ABORIGINAL SKILLS and
EMPLOYMENT TRAINING
PARTNERSHIPS

MAY 27 - 29
2015
MARRIOTT PINNACLE HOTEL, 1128 W HASTINGS STREET, VANCOUVER, BC

BUILDING SUSTAINABLE PARTNERSHIPS
Welcome to the first Annual Aboriginal Skills and Employment Training Strategy (ASETS) Spring Conference held at the Marriott Vancouver, British Columbia. The purpose of convening an annual spring ASETS Conference is to build the capacity of ASETS holders to share best practices and promising approaches. It enables us to meet annually with our federal government partners as we work together to drive out greater education, employment and training results for our people and strengthen our role in the Canadian economy.

The conference theme this year focuses on ASETS renewal an important theme as we work together to build the business case for a long-term government commitment to renew the ASET Strategy into the next decade. While we are grateful for the extension of the program, we must work together and with our federal partners to place the ASETS program into a long term planning framework to meet the needs of our young, diverse Aboriginal labour force. We must build in this framework the flexibility required to address the unique needs of the First Nations, Inuit and Metis clients that we serve and the unique locations that our people come from.

These are exciting times for our communities. We are open for business and it is time to market and marshal the vast human resources and expertise of our people. On behalf of the Metis Nation, I welcome all of the ASET holders who are attending this event and I look forward to learning from your experiences and to working with you as we commence work on future ASETS gatherings and events.

David Chartrand
President, Manitoba Metis Federation
Vice-President, Métis National Council
**AGENDA**

**Wednesday, May 27, 2015**

5:00 – 8:00 PM  
REGISTRATION & WELCOME RECEPTION  
Hors d’Oeuvres & Cash Bar  
Pinnacle Ballroom

**Thursday, May 28, 2015**

8:00 – 9:00 AM  
REGISTRATION & NETWORKING BREAKFAST  
Pinnacle Ballroom Foyer

**PLENARY SESSION**

9:00 AM  
WELCOMING REMARKS  
WILL GOODON, Chair  
GUY FREEDMAN, Co-Chair  
OPENING PRAYER – JOAN LEDOUX, Associate Minister, ASETS, Manitoba Metis Federation

9:15 AM  
OPENING REMARKS  
DAVID CHARTRAND, President, Manitoba Metis Federation

9:45 – 10:30 AM  
PLENARY SESSION - STRATEGIC PARTNERSHIP FUND (SPF) & ASETS RENEWAL  
ROBERT SMITH, Director General, Employment & Social Development Canada (ESDC)  
JAMES SUTHERLAND, Director General, Employment & Social Development Canada (ESDC)

10:30 – 10:45 AM  
HEALTH BREAK

10:45 – 11:30 AM  
THE STATE OF ABORIGINAL LABOUR MARKET PROGRAMMING IN CANADA  
DR. DONNA E. WOOD, Adjunct Assistant Professor  
Department of Political Science  
University of Victoria

11:30 – 12:00 NOON  
PARTNERSHIPS FOR MENTORING & CAPACITY BUILDING  
KATIE MOTTA, Director, Business Development & Partnerships, Canadian Aboriginal & Minority Supplier Council (CAMSC)

12:00 – 1:15PM  
LUNCH (provided)

1:15 – 2:45 PM  
ESDC CONCURRENT BREAKOUT SESSIONS  
A1 Pre-Employment to Job-Training Continuum (Ballroom 1 – 3rd Floor)  
A2 Partnerships (Ballroom 2 – 3rd Floor)  
A3 Processes (Shaunessy – 3rd Floor)  
A4 Modern Treaties (Ambleside 1 – 4th Floor)

2:45 – 3:00PM  
HEALTH BREAK

3:00 – 4:30 PM  
ESDC CONCURRENT BREAKOUT SESSIONS  
B1 Pre-Employment to Job-Training Continuum (Ballroom 1 – 3rd Floor)  
B2 Partnerships (Ballroom 2 – 3rd Floor)  
B3 Processes (Shaunessy – 3rd Floor)  
B4 Modern Treaties (Ambleside 1 – 4th Floor)

