entirely beloved Cousin, Prince Rupert Count Palatine of the Rhine, ... Christopher, Duke of Albemarle, William, Earl of Craven, Henry, Lord Arlington, Anthony, Lord Ashley, Sir John Robinson, and Sir Robert Vyner, ... Sir Peter Colleton, ... Sir Edward Hungerford, ..., Sir Paul Neele, ... Sir John Griffith and Sir Philip Carteret, ... James Hayes, John Kirke, Frances Millington, William Prettyman, John Fenn, ... and John Portman, have, at their own great Cost and Charges, undertaken an Expedition for Hudson's Bay in the North-west Part of America, for the Discovery of a new Passage into the South Sea, and for the finding some Trades for Furs, Minerals, and other considerable Commodities, ... NOW KNOW YE, that We being desirous to promote all Endeavours tending to the publick Good of our People, and to encourage the said Undertaking, HAVE confirmed, and ... Do give, grant, ratify and confirm ... that they ... shall be one Body Corporate and Politique, in Deed and ... by the Name of The Governor and Company of Adventurers of England, trading into Hudson's Bay ... and DO give, grant, and confirm, unto the said Governor and Company ... the sole Trade and Commerce of all those Seas, Streights, Bays, Rivers, Lakes, Creeks and Sounds ... and all mines Royal ... of Gold, Silver, Gems, and precious Stones, to be found ... and that the said Land be from henceforth ... called Rupert's Land, ...



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Métis Centre of Excellence

Financed in part by the Government of Canada

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