

Member First Nations

Dokis First Nation
Henvey Inlet First Nation
Magnetawan First Nation
Shawanaga First Nation
Temagami First Nation
Wahnapitae First Nation
Wasauksing First Nation

Catchment Area

Sudbury
Parry Sound
North Bay
Manitoulin Island



GEZHTOOJIG
EMPLOYMENT & TRAINING

ANNUAL REPORT

April 1, 2011 to March 31, 2012



Canada

**EMPLOYMENT
ONTARIO**
Ontario's employment & training network

VISION STATEMENT

“Gezhtoojig Employment and Training will be the leading resource centre for all Anishnabek people in employment, training and business services.”

MISSION STATEMENT

“Gezhtoojig Employment and Training as a circle of Anishnabek people with a vision of self determination will foster and direct Aboriginal employment, training and business development initiatives. We will develop public and private partnerships with all employment and business sectors to promote the employability and economic success of Anishnabek people.”

CORE VALUES

Respect	Teamwork	Communication	Culture
Honesty	Empowerment	Self Determination	

ORGANIZATION

The organization administers and delivers employment/training and business advisory services in order to meet the mandate set out by the organization. On-going planning, development and evaluation takes place to ensure the organization policies, programs and services are current and meeting the needs of the membership.

GEZHTOOJIG EMPLOYMENT AND TRAINING

SNAPSHOT OF PLANNING, PRIORITIES AND ACCOMPLISHMENTS

For the period April 1, 2011 to March 31, 2012

CHANGES, CHANGES AND MORE CHANGES

This fiscal year was one of many great changes for the organization, clients and communities we service. Changes took place on all of our funding agreements including annual business plans/workplans, reporting and case management. One of the most visible changes was the new office location/client resource centre and increased services provided to our clients.

NEW OFFICE LOCATION (CLIENT RESOURCE CENTRE)

We relocated to our new office on March 7, 2011. We opened up our new client resource centre in April 2011, which is fully equipped with workstations, computers, internet access and a new job board. The number of clients has certainly increased since we relocated to our new office, which is walking distance from downtown. We have more out of area clients coming in for assisted services and the number of clients using the resource room for unassisted services has also increased. A big thanks to the Ministry of Training, Colleges and Universities who funded the move as part of the Employment Ontario Initiative. Our insurance policy coverage was also increased this year due to the new office location and additional office equipment. Our new board room is now available for other aboriginal organizations to utilize based on availability.

OPEN HOUSE/NEW WEBSITE

We held our open house for our new office location, resource centre and full suite of programs and services in August 2011. The turnout was great; we even received a plaque from the MPP in our area and the media was present. Our new website was also launched in the summer of 2011.

FUNDING AGREEMENTS: RENEWALS AND CHANGES

Gezhtoojig receives funding from the Federal and Provincial governments for programs and services.

Federal Government – Human Resources and Skills Development

Human Resources and Skills Development now provides funding under a program called the “Aboriginal Skills and Employment Training Strategy (ASETS) Program via an agreement with the Anisinabek Nation and the Aboriginal Labour Force Development Circle. This is a 4.5 years strategy which began on October 1, 2010 and will expire on March 31, 2015. Gezhtoojig prepares annual operating plans, expenditure plans and cashflows for these agreements.

Provincial Government - Ministry of Training, Colleges and Universities

Gezhtoojig was approved for a new agreement under the Employment Ontario Initiative for the period of October 1, 2010 to March 31, 2012. Under this new service delivery model service providers were required to deliver a full suite of services including client assessments for Second Career and Ontario Self Employment Benefit. A new case management system with performance based measures and targets was also introduced. This funding also provided the funds to relocate and renovate new office space close

to downtown with a fully equipped client resource centre. This new agreement also introduced financial supports and incentives for clients and employers.

HUMAN RESOURCES – RESTRUCTURING AND STAFF CHANGES

For the first six months of this year we created a new position: Employment Unit Coordinator. This individual coordinated all the programs and services, mentored all the staff to create consistency ie. common assessment and interpretation of criteria. For the later six months of this year, this position was once again changed to Special Projects Coordinator in an effort to pursue other initiatives such as mining for future years. As a result of this we were also able to hire one more Employment Services Officer (we now have three Employment Services Officers). One of the Employment Services Officer also resigned to accept another job offer in his home community. As a result of posting of this position we were able to recruit a previous employee who required minimal training.