4:30 PM  
Conference adjourns for the day
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<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Venue</th>
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<tr>
<td>8:00 – 9:00 AM</td>
<td>Networking Breakfast</td>
<td>Pinnacle Ballroom Foyer</td>
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<tr>
<td>9:00 AM</td>
<td>Welcoming Remarks</td>
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<td></td>
<td>WILL GOODON, Chair</td>
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<td>GUY FREEDMAN, Co-Chair</td>
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<td>9:00 – 9:30 AM</td>
<td>The New Reality of Aboriginal Business in Canada</td>
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<td>J.P. GLADU, President, Canadian Council for Aboriginal Business (CCAB)</td>
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<td>9:30 – 10:00 AM</td>
<td>Investing in People as an Economic Growth Strategy</td>
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<td>DR. MARIE DELORME, CEO, The Imagination Group of Companies</td>
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<td>10:00 – 10:15 AM</td>
<td>Health Break</td>
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<td>10:15 – 11:00 AM</td>
<td>Implementing Economic Development Strategies through Partnerships</td>
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<td>ALLAN CLARKE, Director General, Lands &amp; Economic Development, Aboriginal Affairs &amp; Northern Development Canada (AANDC)</td>
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<td>11:00 – 12:00 noon</td>
<td>Apprenticeship Profiles – Successes &amp; Challenges</td>
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<td>SHAWN MAHAR, Apprenticeship Coordinator, Gabriel Dumont Institute (GDI) Training &amp; Employment</td>
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<td>DOUG ELNISKI, Vice President, Human Resources Forbes Bros. Ltd.</td>
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<td>12:00 – 1:00 PM</td>
<td>Lunch (provided)</td>
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<td>1:15 – 2:15 PM</td>
<td>Partnership Best Practices</td>
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<td>Partnership to Create a Labour Pool of Heavy Equipment Mechanics</td>
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<td>Saskatchewan Ministry of Highways &amp; Infrastructure</td>
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<td>LISA WILSON, Director, Gabriel Dumont Institute (GDI)</td>
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<td>Navigating Employment Program (NEP)</td>
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<td>RAE-ANNA GARDNER, Labour Market Supervisor &amp; Program Coordinator, NEP, Metis Nation of Ontario &amp; ADAM MORRISON, Ontario Tourism &amp; Education Corporation (OTEC)</td>
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<td>2:15 – 2:45 PM</td>
<td>Aboriginal Contracting &amp; Employment</td>
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<td>JAY JOYNER, Senior Advisor, Transcanada Pipelines</td>
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<td>2:45 – 3:00 PM</td>
<td>Health Break</td>
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<td>3:00 – 3:15 PM</td>
<td>Social Innovation</td>
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<td>Metis N4 Construction Inc.</td>
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<td>3:15 – 3:45 PM</td>
<td>The Solace System Longhouse</td>
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<td>PacWest Group of Companies</td>
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<td>PETER MOLANDER, Chief Executive Officer</td>
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<td>TAMMY MONSELL, President</td>
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<td>3:45 – 4:15 PM</td>
<td>Assets Renewal</td>
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<td>Closing Remarks</td>
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<td>Closing Prayer</td>
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<td>Conference Adjourns</td>
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Joan Ledoux

Joan Ledoux is a board member of The Pas Region for the Manitoba Metis Federation and has many responsibilities in that role. She is the Minister of Education, Co-Minister responsible for the ASETS agreement and Education and Training Co-Minister of Tripartite Self-Government Negotiations.

As the Minister of Education she is also the Chair of the Louis Riel Institute (LRI). LRI is the culture and education authority for the MMF. Its mandate is to education the Métis Nation in Manitoba and also the non-Métis about the Métis.

This is Joan’s first term on the MMF Board of Directors. Prior to being elected, she served on numerous boards within the MMF, including 15 years as Chairperson for the Flin Flon Local, Chairperson for the Local Management Board - The Pas Region, and Chair of the Provincial Management Board. Joan was also Chair of the Flin Flon Indian & Métis Friendship Centre.

Born in Winnipegosis, but having grown up in Camperville, Joan is the youngest of 12 children and has been married to her husband Jim for 40 years. They were blessed with three children, Diane, Melanie and Marty, one son-in-law and one daughter-in-law along with four granddaughters Meagan, Alexis, Parker and Cooper.

Joan graduated from Brandon University with a Bachelor of Education, helping her find employment with the Federal and Provincial Government for the past 26 years. Currently, Joan works for Manitoba Hydro.

Joan’s goal is to serve and be accountable to the Métis people - She is a proud and passionate Métis woman who loves to walk, read and dance. For the past ten years, Joan has been writing bits and pieces of her memoir which she plans to dedicate to her children and family. She will continue to use the opportunities given to her to showcase her Métis Culture & History and work towards the vision of the Métis Nation.
Will Goodon

Will is a Metis from the Turtle Mountains in the Southwest Region. He grew up learning how to hunt, fish and trap from his father and uncle. He is currently working in the family business developing small motel properties in rural communities - the Canadian Wilderness Inn - Deloraine, Boissevain and Killarney.

