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A Message

*from the Minister of Indian Affairs
and Northern Development*



Canada's economic and social well-being benefits from strong, self-sufficient Aboriginal and northern people and communities. The young, growing Aboriginal population offers tremendous potential as a source of skilled and active participants in the Canadian work force. Governments, Aboriginal leaders and the private sector can work together to tap that potential.

Canada's Youth Employment Strategy builds partnerships which help young people acquire the skills, knowledge and work experience they need for a successful career. The Department of Indian Affairs and Northern Development (DIAND) First Nations and Inuit Youth Employment Strategy (FNIYES) brings these opportunities to youth living on reserve and in recognized Inuit communities. Since 1996, five programs have given over 40,000 young people the chance to pursue their dreams.

These impressive results are the product of ongoing collaboration between Aboriginal organizations and DIAND. This report describes achievements for 1998/99. By learning from the successes of Inuit and First Nations projects across Canada, we can continue to offer the highest quality work experience and learning opportunities for First Nations and Inuit youth. This is our investment in the strong, self-sufficient Aboriginal communities of the future.

A handwritten signature in dark ink, reading "R. D. Nault".

Robert D. Nault, P.C., M.P.
Minister of Indian Affairs
and Northern Development

Acknowledgments



This report was produced thanks to the professional dedication of co-ordinators in First Nations and Inuit communities and regional Aboriginal organizations who recorded the accomplishments of each program's young participants and reported these results to the partners who manage the First Nations and Inuit Youth Employment Strategy. The following text is based on summaries compiled by Sarah Laakkuluk Williamson, a young Inuk living in Saskatchewan who works on behalf of Inuit in Canada and abroad.

List

of Acronyms

AFN	Assembly of First Nations
DIAND	Department of Indian Affairs and Northern Development
FNIYES	First Nations and Inuit Youth Employment Strategy
ITC	Inuit Tapirisat of Canada
LEHD	Learning, Employment and Human Development Directorate
NACCA	National Aboriginal Capital Corporation Association
NWC	National Working Committee

Executive Summary

The First Nations and Inuit Youth Employment Strategy (FNIYES) is a component of Canada's Youth Employment Strategy offered by the Department of Indian Affairs and Northern Development (DIAND). With coordination provided by Human Resources Development Canada, 14 federal departments work together to help youth prepare to enter the labour market.

Overview of the Strategy

Working through partnerships at the national, regional and community level, DIAND again oversaw the implementation of five First Nations and Inuit Youth Employment Strategy programs in 1998/99:

- the First Nations and Inuit Summer Student Career Placement Program
- the First Nations and Inuit Science Camp Program
- the First Nations Schools Co-operative Education Program
- the First Nations and Inuit Youth Work Experience Program and
- the First Nations and Inuit Youth Business Program.

Feedback from First Nations and Inuit

The Department received feedback on the Strategy through the National Working Committee, through workshops with over 100 representatives of Inuit and First Nations partners, and through the first phase of an evaluation of the FNIYES. The resulting recommendations formed the basis for its renewal in March 1999 by the Minister of Indian Affairs and Northern Development.

Overall Results

At least 19,359 young Aboriginal people participated in DIAND's five programs in 1998/99, with more than 600 First Nations and Inuit organizations designing and implementing projects in their communities.¹

- The Strategy created almost 6,500 summer jobs.
- More than 4,400 Aboriginal youth attended science and technology camps.
- Over 3,700 students participated in on-reserve work-study programs.
- Over 700 unemployed, out-of-school youth accepted six-to-nine-month work placements linked to personal learning plans.
- Over 4,000 First Nations and Inuit young people received counselling on how to become entrepreneurs.



Youth 19,359 Youth Participants
Partners 630+ Aboriginal Organizations
Funding \$24.5 million*

*includes \$500,000 reallocated to the Youth Business Program from 1997/98

While these figures are impressive, they do not adequately convey the individual accomplishments of the youth participants and Aboriginal co-ordinators. The following report details the results of each of the five initiatives for 1998/99, including descriptions of the valuable work community co-ordinators have undertaken with the support of the FNIYES. The net result is that, since 1996, the First Nations and Inuit Youth Employment Strategy has supported more than 40,000 First Nations and Inuit young people in their pursuit of lasting and rewarding careers.

