

## JOB DEVELOPMENT SUCCESS STORY 2014



Michael Lesperance and John McGuire



BNA bathroom repaired roof and signage to reserve lands from HWY 11/17

**Bingwi Neyaashi Anishinaabek (BNA)** also known as Sandpoint First Nation, is a community of nearly 250 members. The First Nation is located on the southeast shores of Lake Nipigon. BNA just recently had its land returned to them in April 2010 following years of displacement at the hands of the provincial and federal governments. The community and its leadership are now forging ahead with major economic development initiatives, and re-establishing the community for the eventual return of the membership to their homeland.

BNA utilized the Job Development Program to focus on on the rehabilitation of existing community infrastructure and the maintenance and development of newly acquired reserve lands. BNA trained and employed three community members for 17 weeks during the summer season. By promoting team work, a strong work ethic, and safe use of basic tools and materials, the participants gained valuable skills they can use in their future endeavours. The participants worked closely with the youth cultural land workers to restore the main washroom roof, cutting of grass and brush, cleaning of facilities such as bunk houses, training centre, washrooms and maintenance garage, general cleaning of outdoor areas within reserve boundaries, garbage disposal, greeting and directing visitors and assisting at all land based community activities, ie band meetings and health activities.

## COURSE PURCHASE SUCCESS STORY

### “First Nation Natural Resources Youth Employment Program 2014”



L- R Brittany Nayanookeesic (AZA) Bart Hardy-Lynch (BZA) Kyler Tyance (KZA) William Michano Jr. (PR)

The First Nations Natural Resources Youth Employment Program (FNNRYEP) is a 2-year pan-Boreal program with the affirmed goal to create awareness, generate interest and provide the pathway for First Nations youth between the ages of 16 to 18 to pursue education, training and employment in natural resource science based sectors such as forestry and mining.

It offers First Nations youth a safe, structured and predictable work environment in order to gain a head start in securing eventual employment in the natural resource sectors and promotes secondary and post-

secondary education to attain these goals. The program is conducted during the months of July and August in a field camp setting where program supervisory staff maintains complete control over daily work / training schedules, meal times, recreation time and curfews.

Additionally, the FNNRYEP promotes science and technology as an education and/or career choice especially during the Natural Resources Science Camp week held at Confederation College. During this time, through "hands on" workshops and demonstrations First Nations youth are provided the opportunity to acquire information on a variety of science and technology based programs available at Confederation College (such as the Forestry and Environmental Technician programs). In addition, tours of Confederation College, the Aviation Centre, and Lakehead University are also conducted. By illustrating the availability and range of science and technology based educational/career choices, these youth are given the tools so that they are able to make knowledgeable decisions regarding their career and future life aspirations.



## JOB DEVELOPMENT SUCCESS STORY 2014



Cornelia "Cindy" King-Meza



Lawrence Shonias

In 2014, **Kiashke Zaaging Anishinaabek** trained and employed two community members in the occupation of "Maintenance Workers" to maintain the Health Centre, Band Administration Office and public grounds.

Before the project Cornelia was receiving Employment Insurance benefits. On this project she has been trained mostly in custodial duties. In the mornings she is at the Health Centre and afternoons at the Band Administration office. She sweeps, mops, cleans bathrooms, washes windows and on occasion greets people when they enter the buildings. Cornelia is very friendly and is suited for this position. She is meticulous in ensuring the buildings are germ free and clean. At the Health Centre she wipes down observation rooms, walls, door handles, tracks inventory of cleaning supplies and orders when low. During my monitor visit she pointed to a room full of janitorial items, all organized and neatly placed (brooms, boxes of garbage bags, brooms, dusters, rags, etc) and with a big smile says "Welcome to my office!" She truly enjoys her job and upon completion of the project continues on as a janitor.

Lawrence worked outside mainly cutting grass, brush cutting, delivering Sassi Water containers to community members due to the water boil advisory, garbage pickups on Mondays and does minor repairs to residential and public toilets. Lawrence recently completed his Grade 12 Diploma through the Anderson Project and is planning to take a HEO training program for employment in forestry/mining. At present Lawrence enjoys his position and continued to be employed upon completion of the program.