Will has served as a local chair for the Cherry Creek Metis Council, as well as work for the Manitoba Metis Federation in various capacities. He has chaired regional, provincial and national Metis assemblies for about 10 years, as well as chairing assemblies in both British Columbia and Saskatchewan.

He is married to Dr. Kelly Saunders and they are parents to Hunter and Taylor.

Guy (Pizhew) Freedman

Guy is the Senior Partner and President of the First Peoples Group (firstpeoplesgroup.com), an Aboriginal management consulting firm. A fifth generation Half-Breed (Métis) from Flin Flon, Manitoba, Guy remains closely connected to his community and is dedicated to the revival, renaissance and resurgence of First Nations, Métis and Inuit cultures through the arts, media and business. From 2011 to 2012, he served as the Senior Advisor (Reconciliation) for the Truth and Reconciliation Commission of Canada (TRC) where he assisted the TRC in developing the conversation around reconciliation with Canadians.

Guy is also a trainer, keynote speaker and writer. His first book of poetry, Little Athapapuskow, a Métis Love Story, is being published in 2015 by Saskatchewan’s Gabriel Dumont Institute.
Born and raised in the small Métis community of Duck Bay, Manitoba, David Chartrand is the longest serving President of the Manitoba Metis Federation (MMF). For more than two decades he has advanced the cause of the Métis Nation at the provincial and national levels while working to improve opportunities for all Manitobans. In 1996 he was elected President and Chairman of the Board of Directors of the MMF and is currently serving his sixth term.

Under his leadership, the MMF has experienced tremendous growth in self-government capacity, programs and services for the Métis Nation and its Manitoba Community. The annual programs and operations budget of the MMF increased from approximately $190,000 annually in 1997 to $80 million present day, including some $30 million in capital assets. David established the Métis Economic Development Organization (MEDO), the MMF's economic development arm also known as the MMF's Crown Corporation. President Chartrand championed Métis Land Claims and harvesting rights and with his dedication negotiated and signed the 2012 Manitoba – MMF Harvesting Agreement recognizing Metis hunting and fishing rights and in 2013 the Manitoba Metis won the Supreme Court Decision on Land Claims.

David has been involved in many community organizations including Vice-President of the Indian & Métis Friendship Centre of Winnipeg and President of the National Association of Friendship Centres. He is a founding Director and Past President of Beat the Street, an adult literacy program in Winnipeg. As MMF President, he serves on the Board of Governors of the Métis National Council and holds key portfolios including Minister responsible for Social Development, Finance and Administration and has been involved as Minister of Aboriginal Labour Market Programming since its inception.
**Robert Smith**

On October 28, 2013 Mr. Robert Smith was appointed Director General responsible for Aboriginal Programs and other branch priorities, Program Operations Branch, Service Canada.

Prior to that, Robert was Chief of Staff to the President and to the Chief Operating Officer, Shared Services Canada from August 4, 2011 to October, 2013. Over the years he has held a number of corporate and program delivery positions at Service Canada and HRSDC including being Senior Advisor the COO, Service Canada as well as A/DG, Aboriginal and Youth Programs and A/Director, Youth Programs Operations, Services Canada

Robert holds a Bachelor of Arts Degree in Political Science (Hons.) from Bishop’s University and a Master’s in Public Policy and Public Administration from Concordia University.

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**James Sutherland**

Director General
Aboriginal Affairs Directorate

As Director General of the Aboriginal Affairs Directorate (AAD), James Sutherland has responsibility for Aboriginal employment and Skills Development policy and program related issues. This includes the Aboriginal Skills and Employment Strategy (ASETS), the Skills and Partnership Fund (SPF) and the First Nations Job Fund (FNJF).

Prior to his appointment within AAD, James held the role of Director General of the Branch Management and Integrity Directorate (BMI) and the role of Director within the Temporary Foreign Workers Directorate (TFW).

Over the course of his 22-year career in the public service, James has held a total of 15 positions at all levels in various areas of specialization. He holds a bachelor’s degree in law and political science from Carleton University where he graduated in 1991.