¹ First Nations and Inuit Youth Employment Strategy programs supported more than 1,200 individual projects, with many Aboriginal organizations participating in more than one program. This makes it difficult to calculate the total number of agencies involved in the Strategy.

Introduction

The First Nations and Inuit Youth Employment Strategy (FNIYES) is a component of Canada's Youth Employment Strategy offered by the Department of Indian Affairs and Northern Development (DIAND). Human Resources Development Canada has the lead in co-ordinating the involvement of 14 federal departments and agencies in the strategy. The objective is to help youth prepare to enter the labour market.

In the 1996 federal budget, the government designated \$ 315 million to create employment opportunities for young Canadians through the three-year Youth Employment Strategy. Of this, roughly 20 percent was allocated to programs which assist First Nations and Inuit youth living on reserve or in recognized communities. In December 1998, Prime Minister Jean Chrétien announced that Canada's Youth Employment Strategy would be renewed.

On March 17, 1999, Minister of Indian Affairs and Northern Development Jane Stewart confirmed that the First Nations and Inuit Youth Employment Strategy would continue to provide \$ 24 million per year for the next two years.

This responds to the serious employment problems that First Nations and Inuit young people face. The unemployment rate for on-reserve youth between the ages of 15 and 24 was 32.1 per cent in 1996, more than twice the rate of 16 per cent for Canadian youth in general.

The FNIYES consists of the following five programs:

- The *First Nations and Inuit Summer Student Career Placement Program* (\$ 8.2 million per year) provides wage contributions to support opportunities for career-related work experience and training during the summer months to First Nations and Inuit students living on-reserve or in

recognized communities. The program prepares students for their future entry into the labour market by providing them with work experience related to their field of study.

- The *First Nations and Inuit Science and Technology Camp Program* (\$ 1.8 million per year) exposes school-age participants to science and new technologies, thereby increasing their educational and employment opportunities. It also offers a new perspective on possible career choices.
- The *First Nations Schools Co-operative Education Program* (\$ 6 million per year) helps First Nations high schools establish and expand their co-operative education programs. The program creates school-based work and study opportunities that provide meaningful work experience in a supportive environment.
- The *First Nations and Inuit Youth Work Experience Program* (\$ 6.5 million per year) uses wage subsidies and employment development activities to provide work experience to out-of-school, unemployed youth through wage subsidies and activities which enhance their employment skills. Participants improve their job skills and future employment prospects while contributing to their communities.
- The *First Nations and Inuit Youth Business Program* (\$ 1.5 million per year, \$ 2 million in 1998/99) helps young people interested in becoming self-employed or starting their own business. The program provides mentoring, workshops, training and micro-loans.

Management

of the First Nations and Inuit Youth Employment Strategy

With the exception of the Youth Business Program, the FNIYES programs are highly decentralized and are administered by First Nations and Inuit community organizations.

Activities at the National Level

DIAND Learning, Employment and Human Development Directorate

At the national level, DIAND's Learning, Employment and Human Development Directorate (LEHD) is responsible for program design and national implementation. (Please see Appendix One for a list of contact names.) The Directorate also allocates funds to national Aboriginal organizations, allowing them to offer opportunities to youth as partners in the Strategy.

National Aboriginal Capital Corporation Association

The First Nations and Inuit Youth Business Program is managed by the National Aboriginal Capital Corporation Association (NACCA), which ensures the delivery of the program across the country in both official languages through a network of Aboriginal financial institutions. (Please see Appendix Two for a list of contact names.)

National Working Committee

In early 1998, the Assembly of First Nations (AFN), the Inuit Tapirisat of Canada (ITC) and DIAND agreed to establish a National Working Committee (NWC) on the First Nations and Inuit Youth Employment Strategy. The committee's mandate is to support the successful implementation of the Strategy by recommending action on youth issues and providing advice on DIAND's youth programming within the context of the federal Youth Employment Strategy.

