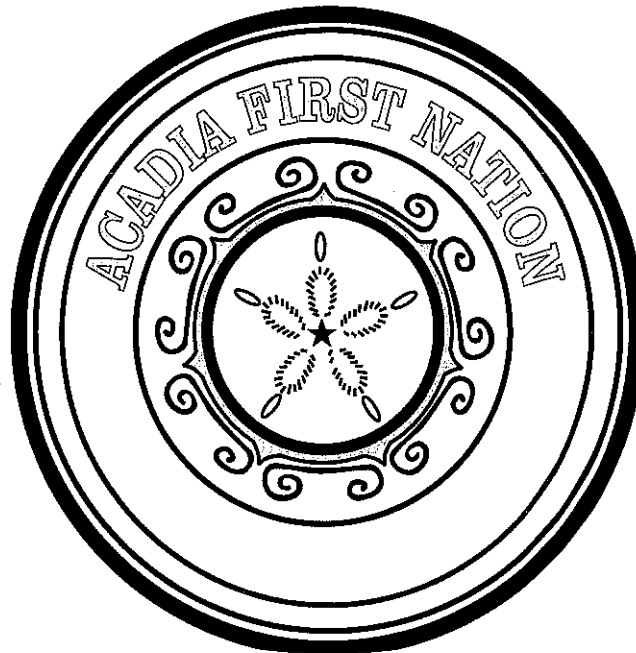


Employment and Training Report
For
AFN Annual General Meeting
2016-17 Fiscal Year



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ACADIA FIRST NATION

METS/EMPLOYMENT & TRAINING PROGRAM

The employment and training program mandate is to work with clients to assist them to develop an action plan to address various barriers to employment. Many of the clients have multiple barriers to employment so each client's return to work action plan (RTWAP) will vary based on their individual needs.

Our program has two funding streams; Consolidated Revenue Funds (CRF) which are used to assist clients who have no attachment to the labour market and Employment Insurance Funds (EI) which are used to assist those clients who are on a current EI claim or have drawn regular EI within the last three years or have been on a maternity EI claim within the last 5 years.

Our program operates under a Sub Agreement with the Mi' kmaq Employment Training Secretariat (METS) who is the ASETS agreement holder (Aboriginal Skills and Employment Training Strategy) for all 13 First Nations in Nova Scotia. We are able to offer a wide variety of programs to assist clients such as Skills Development, Job Creation, Work Experience, Targeted Wage Subsidy, Apprenticeship, and Summer Student Work Experience. ASETS is a five year agreement with Service Canada and was due to end March 31, 2017. At this time, we are operating on a one year extension as a transition year into a new agreement. Services have continued as usual. It is still unclear at this time what the program will look like post March 31, 2018.

Total yearly budget

CRF \$ 261126

EI \$ 103458

Employment and Training targets and results as outlined in the
 METS Annual Operating Plan for 2016-17 for Acadia First Nation

ACADIA FIRST NATION FY 2016-2017

| Priority// Objective | Expected Results/Targets | Results/ Progress/Achieved | New | Results/ Progress To-Date | CRF Budget Expended | EF Budget Expended |
|-------------------------|---|---|-----|---------------------------------|------------------------|-----------------------|
| NEO/EAS | METS Target: | Number of Case Managed Clients with: | | | | |
| | 44 clients will be assisted and case managed with a funded intervention | Funded Interventions: | 50 | | \$ | \$ |
| | 37 clients will be provided non-funded interventions. | Non-Funded Interventions: | 29 | | | |
| | 25 will be drop in (self-service), | Drop In Clients Served: | 32 | | | |
| | 48 will have a needs assessment, | Needs Assessments Completed: | 50 | | | |
| | 48 will have action plans developed, | Action Plans Developed: | 41 | | | |
| | 40 will have action plans closed, | Action Plans Closed: | 33 | | 14 RTS 14 employed | |
| | 10 will be referrals. | Clients Referred: | 8 | | | |
| | 4 non-funded clients will return to work, and | Non-Funded Clients Returned to Work: | 6 | | | |
| | 2 non-funded clients will return to school. | Non-Funded Clients Returned to School: | 3 | | | |
| Work | 0 EI clients and | EI Clients Served: | | | | \$ |