### **WAGE SUBSIDY SUCCESS STORY 2014**



Elliot Thompson, Maintenance Worker for the Waterfront District BIA

“Not having a formal education had proven difficult to find work in Thunder Bay, even jobs like labourer or landscaper are scarce and taken by younger people with college/university degrees. Having spent the last decade in the military, transitioning from Special Forces Communicator to civilian was harder than I anticipated. The Wage Subsidy program offered by AETS has helped in more ways than just getting a job with the Waterfront District BIA. I’ve gained valuable interpersonal skills, knowledge of coordinating events and a foot in the door of the downtown business community” states Elliot Thompon, now Head of Maintenance of the Waterfront District BIA. Elliot was funded by AETS for a period of 25 weeks and upon completion of the program became an employee of the Waterfront District BIA.

“This is not only a job to pay the bills and the means to take good care of my family the way I was raised to.....this is a portfolio additive, one of my building stones to achieving my future goal, quite possibly the connections I could use in future endeavours. If in the near future my plans work out, the Waterfront District BIA won't be paying Elliot Thompson, they will be paying the private company of Mr. Elliot Thompson for the maintenance of the beautiful waterfront area!”

**PROJECT BASED TRAINING SUCCESS STORY 2014**



Brandon Andre-Auclair, Justus Day-Andre and Curtis Neyland-McQuabbie



Curtis Wynne and Cain Miller

For the summer of 2014, Michipicoten First Nation utilized their youth funds by providing summer work experiences for six of their students in general labourer positions. All students were provided safety orientation training and completed WHMIS certification online. Besides working in their positions, the students were able to participate in community events, ie pow wow, annual youth & elder gathering, weddings, and the end of summer community BBQ.

Brandon lives in Wawa and commutes to Michipicoten every day for work. He is entering 1<sup>st</sup> year of the Heavy Duty Mechanic program at Sault College this September.

Justus lives on reserve and is entering his 1<sup>st</sup> year of the Millwright program at Northern College, Timmins, Ontario.

Curtis is staying on reserve Monday to Friday for employment. He is entering grade 11 this September.

Curtis Wynne and Cain Miller were placed at Transfield Services working on the highway construction project.

#### **A WAGE SUBSIDY SUCCESS STORY 2014**



Lee-Ann Andre-Swanson

**Michipicoten First Nation** saw a need for an intern to assist a variety of staff members including the Community Health Representative, Community Health Promotion Worker, and the Education and

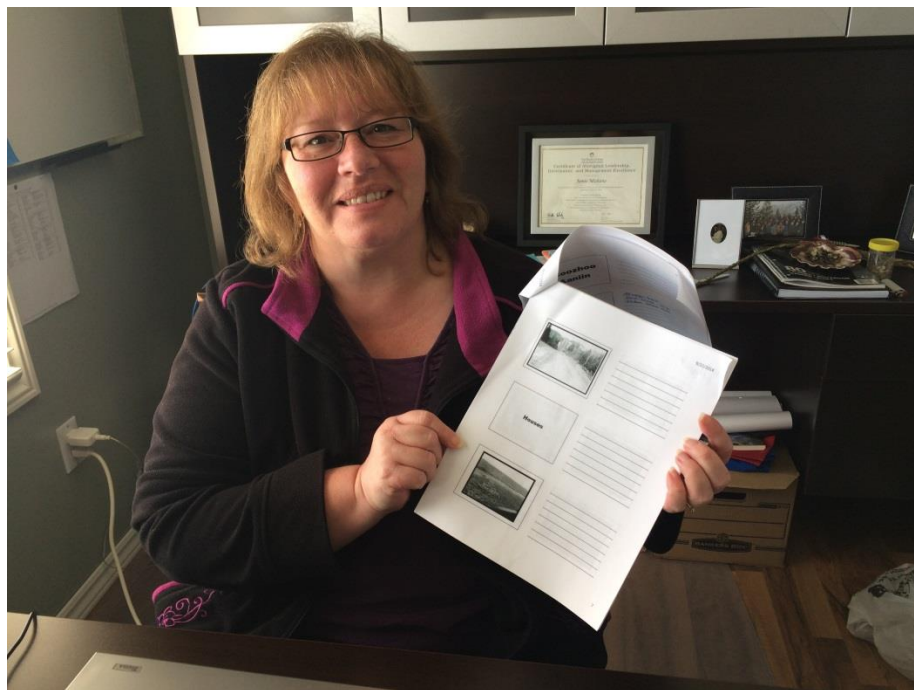
Membership Clerk. With the Wage Subsidy program, the position of “Community Services Intern’ was created. The Intern would assist with NIHB-Long Specials and arranging for all out-of-town accommodations for membership; assist with membership database updates; assist with delivering and planning community events such as the MFN Pow Wow, Youth Pow Wow, Youth and Elders Gathering, health related awareness events; and provide education and cultural support at the Wawa Elementary/Secondary schools.