The receptionist position was revamped to include more administrative support to the employment unit and was reclassified as an Administrative Assistant. The Finance Administrator resigned to accept a job in his home community. Filling this position created some challenges; therefore, the position was vacant for some time. Although these vacancies created some challenges for us, we were happy for the employees that were able to secure employment in their home communities.

SERVICE DELIVERY IMPROVEMENT AND CAPACITY BUILDING

All three Employment Services Officers have been trained to conduct assessments for Second Career and the Ontario Self Employment Benefit as well as delivering general information sessions to Service Canada clients. The Employment Services Officers received support from the Employment Unit Coordinator in creating consistency ie. common assessment, proper interpretation of program criteria and workshop delivery . The new case management system that was introduced by the provincial government required extensive training. Staff participated in training such as Resource & Information, Building Retention, Service Decision/Access Models and job development training. The General Manager and Employment Unit Coordinator attended a Performance Management Training Sessions and business planning sessions with the Ministry for the new case management system.

SERVICE AREA

First Nations: Magnetawan, Henvey Inlet, Temagami, Wasauksing, Wahnapiatae, Shawanaga and Dokis as well as the City of Greater Sudbury.

Itinerant Services: Wikwemikong, M'Chigeeng, Mnídoo Mnising, North Bay and Parry Sound.

BOARD OF DIRECTORS

Lloyd Myke	Magnetawan First Nation
Genevieve Solomon	Henvey Inlet First Nation
Adam Pawis	Shawanaga First Nation
Irvin George	Wahnapiatae First Nation
John Mattias/Holly Charyna.....	Temagami First Nation
Tracey Pawis	Wasauksing First Nation
Tina Restoule	Dokis First Nation

OFFICERS

President	Lloyd Myke
Vice-President	Tina Restoule
Treasurer	Tracey Pawis
Secretary	Adam Pawis

ELDER

Christine (Tina) Mandamin

STAFF

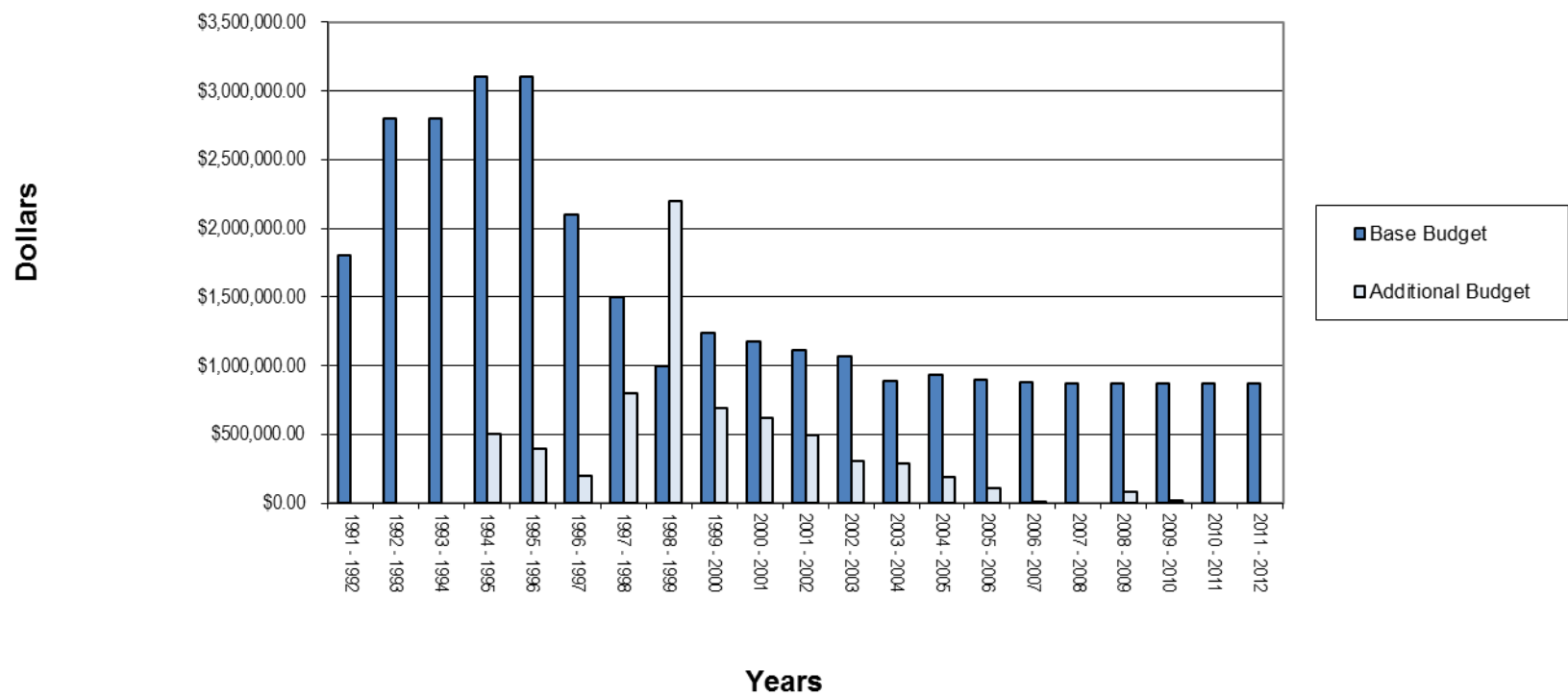
Debbie Recollet	General Manager
Rachelle Philippe.....	Employment Services Officer
Reg Canard	Employment Services Officer
Eric Martin/Sandra Martin	Employment Services Officer
Bev Brennan.....	Employment Support Worker
Jonathan Restoule/Angela McLeod.....	Finance Administrator
Kim Murray	Administrative Assistant
Ron Sarazin.....	Employment Unit Coordinator/Special Projects Officer