Outside of work, James enjoys weekends at the cottage and is an avid reader – he likely owns more books than your average library. Two little-known facts about James are: his first job was at a McDonald’s restaurant, and that, at one point in his younger years, he was an Olympic hopeful in curling.
**Donna E. Wood**

Donna E. Wood is an Adjunct Assistant Professor in the Department of Political Science at the University of Victoria. She has a Master of Public Management from the University of Alberta and a PhD from the University of Edinburgh in Scotland. Before embarking on a research career in 2003 she worked for over twenty-five years for the Alberta and Northwest Territories governments, providing policy advice and directing income support, social services, apprenticeship, training, and employment programs. She has published on federalism and labour market policy in Canada, the United Kingdom, and the European Union. With Dr. Amy Verdun she co-edited a special issue of Canadian Public Administration (June 2013, Volume 56, No. 2) comparing Canadian and European Union approaches to social policy governance. Her current research focuses on how Canada’s public employment service is governed following the devolution of this responsibility from the federal government to provinces, territories, and Aboriginal organizations starting in 1996.

**Katie Motta**

Director, Business Development & Partnerships
Canadian Aboriginal and Minority Supplier Council (CAMSC)

Katie is an economic development and sustainability professional with more than fifteen years of international business development and program management experience.

At CAMSC, Katie leads the development of programs and partnerships to enhance inclusion of Aboriginal and minority suppliers in the supply chain of global and Canadian corporations. She supports corporate members as they develop their business case, and develops tools and resources that help deliver the business value of supplier diversity.

She began her career as a consultant with Hatch Associates, and later KPMG South Africa, and developed expertise in supplier diversity while facilitating international partnerships between Canadian companies and Black Empowered businesses in South Africa. Katie holds a Bachelor's degree in Chemical Engineering and recently completed a graduate degree in Social Innovation.
Jean Paul (JP) Gladu

Jean Paul (JP) Gladu is currently the President and CEO of the Canadian Council for Aboriginal Business (CCAB) based in Toronto. Anishinaabe from Thunder Bay JP is a member of the Sand Point First Nation located on the eastern shores of Lake Nipigon.

Mr. Gladu has over two decades of experience in the natural resource sector. His career path includes work with Aboriginal communities and organizations, environmental non-government organizations, industry and governments from across Canada. He has produced a number of publications related to Aboriginal issues including: forest certification, Native values collection, biofuel opportunities, First Nation community land use plans, criteria and indicators for sustainable forestry, and cedar product development.

With a passion for his community, his culture and traditions Mr. Gladu brings the past, present and future to the table, moving corporate Canada and Aboriginal business toward sustainable partnerships and shared economic prosperity. JP is also a regular blog contributor to the on-line National Post Entrepreneur section.

An experienced negotiator JP led a number of business development projects in northern Ontario. JP completed a forestry technician diploma in 1993 and obtained an undergraduate degree in forestry from Northern Arizona University in 2000. He also holds an Executive MBA from Queens University.

Dr. Marie Delorme

Dr. Marie Delorme is CEO of The Imagination Group of Companies. She serves on the RCMP Foundation Board and the National Aboriginal Economic Development Board. She is an advisor to two Universities and also serves on economic advisory boards to the provincial and federal governments.

She has received the Indspire Award in Business and Commerce; and was named as one of Canada’s 100 Most Powerful Women. Dr. Delorme has also received the University of Calgary Dr. Douglas Cardinal Award; Alberta Chamber of Commerce Business Award of Distinction; Calgary Chamber of Commerce Salute to Excellence Award, and Métis Nation Entrepreneurial Leadership Award.

Dr. Delorme holds a Bachelor of Science degree, a Master of Business Administration from Queen’s University, and PhD from the University of Calgary. Her research focuses on inter-cultural leadership.
Allan Clarke

Allan Clarke is the Director General, Policy and Coordination, in the Lands and Economic Development sector of Aboriginal Affairs and Northern Development Canada. In this capacity he was responsible for leading the development of the new Federal Framework for Aboriginal Economic Development.

Prior to assuming his current position in March 2008, Allan was Director General, Aboriginal Affairs, in the Department of Canadian Heritage and was seconded to the Aboriginal Affairs Secretariat in the Privy Council Office in 2004.

Allan has extensive policy and program experience in over 25 years in the public service and, in addition to working on Aboriginal issues, has been involved with the cultural industries, business development and financing, intellectual property and international trade.

