

## Mino Bimaadiziwin Learning Partnership Meeting Minutes November 16, 2017, 9:00 – 11:00

### Apprenticeship Manitoba, 111 Lombard Ave, Winnipeg, MB R3B 0T4

Meeting hosted by: Cheryl Lavallee, Apprenticeship Manitoba

Meeting purpose: To brainstorm training solutions at Garden Hill and Wasagamack First Nations that is recognized by Manitoba Education and Training and that meets the needs of the communities

### Attendees

Attendee	Representing	Email address
Cheryl Lavallee	Apprenticeship MB	<a href="mailto:Cheryl.Lavallee@gov.mb.ca">Cheryl.Lavallee@gov.mb.ca</a>
Shirley Thompson	University of Manitoba	<a href="mailto:s.thompson@umanitoba.ca">s.thompson@umanitoba.ca</a>
Barney Mason	University of Manitoba	<a href="mailto:wasagamack68@gmail.com">wasagamack68@gmail.com</a>
Sacha Janzen	Apprenticeship Manitoba	<a href="mailto:Sacha.Janzen@gov.mb.ca">Sacha.Janzen@gov.mb.ca</a>
Elsie Monias	Garden Hill First Nation	<a href="mailto:tansi2012@hotmail.ca">tansi2012@hotmail.ca</a>
Peter Garrioch	University College of the North	<a href="mailto:pgarrioch@ucn.ca">pgarrioch@ucn.ca</a>
Jacqueline Lagimodiere	Skills and Employment Partnerships - Industry Training & Employment Services (ITES)	<a href="mailto:Jacqueline.Lagimodiere@gov.mb.ca">Jacqueline.Lagimodiere@gov.mb.ca</a>
Cathy Monias	Garden Hill First Nation	<a href="mailto:cathymonias@outlook.com">cathymonias@outlook.com</a>
Merdo McKay	Garden Hill First Nation	
Mark Hoddenbagh	University of Manitoba	<a href="mailto:mark.hoddenbagh@gmail.com">mark.hoddenbagh@gmail.com</a>

### Minutes

#### Housing Needs Assessment (Shirley Thompson)

1. A summary was provided of the current housing needs in both communities.
  - a. Total 275 individuals were surveyed by Garden Hill employment and training authority and Elsie Monias, Director of employment and training in Garden Hill FN and Lakeisha Barkman in summer 2017 with:
    - i. Average persons per bedroom is 2.67 people
    - ii. 118 out of 245 houses described their housing as needing major repairs (bad).
    - iii. 84% of youth in houses (407 youth in 275 houses) were unemployed.
  - b. Wasagamack has similar issues.

#### Summary of Sewer & Water retrofit program at Island Lake Tribal Council (Jacqueline Lagimodiere)

1. The communities wanted to develop electricians, plumbers and carpenters, with a goal of producing local skilled tradespeople at the journey person level.
  - a. Planning with ILTC began in 2011 with a target of over 800 housing units to be retrofitted.
  - b. The program started in 2012

2. ILTC hired Bob Kimble as a project manager to oversee the Retrofit Initiative construction work over a five year period as part of the Federal funding agreement.
3. In construction season year two (2013-14), four separate agreements were struck with each First Nation (Garden Hill, Wasagamack, St. Therese and Red Sucker Lake)
  - a. Feds Covered building materials
  - b. Province
    - i. Prepared to pay a wage subsidy of \$10/hour per apprentice
    - ii. Considered partial support for Journeyman trainers who were not available locally due to high cost of trainers. Garden Hill and Wasagamack qualified and JP Electrician wages were approved up to a specified amount. However, due to garnishment orders wages to apprentices and the journeypersons were redirected to the courts and delayed until March 2015.
    - iii. Supported technical training when apprentices completed the Essential Skills upgrading and were able to register for school.
4. In construction season 3 and 4: FireSpirit Inc. agreed to provide support in documenting apprentices and flow wage subsidy money to apprentices on behalf of Garden Hill and Wasagamack First Nations.
5. Outcomes
  - a. 769 housing units were retrofitted.
  - b. 45 people entered the program
  - c. 1-2 persons from St. Therese gained journeyman status
  - d. Some Level 1 apprentices were trained and a few Level 2 and 3 apprentices were trained
  - e. Planned retrofits were completed in 4 years instead of the planned 5 years
  - f. The four communities participated all four years with all accessing federal funding and three of the communities accessing provincial funding although all four communities were approved for provincial funding.