PROGRAM BUDGET TRENDS 1991 – 2012 (Federal Program Funds ONLY)

Historically Gezhtoojig Employment and Training was able to access national slippage and this increased our programs budgets tremendously. National slippage is no longer available. In the past five (5) years the only funds that were available for re-distribution were the Metis specific funds. In this fiscal year we were approved for the special apprenticeship project (funding allocation is reported separately) and this is also the year that the Ministry of Training Colleges and Universities started providing us with some funding for client supports and employer incentives (funding allocation is reported separately). Continuation of these funds from the Ministry compliments the federal program funding that we receive. In this fiscal year the Federal Government did not provide an allocation for the Canada Summer Jobs so this decreased base budget.

Fiscal Year	Base Budget	Additional Budget
1991 - 1992	\$1,800,000.00	\$0.00
1992 - 1993	\$2,800,000.00	\$0.00
1993 - 1994	\$2,800,000.00	\$0.00
1994 - 1995	\$3,100,000.00	\$500,000.00
1995 - 1996	\$3,100,000.00	\$400,000.00
1996 - 1997	\$2,100,000.00	\$200,000.00
1997 - 1998	\$1,500,000.00	\$800,000.00
1998 - 1999	\$1,000,000.00	\$2,200,000.00
1999 - 2000	\$1,240,423.00	\$691,474.00
2000 - 2001	\$1,174,486.00	\$622,207.00
2001 - 2002	\$1,113,099.00	\$497,170.00
2002 - 2003	\$1,068,237.00	\$311,191.00
2003 - 2004	\$891,649.00	\$293,112.00
2004 - 2005	\$932,442.00	\$188,135.00
2005 - 2006	\$894,392.00	\$108,280.00
2006 - 2007	\$882,725.00	\$5,647.00
2007 - 2008	\$871,282.00	\$0.00
2008 - 2009	\$871,282.00	\$81,804.00
2009 - 2010	\$871,282.00	\$19,109.84
2010 - 2011	\$871,283.00	\$0.00
2011 - 2012	\$805,375.00	\$0.00

Program Budget Trends 1991-2012 (Federal Program Funds ONLY)



