

2015-2016 COURSE PURCHASE SUCCESS STORY



Clarence Bouchard - Automotive Service Technician – Confederation College

Clarence Bouchard is a member of Kiashke Zaaging Anishinaabek and lives in Beardmore, Ontario with his wife and 5 children. Clarence recently completed Level 3 of the Automotive Service Technician apprenticeship. He is also enrolled in the Automotive Mechanic apprenticeship and has successfully completed his second apprenticeship. Before deciding an apprenticeship was the best choice for him, Clarence was a commercial fisherman for 6 years. He was also a police constable for the Rocky Bay/MacDiarmid area. As a concerned citizen, Clarence sat as a Board of Director for the Ontario Fisheries Resource Centre in North Bay.

Clarence currently works at Greenstone as a bus driver and mechanics. He enjoys the work very much and also enjoys working for his employer. He finds them very supportive of his apprenticeship and can easily bring any concerns to their attention. With a growing family, Clarence also believed that education was very important and wants to be an example to his family and friends.

Being a family man and wanting to be with his family, Clarence knew that being away from home was something he had to overcome. Having meals together and spending time with his children was something he missed. He also knew these sacrifices had to be done in order to successfully complete his training and obtain his Red Seal certification. With the financial assistance provided by Anishinabek Employment & Training Services, Clarence was able to complete both apprenticeships. Without the financial assistance of AETS, Clarence would not have been able to concentrate on the task ahead. Being the sole provider, leaving his job to attend school would not have been possible. For this, he is grateful.

Construction Craft Worker Training Success Story

April – August 2015



Sage presenting a speech to the Honourable David Zimmer, Minister of Aboriginal Affairs

Sage Thompson learned about the Pre-Apprenticeship Training Program at the very outset of the recruitment process and he was very quick to come into the Anishinabek Employment and Training Services office to discuss it with the program coordinator and then complete his application which was one of the first ones received. The program start date was postponed slightly and Sage took it upon himself to contact the office on numerous occasions indicating his ongoing interest and inquiring as to his status.

He was selected as one of the applicants to have an interview and he came in well prepared for the interview and was subsequently one of the applicants chosen to participate in the program.

Sage is a member of Animbiigoo Zaagi'igan Anishinaabek which is located on Hwy 11 and he is from Beardmore ON. He currently resides in Thunder Bay and has lived here off and on for the past 15 years and has found securing permanent employment to be a challenge.

Sage completed the seven week Construction Craft Worker training program along with a two week welding exposure. He feels that “the program was very beneficial, not only to me, but to the 11 other people that participated. It provided us with the necessary skills and certifications to begin our journey in achieving a trade through apprenticeships.” He really appreciated the hands on training that was provided by instructors that had worked in the field for 25+ years.

Finally, in Sage's own words, "I feel that doing the Level 1 Construction Craft Worker through AETS helped a lot. AETS provided accommodations, transportation to and from the training hall, 3 square meals a day and a training allowance. Along with the great direction and support from the staff responsible for this program and the new friendships with the other trainees, this was a very rewarding and positive experience." Sage plans to pursue this apprenticeship until he completes the goal that he set forth for himself in becoming a Journeyman able to mentor an apprentice himself someday.

Construction Craft Worker Training Program



Construction Craft Worker Training Program - April to August 2015

Here's a success story about 12 individuals who decided to take a chance and make some significant changes in their lives.

They come from a variety of communities in the area including Red Rock Indian Band, Rocky Bay, Gull Bay, Pic River and Michipicoten. They chose to leave their home communities and

families for nine weeks and come to Thunder Bay to take part in the Construction Craft Worker Training Program offered by Anishinabek Employment and Training Services.

Their stories are different yet similar. Faced with a variety of barriers including living in an isolated area with few services, poverty, lack of transportation, lack of employment opportunities to name but a few, they took a chance on this training opportunity in order to begin to address and overcome their barriers.

They began the program with pre-employment skills training which included such things as goal setting, team building, communication and interpersonal skill, career exploration and effective decision making . They were also offered the opportunity to complete their gr 12 in the AETS classroom. A teacher was always available to offer one to one support and assistance with their lessons and many of the students decided to begin working towards the completion of their OSSD. They then had seven weeks of intensive construction craft worker training along with a two week exposure to the welding trade. Finally, an eight week work experience was made available to them so they could begin to develop and enhance the skills that they acquired during their training. They are all currently completing the work experience placement and two of the participants have already been offered full time employment.