To provide appropriate recommendations on a potential renewal of the FNIYES and on the design and implementation of an evaluation of the Strategy, the National Working Committee organized workshops with First Nations and Inuit organizations. The ITC hosted one workshop with Inuit organizations in Winnipeg on December 3-4, 1998, and the AFN hosted the workshop with First Nations organizations in Edmonton on December 6-7, 1998.

Activities at the Regional Level

The management of the programs varies from one part of the country to another.

DIAND Regional Offices

Where programs are managed through DIAND's regional offices, regional officials review proposals and fund them based either on the merit of the proposal or by a regionally designed funding formula. Elsewhere, DIAND regional offices support regional Aboriginal organizations as the first point of contact under the Strategy.

Regional Aboriginal Organizations

In Nunavut, British Columbia, Saskatchewan, Manitoba and Quebec, program management has been transferred to First Nations or Inuit organizations. This arrangement builds on the conclusions of an interim evaluation completed in 1997/98 which showed that Aboriginal organizations use a more co-ordinated and cost-effective approach. These regional organizations are more attuned to community needs and there is increased financial autonomy. Moreover, there is a high level of community pride when the programs are managed by the people they serve.

There are many examples of excellent program design and program management by regional Aboriginal partners.

Federation of Saskatchewan Indian Nations

First Nations and Inuit Science and Technology Camp Program

The Federation of Saskatchewan Indian Nations Education and Training Secretariat implements an integrated set of science camp programs which reach out to both youth and their teachers. The Secretariat co-ordinates week-long science camps at Regina, Saskatoon and Prince Albert through partnerships with a dozen non-Aboriginal organizations. For young people in more remote communities, the Secretariat sponsors mobile science camps, workshops and science festivals which travel to First Nations schools. This organization also delivers in-service workshops on science, technology and math to on-reserve teachers. In 1998/99, more than 1,200 young people and 180 teachers participated in these programs.

...partnerships with a dozen non-Aboriginal organizations...

First Nations Education Steering Committee / First Nations Schools Association

First Nations and Inuit Youth Work Experience Program

To launch the Youth Work Experience Program each year in British Columbia, the First Nations Education Steering Committee (FNESC) and First Nations Schools Association (FNSA) invite all project co-ordinators to a two-day workshop. To prepare to implement their projects, the co-ordinators share ideas and experiences and receive advice on employment strategies for youth. Part way through the year, FNESC and FNSA circulate interim project reports to all the project co-ordinators, identifying the common themes, challenges and accomplishments under the program to date.

Native Commercial Credit Corporation

First Nations and Inuit Youth Business Program

Under the Youth Business Program, Quebec's Native Commercial Credit Corporation has developed a carefully structured series of seminars designed to develop the entrepreneurial potential of youth. Each seminar is geared to a different level of knowledge and interest in self-employment. A facilitator travels by pick-up truck to deliver the sessions in person. The Native Commercial Credit Corporation also developed a self-directed learning guide which can be used by aspiring entrepreneurs – even those who do not have direct access to personal business advice. The National Aboriginal Capital Corporation Association is considering making the publication available nationwide.

...A facilitator travels by pick-up truck...

Activities at the Community Level

Program guidelines are broad, flexible and easily adapted to the needs of all communities. As a result, local Inuit and First Nations co-ordinators are combining FNIYES programs with other programs to maximize the numbers of, and support to, youth participants.

Feedback

on the Strategy 1998/99

National First Nations and Inuit Consultations on the Renewal of the First Nations and Inuit Youth Employment Strategy

Winnipeg, December 3-4, 1998

Edmonton, December 6-7, 1998

In preparation for a potential renewal of the First Nations and Inuit Youth Employment Strategy on April 1, 1999, representatives of the Assembly of First Nations, the Inuit Tapirisat of Canada and approximately 100 representatives of Inuit and First Nations organizations from across Canada along with DIAND officials met in December 1998 to discuss ways in which the programs could be further improved.