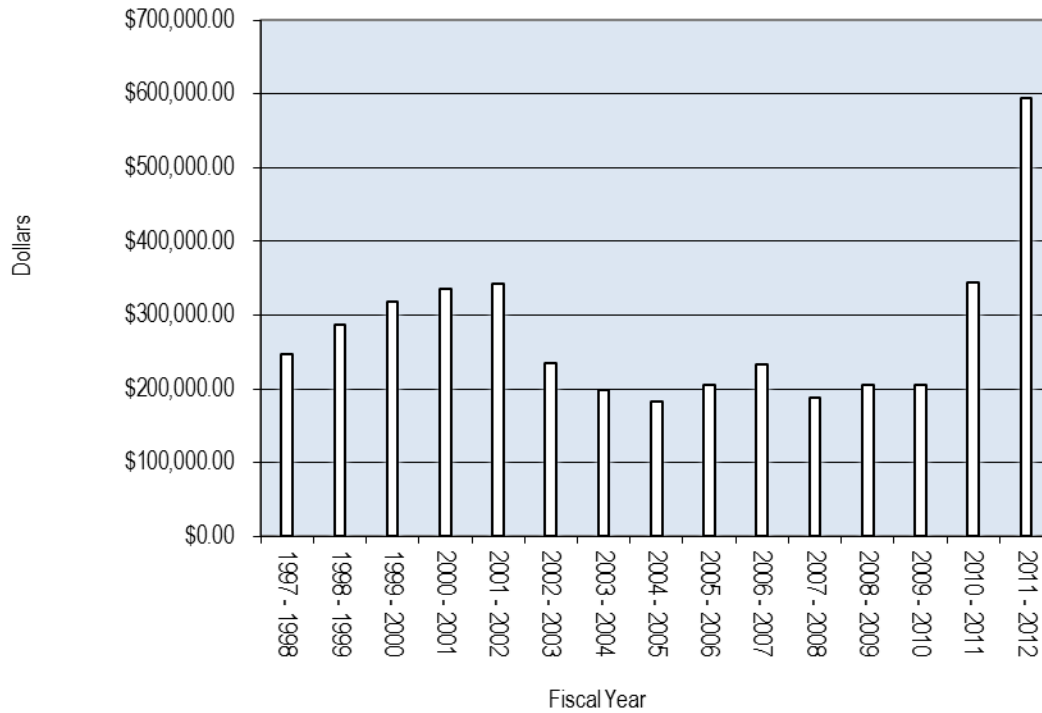
**GEZHTOOJIG CLIENT INTERVENTIONS YEARLY COMPARISON
1997 – 2012 (Federal Program Base Funding ONLY)**

Fiscal Year	Number of Client Interventions
1997 - 1998	371
1998 - 1999	473
1999 - 2000	438
2000 - 2001	318
2001 - 2002	330
2002 - 2003	268
2003 - 2004	282
2004 - 2005	314
2005 - 2006	212
2006 - 2007	225
2007 - 2008	213
2008 - 2009	175
2009 - 2010	188
2010 - 2011	162
2011 – 2012	139

- NOTE:** - The Yearly Comparison chart includes EI/CRF and Youth. Chart only includes program funding received by the Union of Ontario Indians and the Aboriginal Labour Force Development Circle. It does not include Out of Area and Employment Ontario clients.
- Additionally 31 participants were funded:
9 fully funded Employment Ontario clients
22 Out of Area Clients

OPERATING BUDGETS 1997- 2012 (Federal and Provincial Funding)

Administration Operating Budget 1997-2012 Comparison



Fiscal Year	Operating Budget
1997 - 1998	\$246,929.00
1998 - 1999	\$287,425.00
1999 - 2000	\$318,400.00
2000 - 2001	\$335,747.00
2001 - 2002	\$341,670.00
2002 - 2003	\$235,034.00
2003 - 2004	\$198,811.00
2004 - 2005	\$181,904.00
2005 - 2006	\$204,431.00
2006 - 2007	\$232,733.00
2007 - 2008	\$187,998.00
2008 - 2009	\$204,356.00
2009 - 2010	\$205,450.00
2010 - 2011	\$344,894.00
2011 - 2012	\$593,949.00

STATIISTICAL SUMMARY REPORT

CLIENTS SERVED

TOTAL EMPLOYMENT UNIT SERVICES PROVIDED

Employment counseling multiple soft services	<u>2045</u>
Total Soft Services	2045

Employment counseling physical clients	<u>302</u>
Total Physical Clients	302

TOTAL PHYSICAL CLIENTS	302
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TOTAL GEZHTOOJIG EMPLOYMENT & TRAINING FUNDING