Lee-Ann Andre-Swanson was the successful candidate. She was trained and employed for the maximum 52 weeks. When I visited her in August 2014, she had already coordinated a big part of the Youth & Elders Gathering as well as the Pow Wow that was held the previous weekend. During the school year she works with the Michipicoten youth at the elementary school. There are 10 elementary students on reserve. Come September she will be at the school 8:30 to 3 pm Mondays, Wednesdays and Fridays. Then on Tuesdays and Thursdays she will be at the Michipicoten Health Clinic all day. She loves working with the kids “one on one”. Suicidal issues still pop up in the community, it's not just a problem of the northern communities. She wants to ensure the youth have someone to talk to, who will listen to them, be sympathetic, non-judgmental and offer hope.

“I love that they call me the “CSI”...for Community Services Intern, rather funny”

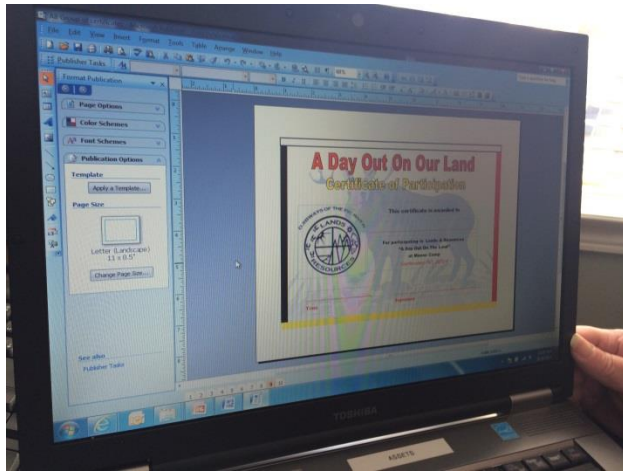
At project end, Lee-Ann continues in her position as “CSI” and is a vital member of the Michipicoten First Nation Band Administration staff.

#### **A WAGE SUBSIDY SUCCESS STORY 2014**



Lila Donaghy, Language Revitalization Coordinator





Certificate for elementary students once completed "Moose Camp"



Making of the Memory Tree

The **Ojibways of the Pic River First Nation** is in the process of reconstructing and documenting its dialect of Nishnaabemwin for use in the creation of immersion based material to facilitate the creation of speakers. With the Wage Subsidy program Pic River created a position to support the implementation of their Language Revitalization Strategy. Lila Donaghy began her training/employment on April 21, 2014. Lila has been quite busy and was in the middle of some big projects at the time of the AETS project monitor visit. In December she launched the "Pic River Dialects Dictionary" via a community presentation.

The dictionary had originally planned for 5,000 words but is now at 21,000 words – just amazing! She works with the children at the Elementary School by having them draw pictures of activities on reserve. She meets with the elders to gather history and pictures. This summer the elders met to share photos, scan them and bring out the oral history to those pictures. The subjects that come up frequently is the use of midwives and medicine bags during child birth. What they want to capture are the customs and traditions of the past, ie childbirth, naming ceremonies, death, weddings, roles of political leaders, hunting and gathering, etc. They have created a "Story Vault" facebook page where old photos are posted and comments are then gathered to identify the place, people or activity. Lila is also participating in the history project that the Lands and Resources staff are conducting. They are painting "The Memory Tree" in the the office and community members are to attach photos of traditional activities they participated in. Lila is also involved with childrens' activities, ie moose camp. The wage subsidy ended January 2015. Other sources of funding are still being researched, however at this time Lila is unable to work for health reasons and should be returning later in 2015.

## JOB DEVELOPMENT SUCCESS STORY 2014



Douglas John and Narcisse Bain



Jordan Bain

Through the Job Development program the **Red Rock Indian Band** was able to train and employ ten community members as housing/renovation labourers for a period of sixteen weeks. Annual home renovations are vital to the community in their goal to update and create healthy home environments for their members.

This summer the crews did a magnificent job on renovating homes on their reserve. Pictured above are two of the labourers gutting a kitchen in preparation for new cabinets/fixtures. In the basement, a labourer is finishing up on sheetrock installation. The goal is have the basement finished and usable as a family room and much needed storage space.

Another home was having the bathroom completely redone. The labourers were broken up into two crews and worked on several homes during the period June to September 2014.