Shawn Mahar

Shawn coordinates and promotes the GDI Aboriginal Apprenticeship Project

He is a Red Seal Journeyperson Carpenter and a winner of the 2011 Saskatchewan Indian Institute of Technology Joint Training Committee Journeyperson’s Award. Shawn has several years of experience in commercial and industrial construction projects having worked for such corporations as Points Athabasca Contracting Limited and Graham Construction in various capacities including leading crews of up to 20 people. Shawn was previously an Instructor in the Construction Worker Preparation/ Residential Renovation and Construction programs at Saskatchewan Indian Institute of Technology, Nipawin, Saskatchewan. He has been a valuable force in creating and maintaining partnerships and synergistic relationships with the industry, training providers, employers and apprentices. Due to his background, Shawn has an advanced knowledge of apprenticeship system, legislation and regulations in Saskatchewan and beyond.
**Lisa Wilson**

Lisa Wilson is a Saskatchewan Métis educator and author who lives in Saskatoon and works for the Gabriel Dumont Institute, where she has held a variety of positions for 18 years, including her current position as Director of GDI Training and Employment. Lisa has written curriculum and assessment texts for the Ministry of Education and is the author of a non-fiction book, *An Institute of Our Own: A History of the Gabriel Dumont Institute*, which chronicles the struggle to establish Métis education rights in Saskatchewan.

Lisa’s work has appeared in a number of literary magazines and anthologies and her fiction book, *Just Pretending* (Coteau Books), was a finalist for the national Danuta Gleed Literary Award and won several Saskatchewan Book Awards, including Book of the Year. Wilson was named a Woman of Distinction in 2013 for her work in the arts. She is the current co-chair of the Ánskohk Aboriginal Literature Festival. Wilson is presently working on a collection of poetry based on residential school archival photos and documents. She has poems forthcoming in the anthology *Cîhcêwêsín* (Hagios Press), edited by Neal McLeod.

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**Doug Elniski**

Doug Elniski is the Vice President of Human Resources of Forbes Bros., Ltd. Canada’s largest independent powerline construction and maintenance contractor. With over 1,200 employees in Western Canada, Forbes Bros, is deeply committed to ensuring that Canadians receive the first opportunity for work in the power line industry. Our commitment to the FNMI community, youth and underrepresented groups us guided by our “Canadian First” model for employee development.
Rae-Anna Gardner

Rae-Anna began her career with the MNO in 2012 as Project Developer and transitioned into the Project Coordinator for the Navigating Employment Pathways Project. Rae-Anna has continued her career with the Education and Training Branch as the Supervisor of Labour Market Projects. As part of her role Rae-Anna oversees the Navigating Employment Pathways Youth Project. Rae-Anna has a Bachelor of Arts (History) and Bachelor of Education from Nipissing University and experience in managing an Adult Education Centre and teaching abroad.

Adam Morrison, M.Sc.

As OTEC’s Director, Project Development, Adam leads the organization’s workforce development initiatives by working with industry, government and education to integrate systems and standards that enhance customer service and hospitality workforce competitiveness. Working with some of the most recognized corporate brands, institutions and destinations in Canada, Adam helps clients and partners navigate complex project cycles from the needs analysis through to design, implementation and evaluation of performance returns. Adam’s commitment to developing projects that improve collaboration has led to his leadership of organizational research, capacity-building and sector-level strategy projects at OTEC. These projects include the Ontario Tourism Workforce Development Strategy 2012-17 and the 3-year UpSkill: Essentials to Excel hotel training ROI study.

Jay Joyner, B.Comm, LLB, BASc, MASc, Barrister & Solicitor

Senior Aboriginal Contracts Advisor
Jay works with the BC Major Projects group of TransCanada PipeLines Limited’s Supply Chain Aboriginal Contracting department, focussing on northeast BC. His primary responsibility are the NOVA Gas Transmission Ltd proposed major projects including the North Montney Mainline, Merrick Mainline, and Towerbirch Expansion projects.
Peter Molander  
**Chief Executive Officer**

Peter provides insight and a unique vision to community planning and development to First Pac West.

He specializes in residential and industrial/commercial subdivisions and land assembly and has identified some of the key concerns of the mining industry with regard to worker accommodation. With 28 years of experience in real estate and land development, Peter has won national sales awards and contributes to First Pac West’s overall goal to help resolve common problems faced in retaining, recruiting, and the productivity of workers in the mining and energy sectors.

Tammy Monsell  |  **President**

Tammy brings her passion in community planning and development, as well as her Métis heritage, to First Pac West’s approach to the sustainable development of local populations. She specializes in residential and commercial properties, land assembly and development, and property management of long and short term rentals. Tammy’s extensive past experience includes being President of Fernie World Cup Freestyle event, Chair of the Trans Rockies Challenge, and Vice President and founding member of the Canadian Home Builders association Rocky Mountain.