includes

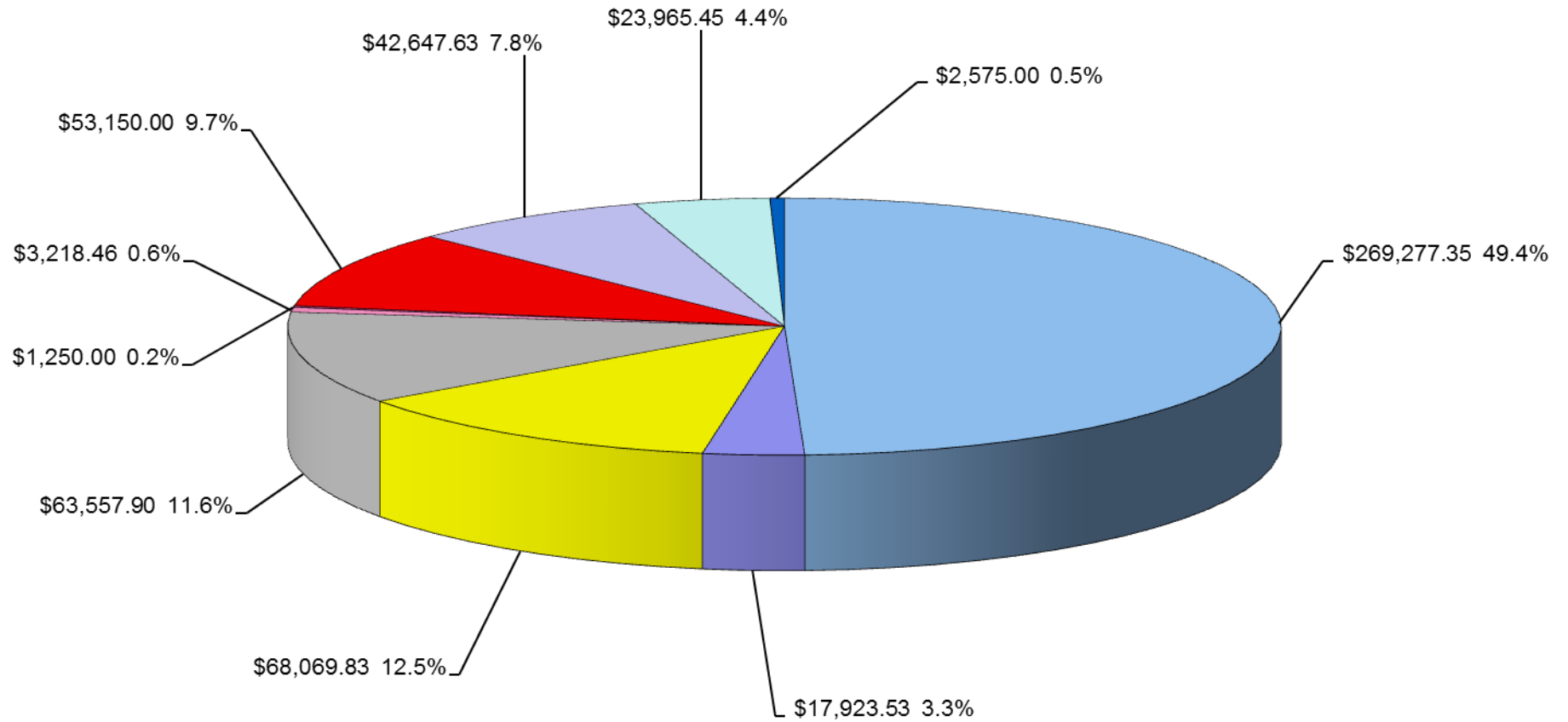
UNION OF ONTARIO INDIANS (UOI)

ABORIGINAL LABOUR FORCE DEVELOPMENT CIRCLE (ALFDC)