| Priority/ Objective | Expected Results/Targets | Results/ Programs Achieved | New | Results/ Progress To-Date | CRF Budget Expanded | EI Budget Expanded |
|---|--|---|-----|---------------------------------|------------------------|-----------------------|
| Experience Program | 3 CRF clients will gain meaningful work experience. | CRF Clients Served: | 8 | 3 employed | \$ 99703.64 | |
| | 1 will return to school and | Clients Returned to School: | | | | |
| | 1 will be employed. | Clients Employed: | 3 | | | |
| Project Based Training | 0 EI client(s) will be funded in project based training | EI Clients Served: | | | | \$ |
| | 0 CRF Client (s) will be funded in project based training. | CRF Clients Served: | | | \$ | |
| | 0 will return to school and | Clients Returned to School: | | | | |
| | 0 will be employed. | Clients Employed: | | | | |
| Targeted Wage Subsidy | 0 EI client (s) will be provided subsidies | EI Clients Served: | 1 | 1 employed | | \$ 6615 |
| | 1 CRF client(s) will be provided subsidies | CRF Clients Served: | 4 | 2 employed | \$ 9888.92 | |
| | 1 client (s) will continue in full time employment. | Clients Employed: | 3 | | | |
| Summer Program | 20 student(s) will be hired in summer employment. | Summer Students Employed: | 14 | 13 RTS | \$ 41325.57 | \$ |
| FN People with Disabilities | 3 Aboriginal people with a disability will be better supported. | Clients Supported: Support Provided: | 5 | 2 employed | | |
| Aboriginal Women and Older Workers | 15 women will be placed in demand driven skills development or | Women Served: | 20 | | | |

| Priority/ Objective | Expected Results/Targets | Results/ Progress Achieved | New | Results/ Progress To Date | CRF Budget Expended | El Budget Expended |
|--------------------------------------|--|--|-----|---------------------------------|------------------------|-----------------------|
| | employment opportunities. | | | | | |
| | 7 will become employed | Women Employed: | 9 | 6 rts | | |
| | Partnerships will be developed to assist with the development of innovative programs targeting women. | Partnerships Developed: | | | | |
| Non-member Aboriginal People | Out of all the clients METS will be providing enhanced services to, it is anticipated that 20% would include non-band members. | Non-Band Members Served: Services Provided: | 8 | | | |
| Skills Development | 4 EI client(s) served | EI Clients Served: | 4 | | | \$ 16420.94 |
| | 7 CRF client(s) served | CRF Clients Served: | 15 | | \$ 60518.82 | |
| | 2 client(s) will return to school | Clients Returned to School: | 5 | | | |
| | 5 will become employed and | Clients Employed: | 8 | | | |
| | 1 may need further interventions | Clients Requiring Further Interventions: | 5 | | | |
| Job Creation Program | Will create 1 job opportunities and enhance skills of aboriginal clients, and 0 will be employed | EI Clients Served: | 2 | | | \$ 6670 |
| | | CRF Clients Served: | | | \$ | |
| | | Clients Employed: | 2 | | | |
| Mobility/ Exploratory Program | 1 EI and | EI Clients Served: | | | | \$ |
| | 1 CRF aboriginal clients will be funded to pursue | CRF Clients Served: | | | \$ | |

| Priority/ Objective | Expected Results/Targets | Results/ Progress Achieved | New | Results/ Progress To Date | CRF Budget Expended | EI Budget Expended |
|-----------------------------------|--|--|----------|---------------------------------|------------------------|-----------------------|
| | employment outside their community | | | | | |
| | 1 will be employed, | Clients Interviewed: | | | | |
| | 0 will be assisted to attend job interviews. | Clients Employed: | | | | |
| Apprenticeship Program | 4 client (s) will attend the block module training, | Clients Served: | 2 | | | |
| | 2 EI client(s) will return to their employment | EI Clients Returned to Employment: | 2 | | | \$ 993.67 |
| | 2 CRF client(s) will return to their employment. | CRF Clients Returned to Employment: | | | \$ | |
| Youth | 4 youth will enter into demand driven skills development, employment opportunities or other interventions. 1 client(s) will be employed, 1 client(s) will return to school | Clients Served: | 6 | | | |
| | | Clients Employed: | 3 | | | |
| | | Clients Returned to School: | | | | |

2016-17 was another busy year. I was given an opportunity to take a 2020 Catalyst program based around Indigenous Clean Energy hosted by Lumos Energy. This program was a three month program that consisted of three on-site intensive sessions in three different parts of the country. I spent a week in Richibucto, New Brunswick, a week in Canmore, Alberta and a week in Wakefield, Quebec. The 21 Catalysts were from all over the country. I have gained a lot of knowledge about green energy and have gained a network of very knowledgeable people in the green energy sector. My hopes are to start utilizing this knowledge and network to look at our community's energy landscape and opportunities to

reduce usage and utilize green energy by seeking funding and support to do a comprehensive community energy plan.

I am still an active member of a variety of employment related committees including, The Mets Policy and Planning Committee, The NEO working group, AFN Employment/Education working group, various interview boards, AFN Financial Committee, and most recently the Tusket and Mersey Hydro working groups.

I look forward to another successful year of working with all of you to assist you in meeting and exceeding your employment and training related goals. To set up an appointment, please contact me at the Medway office at 902-685-2956 or email me at wandawesthaver@acadiaband.ca