WAGE SUBSIDY SUCCESS STORY 2015/2016



Anna McCrady/Brideau

Ann's Diner is the only restaurant in Beardmore, Ontario. Owner/operator Annette Brizard approached her First Nation - Animbiigoo Zaagi'igan Anishinaabek – for assistance in hiring and training a short order cook. With the summer season quickly approaching Annette would need help at her restaurant. To sustain a viable local business and the only restaurant establishment in Beardmore, AZA approved her request for funding . Great timing because along comes Anna McCrady/Brideau, band member of BZA, who had decided she wanted to return to work after being a full time mother for the past 19 years, raising five children. With her last two children 13 & 18 years of age now attending high school, she applied for the position. Although Anna was a cook 20 years ago at another restaurant in Beardmore, she felt she needed training to refresh her skills and learn some new techniques. She was successful in her application and began her training on April 26, 2015. Upon completion of her Wage Subsidy program in October, Anna is now employed full time for Ann's Diner.

I asked Anna what she likes about her job and she stated “when its slow, she likes being out in the public and meeting new people. All kinds of people come through those doors...from across Canada, coast to coast, and the States, hitchhikers and truck drivers too”. She was shy at first, not anymore! She finds it easy now and talks to everybody. She happily provides tourist information on parks, lakes, fishing spots, blueberry spots and swimming holes. And she loves to cook, very good at it.

GROUP COURSE PURCHASE SUCCESS STORY 2015



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.

In partnership with WZI and Confederation College, BNA utilized the Group Course Purchase Program to support the training of six community members in heavy equipment operation. The project provided BNA band members with valuable hands-on work experience in the operation of four pieces of equipment - Bulldozer, Grader, Excavator, and Backhoe. They trained from 7 am to 7 pm for eight weeks resulting in a certificate for 220 hours of heavy equipment operation. Bonus training was given in forklift operation as well.

Danelle Clarke, upper right photo, was the top trainee of the program! At project end, three of the six participants obtained employment and two went on to Sawmill Training.

JOB DEVELOPMENT SUCCESS STORY 2015/2016



Before

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Biinjitiwaabik Zaaging Anishinaabek utilized the Job Development Program to train and employ four community members in the occupation “Construction Labourers”. Three of the four participants built a home from scratch for a communtiy family in 24 weeks. At the time of my visit (4 weeks into the project) they were working on the foundation of the home. They are supervised and trained by a Journeyman Carpenter, Edward Hardy.

The other participant, Jeremiah Thompson, top left photo, was working out back, sawing up pieces of lumber. He was working with a second crew of carpenters and were completing renovations on an existing family home (bottom photo). Renovations had started last year but could not be completed, the family moved in for the winter and are now out to accommodate the carpenters in finsihing the renovations.

The project began in July and ended December 2015. All project objectives were completed, the participants gained valuable work experience and presently enjoying some time off before the next summer season of housing construction and renvoations begin.

WAGE SUBSIDY SUCCESS STORY 2015



Peter Zachary Day-Andre

Peter Zachary Day-Andre applied for and was successful in Michipicoten First Nation's recruitment for a "Operator in training" at their Water Treatment Plant. He began his training in January of 2015 working the morning shift at the water treatment plant and the afternoons working with the carpentry crew. As the "operator in training" Peter stated "He has the big responsibility to take care of the community water!" He says both the water treatment and carpentry departments are "up his alley" liking the fact that he is inside in the morning and outside in the afternoons. When he is not busy doing chloride & turbidity residual tests, along with daily checks and readings, he goes upstairs in the plant and studies. In June 2015 Michipicoten First Nation sent Peter for off-the-job training to the Keewatinook Centre of Excellence accompanied by his Supervisor. He successfully completed the OIT –Water Treatment & Distribution 1-11-111 course and received certification. He was instructed on:

- water sources, characteristics and the hydrologic cycle
- water treatment processes
- water distribution systems
- support systems
- mathematics for water treatment and distribution system operators
- provincial drinking water regulations, and
- exam writing protocol and practice exams

He wrote his exam in July and successfully passed! Upon completion of the wage subsidy training program on October 10, 2015 Peter was hired full time in his position.

JOB DEVELOPMENT SUCCESS STORY 2015



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

This summer the crew did a magnificent job on renovating homes on their reserve. The picture on the left is a 70’ wheelchair ramp and deck that was built to code for a disabled elder who recently became wheelchair bound.

The picture on the right are the three labourers of the project – Jordan Bain, Linda Michelle, and Michael Potan. At the time of my site visit they were in the process of relocating a dryer vent for a homeowner.

Other minor renovations completed on this project included:

- Changing the ramp at the resource Centre for scooter accessibility
- Changing the rotten steps at the Chalet Lodge before the youth camp started
- Re-arrange a bathroom and installing the washer and dryer to a different room
- Drywalling the lower level and boxing in the steel teleposts and furnace vents at the Community Hall

The participants worked on several homes and public buildings from June to October 2015.