OUT OF AREA

EMPLOYMENT ONTARIO

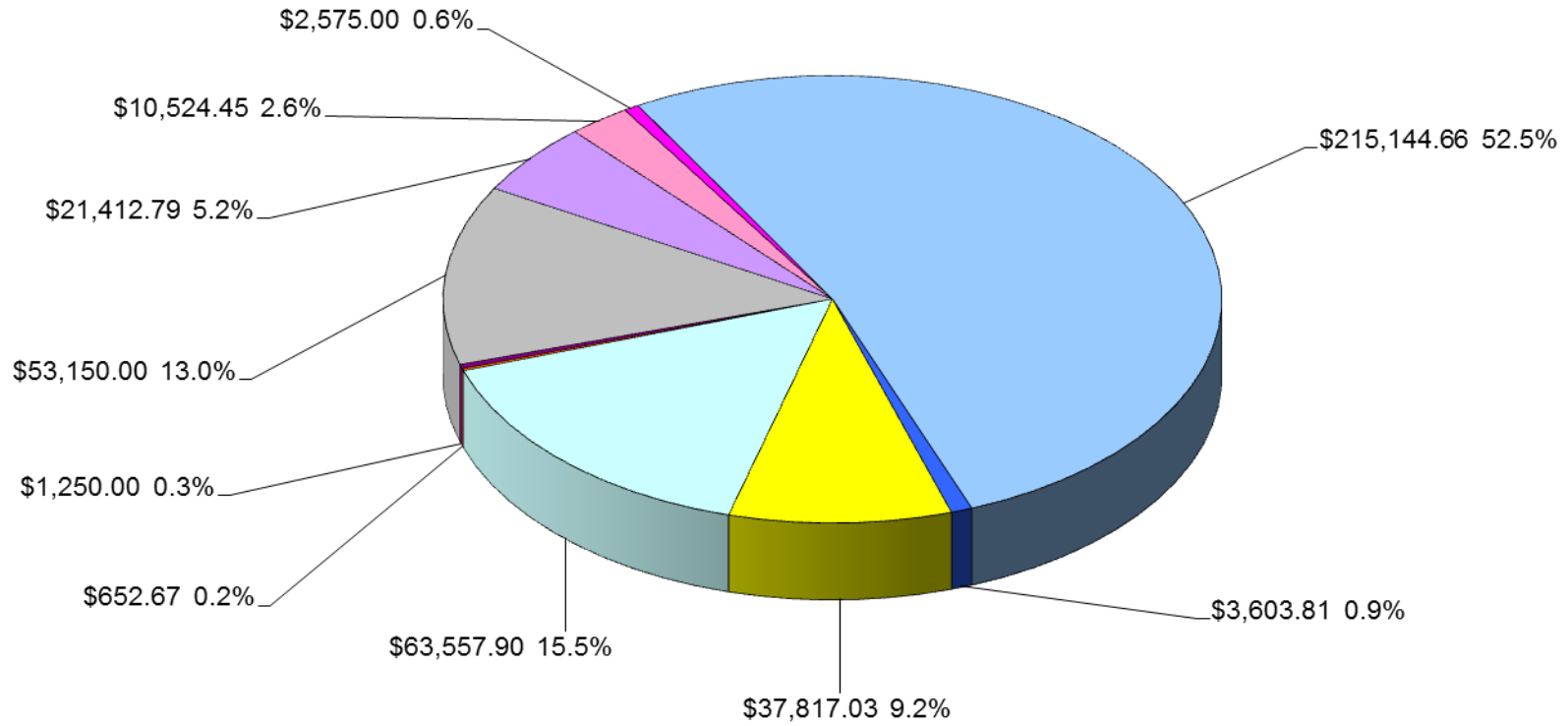
**UNION/ALFDC/Out of Area/Employment Ontario Budget Breakdown 2011-2012
(Including CRF/EI/Youth/Employment Ontario)**



Purchase of Training	Employment Supports	Targeted Wage Subsidy	Job Creation Partnership	Mobility
Self Employment Assistance	Employment Assistance Service	Canada Summer Jobs	Youth Work Experience	Career Fair

TOTAL
UNION OF ONTARIO INDIAN (UOI)
CLIENTS & EXPENDITURES
Funding from April 1, 2011 to March 31, 2012

**Union of Ontario Indians Program Budget Breakdown
April 1, 2011 to March 31, 2012
(Includes CRF/EI/Youth)**



Purchase of Training	Employment Supports	Targeted Wage Subsidy	Job Creation Partnership
Mobility	Self Employment Assistance	Employment Assistance Service	Canada Summer Jobs
Youth Work Experience	Career Fair		

TOTAL UNION OF ONTARIO INDIAN CLIENTS – 102
April 1, 2011 to March 31, 2012

Gender Breakdown

Male Participants	60
Female Participants	42

On/Off Reserve

On Reserve Male	36
Off Reserve Male	24
On Reserve Female	28
Off Reserve Female	14

Intervention Types

Purchase of Training	45
Employment Supports	11
Targeted Wage Subsidy	13
Job Creation Partnership	17
Mobility	1
Self-Employment Assistance	1
Employment Assistance Service	1
Canada Summer Jobs	7
Youth Work Experience	6
Career Fair (First Nation Hosted – 83 Participants)	

National Occupational Classifications

000's – Management	3
100's – Business, Finance, Administration	20
200's – Natural & Applied Sciences	6
300's – Health	3
400's – Social Science, Education, etc.	9
500's – Art, Culture, Recreation	7
600's – Sales & Service	11
700's – Trade, Transport & Equipment Operation	18
800's – Primary Industry	24
900's – Processing, Manufacturing & Utilities	1