#### Project Partners

- Island Lake Tribal Council
- University College of the North
- Fire Spirit Inc. (Aboriginal human resource company)
- MET - Apprenticeship Manitoba, Skills and Employment Partnerships - ITES
- Workplace Education Manitoba
- St. Theresa FN
- Garden Hill FN
- Wasagamack FN
- Red Sucker Lake FN
- Federal Government (INAC)
- CMHC
- IMG and BDO third party managers
- Indigenous and Northern Affairs (formerly Aboriginal and Northern Affairs)

## Challenges

Challenge	Expectations/Resolution
It wasn't clear if the communities understood the apprenticeship model	<ul style="list-style-type: none"> <li>• Project sponsors and stakeholders expected employment and Levels progression</li> <li>• Employers expected to pay apprenticeship wages, which are higher than first nation housing labour wages</li> </ul>
Payment of apprentices through the bands was problematic <ul style="list-style-type: none"> <li>• Some of the bands were under 3<sup>rd</sup>-party management and wages were garnisheed               <ul style="list-style-type: none"> <li>○ Disenfranchised apprentices as pay was less than expected</li> <li>○ This affected participation in the essential skills upgrading required by AM prior to being able to register for technical training.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Engaged Fire Spirit, an Indigenous Human Resources firm, support to Garden Hill and Wasagamack as the employers and administer the wage subsidy agreements on behalf of SEP so that apprentices would receive apprenticeship wage rate as agreed upon.</li> <li>• Consideration for future apprenticeship initiatives to having an external employer hire the apprentices and JPs to direct safe work and on the job training.</li> </ul>
WEM provided essential skills upgrading to all communities, however due to some challenges with instructor availability (locally or outside the communities) attendance was sporadic and or the essential skills upgrading was available after the apprentices became disenfranchised.	<ul style="list-style-type: none"> <li>• Make provision for this appropriate essentials skills or literacy training in preparation for training in any program going forward – provincial support may be available.</li> </ul>
Community champion/Coordinator <ul style="list-style-type: none"> <li>• Lack of an independent person to support the apprenticeships resulted in confusion for students</li> </ul>	Will need a community champion/coordinator who is not the employer and is unbiased and apolitical to support the apprentices in training and employment and able to provide wrap around supports to ensure success.
Language barriers <ul style="list-style-type: none"> <li>• Some students had trouble with the English as a second language and English only technical format</li> </ul>	Provide translations of relevant materials into first language such as: Oji-Cree
Students started working before learning the theory and never got a chance to learn theory	Try to enlist the people who had the hands-on training apprenticeship hours into future level 1 carpentry course.

## Summary of Carpentry level 1 program with St. Theresa First Nation (Jacqueline Lagimodiere)

- The program is a partnership between stakeholders listed above.
  - a. UCN is delivering a 12 week program: 11 weeks technical training in class room in St. Theresa Point and 1 week of shop time at UCN - a certified training facility in The Pas
  - b. Technical training provided through UCN

- c. UCN hired Alex Monias as the journeyman Instructor with FireSpirit providing instructor supports from Brent Sharp (current RRC employee).
- d. The program started in St. Therese October 16, 2017.
- e. Started with 11 students
- f. Currently there are 8 students
- g. Originally a Wasagamack apprenticeship was registered to start. Although travel was coordinated and approved with the E & T rep to commute from Wasagamack and St. Theresa Point, the apprentice did not attend, reason unknown.

#### Financing Model

1. Bands (or students if bands opt out) pay for student registration fee, books.
  - a. Registration fee is \$200
  - b. Program costs are ~\$25/week, so \$300 for 12 week program
2. Apprenticeship Manitoba pays for rest of tuition
3. Apprentices apply for EI during technical training which is considered their Living allowance. Other incremental costs associated with training may be available, such as travel to technical training, living away from home allowance, day care costs.
  - a. Apprentices need to have worked enough insured hours to qualify for EI benefits.
  - b. If the apprentice does not qualify for EI, Apprenticeship Manitoba can cover a living allowance under provincial funding.

#### Future Needs

1. Wasagamack FN capital projects
  - a. 18 Teacherages to be built in next few years.
  - b. High School and elementary school to be built in next few years.
  - c. Water & Sewer treatment plant being built
  - d. Have a number of ready to move houses that need to be installed.
  - e. How can the community engage contractors in this training opportunity?
2. Garden Hill First Nation
  - a. Building duplexes, building houses and repair of housing
3. Carpentry identified as most immediate need in WFN and GHFN
  - a. Electricians are second
  - b. Plumbers are third

#### Path Forward

1. MET provided the Skills and Employment Partnerships PROPOSAL DEVELOPMENT GUIDELINE FOR SERVICE PROVIDERS to be filled out by an organization that is solvent on behalf of Wasagamack First Nation and Garden Hill First Nation to fit their needs which Shirley, Barney and Mark can also assist with.

1. A proposal from a solvent organization on behalf of Wasagamack and Garden Hill when being developed should include:
  - a. What the goals of the request and success would look like.
  - b. The communities will need to consider if they would like to have a separate proposal for each community.
  - c. Need to have band leadership solidly on board

- d. Chief and Council need to set positive tone, agenda and framework for employment/training
  - e. Not able to flow funds to 3<sup>rd</sup> party manager or First Nation that has only recently gotten out of 3<sup>rd</sup> party (e.g., GH Employment & Training funds managed through MKO, not 3<sup>rd</sup>-party management, so should be no issues with garnishing wages or an organization such as Fire Spirit, a First Nation human resource company, played role in moving money to where it needed to go.
  - f. Consider possibility of working with an established incorporated company as employer.
  - g. Need to sort out continuity of community contributions
  - h. Determine role of Federal Government (INAC/ESDC)
2. Next meeting: 10:00 Dec. 13<sup>th</sup> only for key partners in Skills and Employment Partnerships  
PROPOSAL DEVELOPMENT GUIDELINE FOR SERVICE PROVIDERS.