Participants agreed that there is a great need for the Strategy. A majority of Inuit and First Nations people are under the age of 30 and they fall behind other Canadians on important socio-economic indicators, including rates of employment. The FNIYES fills a valuable role by helping youth gain the skills and education required to secure lasting and meaningful employment.

Inuit representatives made a number of recommendations, including the following.

- Programs should be flexible enough to support projects that meet the goals of the strategy without necessarily fitting into the existing program framework.
- Programs should support projects that generate employment outside the home communities of Inuit, including southern Canada.

- Funding should reflect the higher costs associated with doing business in the North.
- Reporting should be simplified to make the programs more appealing to employers.
- Information provided in print and through the Internet does not always reach its intended audience. The strategy should be promoted using community radio stations and personal meetings with schools and employers.
- DIAND should collect and clearly present statistics on Inuit-specific expenditures and levels of participation, as distinct from data relating to First Nations.
- New programs should be established to support employment development activities (e.g. career fairs and employment counselling), Stay-in-School and return-to-school initiatives, and enhanced support to post-secondary students.

First Nations representatives made the following recommendations.

- Programs should encourage more input and involvement by youth, parents and community members.
- Programs should allow for more participation in traditional economic pursuits and in sectors which often do not qualify for support, such as agriculture.
- The Youth Work Experience and Co-operative Education programs should be made more accessible to mature students, and the latter should be extended into the summer months.
- Funding over and above the existing FNIYES budget should be provided for administration costs incurred by the implementing Aboriginal organizations.

- Reports should be streamlined to require only a minimum of data and should be timed to avoid other important reporting deadlines of First Nations community organizations, such as nominal roll education reports.
- Aboriginal organizations should have a significant role in the evaluation of the Strategy.

Evaluation of the Strategy

After completing an interim evaluation in 1997, DIAND made a commitment to First Nation and Inuit organizations to conduct a comprehensive evaluation of FNIYES programs. In autumn 1998, the National Working Committee held workshops with regional and local Aboriginal organizations which addressed this issue. The Committee's evaluation sub-committee and the DIAND Audit and Evaluation Branch agreed on a two-phased approach to the evaluation. Phase one relies on existing program data and Aboriginal and management feedback to satisfy interdepartmental evaluation reporting requirements. Work under Phase One was undertaken in 1998/99. Phase two will be a comprehensive evaluation involving Aboriginal organizations in the collection of data. It begins in 1999/2000.

Follow-up

Renewing the Strategy

The Government of Canada has recognized the important role of the First Nations and Inuit Youth Employment Strategy. On March 17, 1999, Minister of Indian Affairs and Northern Development Jane Stewart announced \$ 48 million in renewed funding to extend existing FNIYES programs by two years. Inuit and First Nations young people will continue to be offered summer employment, science and technology camps and work experience opportunities. The First Nations Schools Co-operative Education Program will also continue to serve students attending federal or band-operated schools situated on reserve, and the Youth Business Program will continue under the management of the National Aboriginal Capital Corporations Association.

Flexibility

The renewed FNIYES retains the flexibility of the original programs. For example, Inuit and First Nations community organizations can design projects under the existing framework of programs which support employment development activities such as career fairs. Projects under the Youth Work Experience program already incorporate activities which develop employability skills, and many community organizations have included these activities in their Summer Student Career Placement projects as well.

In a similar way, though the FNIYES complements other federal Youth Employment Strategy initiatives by offering programs specifically designed to serve youth living on reserve and in recognized Inuit communities, Aboriginal organizations based in these communities are free to use the programs to help their youth obtain work placements away from home.

DIAND will continue to build new flexibility into these programs in 1999/2000. For example, the Summer Student Career Placement Program will allow community organizations to offer students more than the minimum wage if they wish to do so.

Simplified Reporting

In 1998/99, DIAND undertook a review of reporting requirements under FNIYES programs and found them to be very similar to related federal programs such as those administered by Human Resources Development Canada. To make the collection of data easier in 1999/2000, DIAND has developed simplified spreadsheet-based reporting forms which will allow community co-ordinators and regional Aboriginal organizations to submit reports electronically. DIAND will also begin compiling information in a way that allows participation and expenditures for Inuit and First Nations to be presented separately.