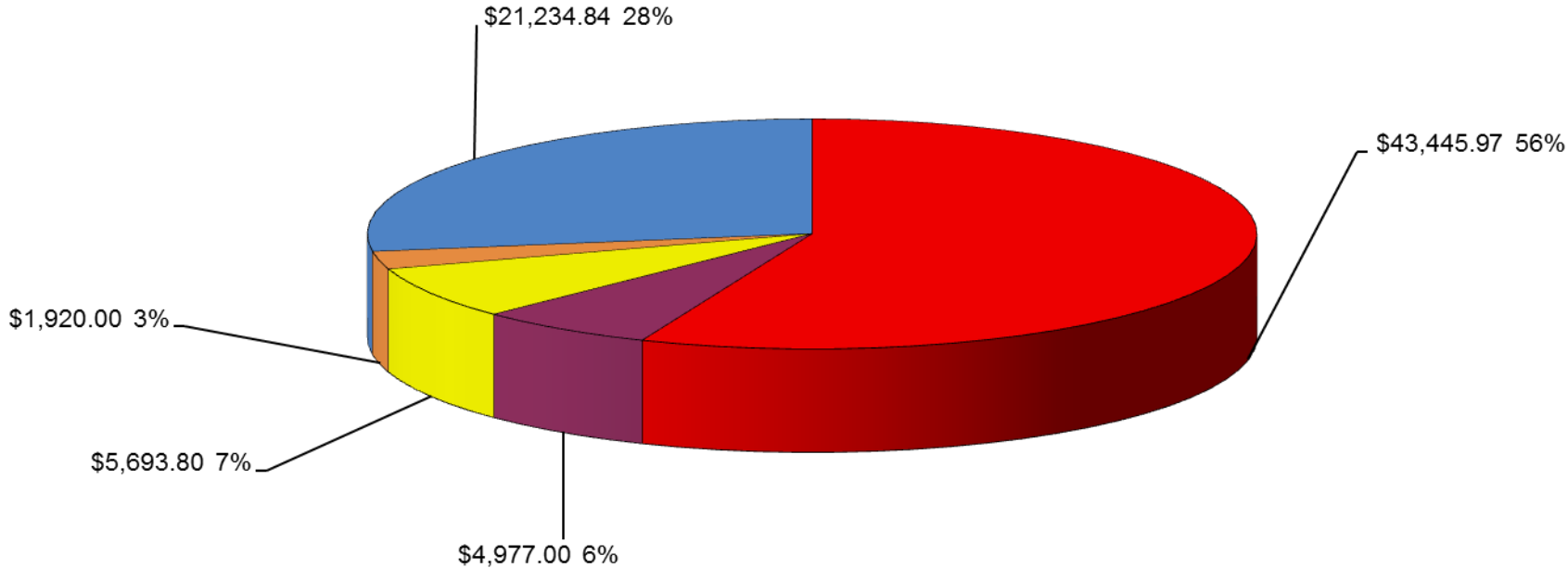
Training Intervention Outcome

Employed	53
Self Employed	4
Unemployed	31
Still in Training	3
Returned to School	3
Job Searching	7
Unknown	1

NOTE: Of the 102 participants 28 were male youths and 20 were female youths.

TOTAL
ABORIGINAL LABOUR FORCE DEVELOPMENT CIRCLE (ALFDC)
CLIENTS & EXPENDITURES
Funding from April 1, 2011 to March 31, 2012

Aboriginal Labour Force Development Circle Program Budget Breakdown
April 1, 2011 to March 31, 2012
CRF/EI



**Aboriginal Labour Force Development Circle Funding
April 1, 2011 to March 31, 2012
CRF/EI**

Type of Intervention	Number of Participants	Intervention Budget
Purchase of Training	18	\$ 43,445.97
Employment Supports	8	\$ 4,977.00
Targeted Wage Subsidy	1	\$ 5,693.80
Mobility	1	\$ 1,920.00
Canada Summer Jobs	9	\$ 21,234.84
Total Intervention Budgets	37	\$ 77,271.61

TOTAL ABORIGINAL LABOUR FORCE DEVELOPMENT CIRCLE CLIENTS - 37
April 1, 2011 to March 31, 2012

Gender Breakdown

Male Participants	21
Female Participants	16

On/Off Reserve

On Reserve Male	15
Off Reserve Male	7
On Reserve Female	13
Off Reserve Female	2

Intervention Types

Purchase of Training	18
Employment Supports	8
Targeted Wage Subsidy	1
Mobility	1
Canada Summer Jobs	9