## SAYbiz SUCCESS

### SUMMER ABORIGINAL YOUTH BUSINESS PROGRAM

SAYbiz is an exciting entrepreneurial program for Aboriginal Youth aged 15-29 who want to be their own boss. The eight week program kicks off with a one week retreat where the participants have a chance to network with other business owners and get hands on training. The following weeks are spent refining business ideas, working on business plans, and running your business. In 2014 16 out of 18 participants graduated from the program.

“One is struck by the dedicated altruism exhibited by those young women and men. Each Learner spoke passionately about their vision and their willingness to direct their energies and talents to bettering their community’s socio-economic or socio-cultural realities. Many admitted to an increased level of confidence about business in general and that their “understanding had changed”. They described their SAYbiz experience as a “stepping stone” to their future plans”. **John Hodson** PhD - Director of Maamaawisiwin Education Research Centre. Thunder Bay, Ontario.

**BUDDY’S BURGERS**



Cynthia Goodchild, Pays Plat First Nation, is a recent graduate from the Culinary Program at Confederation College. She participated in the SAYbiz program for two cycles and each time she stuck to her idea of running a food truck. She blossomed in this entrepreneurial journey by planning in the first year, to bringing her dream to life during the second year. She was successful at her community Pow Wow in 2014, making a profit of \$108.60. “I would like to plan for my community’s next year’s Pow Wow.” Said Cynthia. Since the end of SAYbiz 2014 Cynthia has been an entrepreneurial role model in the community of Thunder Bay by speaking at Dennis Franklin Cromarty High School about the entrepreneurial skills she developed from the SAYbiz Program.

### **Andrew’s Premier Studio Project**

*Andrew Sutherland of Animbiigoo Zaagi’igan Anishinaabek*

Andrew’s love of music inspired him to start Andrews Premier Studio, a music studio to record your music. Currently he records out of his home but would like to expand so anyone could record their music, poetry, or anything they want.

### **M.Bead Jewelry**

*Megan Borysewicz of Bingwi Neyaashi Anishinaabek*

Megan plans to sell her own homemade jewelry out of her home. With the SAYbiz grant she plans to buy the materials needed to start crafting her own jewelry to sell. She plans to sell her jewelry on sites such as Etsy, Pinterest, Kijiji, Twitter, and other social media.

### Bryton & Mommy Clothing

*Mariah Wigwas of Kiashke Zaaging Anishinaabek*

Mariah wants to bring a mommy and me clothing store to Thunder Bay so mothers of young children could wear matching outfits. Mariah has teamed up with her grandma to design their own clothing.

## CAITLIN'S CRAFTS

Caitlin Craig's love of crafting inspired her to start Caitlin's Crafts. Caitlin, a Pic Mobert First Nation band member, dreams of owning her own craft store selling homemade crafts and supplies such as raw hide, various beads, and other crafting products that cannot be found in the Sault St. Marie area. During her summer in the Summer Aboriginal Youth Business Program Caitlin hosted a craft table at the Winnie the Pooh Festival in her hometown of White River. She sold dream catchers, beaded jewelry, hide flowers, frames, blankets, doilies, small drums, medicine bags, and various other products. In the end she sold more than she could have imagined and was very proud and excited to see how successful one small event could be. The event inspired her to go ahead with her plan to start a craft store one day in the future and is still crafting at home.



## Hesh Skate Shop

*Travis Jordan of Pays Plat First Nation*

Travis loves skateboarding but can't find the products he desires in Thunder Bay. As a skateboarder himself Travis wants to open a skateboard shop that offers easier access to difficult to find imported products in the West Fort area of Thunder Bay. "Hesh is based on principles of unique selection, great prices, better customer service, and a different area than other competition." Travis Jordan.

## Claire's Day Camp

*Claire Auger of Pays Plat First Nation*

Claire wants to help workings parents in her community who struggle with childcare over the summer months. Claire has written her business plan and estimated the cost of running her day camp. She returned to school in the fall but plans on visiting other day camps and daycare centers as well as research regulations to get her project up and running soon.

## DIY Decorations

*Jade Gilbert of Bingwi Neyaashi Anishinaabek*

Jade's passion for environmental awareness inspired her to start selling her own unique upcycled furniture and decor items on Kijiji. Her goal is to keep old outdated items from ending up in landfill sites by creating unique quality product to be sold at a lower cost than the competitor. Her target market is young women who have just moved into their own space and want to decorate with a little feminine flair.

## SAYbiz 2014 Graduating Class