National Occupational Classifications

000's – Management	1
200's – Natural & Applied Sciences	1
300's – Health	4
400's – Social Science, Education, etc.	4
500's - Art, Culture, Recreation	1
600's – Sales & Service	12
700's – Trade, Transport & Equipment Operation	11
800's - Primary Industry	2
900's - Processing, Manufacturing & Utilities	1

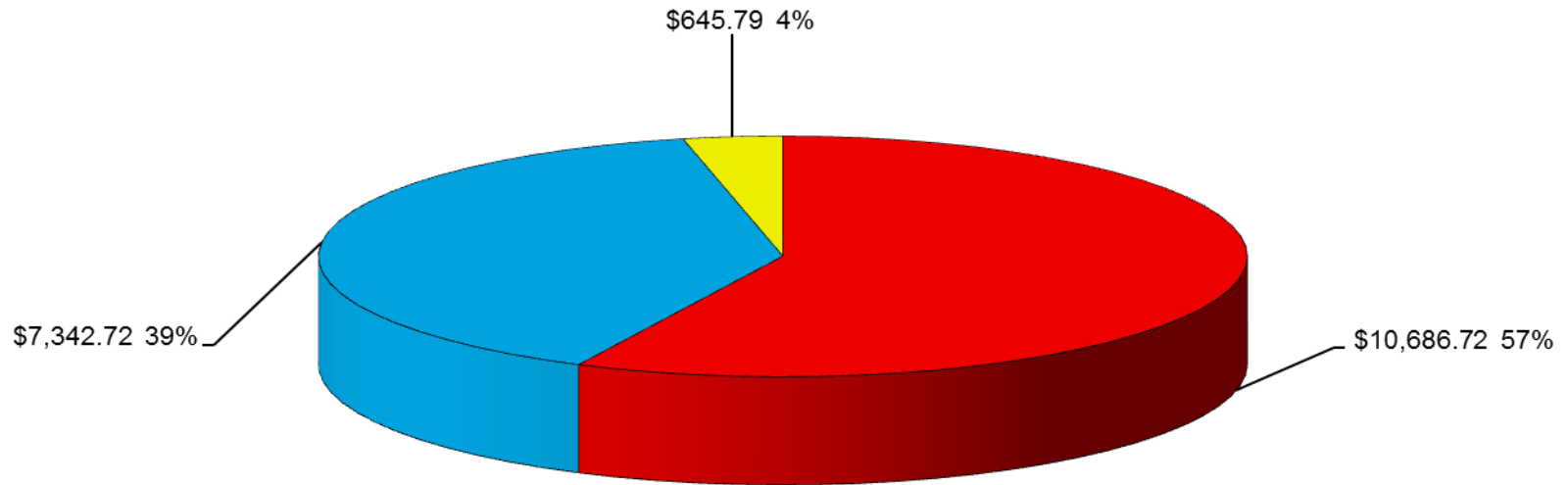
Training Intervention Outcome

Employed	22
Unemployed	6
Returned to School	9

NOTE: Of the 37 participants 10 were male youths and 8 were female youths.

**TOTAL
OUT OF AREA
CLIENTS AND EXPENDITURES
Funding from April 1, 2011 to March 31, 2012**

Out of Area Funding
April 1, 2011 to March 31, 2012
CRF/EI



**Out of Area
April 1, 2011 to March 31, 2012**

Type of Intervention	Number of Participants	Intervention Budget
Purchase of Training	6	\$ 10,686.72
Employment Supports	13	\$ 7,342.72
Mobility	3	\$ 645.79
Total Intervention Budgets	22	\$ 18,675.23

TOTAL OUT OF AREA CLIENTS – 22

Gender Breakdown

Male Participants	13
Female Participants	9

On/Off Reserve

On Reserve Male	1
Off Reserve Male	12
On Reserve Female	1
Off Reserve Female	8

Intervention Types

Purchase of Training	6
Employment Supports	13
Mobility	3

National Occupational Classifications

100's - Business, Finance, Administration	2
300's – Health	3
400's – Social Science, Education, etc.	4
600's – Sales & Service	2
700's – Trade, Transport & Equipment Operation	8
800's – Processing, Manufacturing & Utilities	2
900's - Processing, Manufacturing & Utilities	1

Training Intervention Outcome

Employed	22
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NOTE: Of the 22 participants there were 9 male youths and 4 female youths.

TOTAL

EMPLOYMENT ONTARIO EXPENDITURES

Funding from April 1, 2011 to March 31, 2012