Communications

Effective communication plays a key role in the federal government's support for the First Nations and Inuit Youth Employment Strategy. In 1998/99, officials from DIAND commissioned display materials and operated FNIYES information booths at many major Aboriginal events, including career fairs such as Blueprint for the Future, the Canadian Aboriginal Festival at Toronto and the Assembly of First Nations Annual General Assembly. DIAND staff also ensured that FNIYES programs continued to be featured in federal publications such as *Youth Link*, *Rural Handbook*, the Student Summer Job Action brochure and the *Guide to Federal Programs and Services for Children and Youth*.

DIAND will continue working with the National Working Committee as a means of sharing information regarding youth related programming. In 1999/2000, DIAND will also redesign the First Nations and Inuit Youth Employment Strategy Internet site and will continue to operate information booths that promote jobs for youth at events related to Aboriginal employment and economic development.

Results

in First Nations Communities – 1998/99

First Nations communities across Canada participate in all five First Nations and Inuit Youth Employment Strategy Programs.

Overall Results – 1998/99

More than 18,000 young First Nations people participated in these programs in 1998/99, with nearly 600 First Nations organizations designing and implementing projects in their communities.²



Youth 18,481 Youth Participants
Partners 588+ Aboriginal Organizations
Funding \$ 23,210,920

First Nations and Inuit Summer Student Career Placement Program

The Summer Student Career Placement Program provides wage contributions for career-related summer jobs for on-reserve First Nations students. The jobs can be created by First Nations governments, organizations and businesses on reserve.

Results in First Nations Communities – 1998/99

With a budget of \$ 7,689,769 available nationally, DIAND and First Nations partner organizations were able to provide opportunities to more than 6,000 First Nations youth.



Youth 6,096 Youth Participants
Partners 588 First Nations Organizations
Funding \$ 7,689,769

First Nations Community Achievements

More Partners Means More Employment

Tsuu T'ina Nation, Alberta

The Tsuu T'ina Nation used four funding partnerships to hire 14 youth. Post-secondary students were paid through the First Nations and Inuit Summer Student Career Placement Program, high school students and students from the adult learning centre were paid through programs by Human Resources Development Canada and the Tsuu T'ina Nation, and junior high school students were paid by the First Nation itself. The students were assigned positions according to their educational goals and spent long hours undertaking historical research, serving in administrative positions and organizing youth day camps.

...The students were assigned to departments according to their educational goals...

A Student's Skill Restores a Community's Memory

Lytton First Nation, British Columbia

As one of three young people hired through the program, a student from Lytton First Nation researched his people's history by reading through the community archives. His most important discovery was a portfolio of traditional songs that had

² FNIYES programs supported more than 1,200 individual projects, with many Aboriginal organizations implementing more than one program. This arrangement makes the programs efficient. It also makes it difficult to calculate the total number of agencies involved in all five program streams.

been transcribed in the early part of the century. This student plans to continue his work as a researcher next summer when he will examine church archives and interview Lytton First Nation Elders to collect personal histories.

Research Brings Youth and Elders Together

Peguis School Board, Manitoba

Ten students were recruited to compile the first edition of the Peguis First Nations Recipe Book. The youth interviewed community members, took photographs, and typed, edited and printed each recipe. The students found that community members were doing more than simply sharing cooking tips: They were learning from the wisdom of the Elders and creating a positive bond between the young and the old at the same time as they developed strong academic skills.

...learning from the wisdom of the Elders while developing strong academic skills...

Young Co-ordinators Bring Professionalism to Wilderness Camp

Anspayaxw School Society, British Columbia

Five university and college students were hired to help run the Anspayaxw Rediscovery Wilderness Camp in the Lax Gibuu region of British Columbia. They supervised the 40 children who attended the camp in its remote setting, taught them the cultural and historical significance of the area and supervised the 14 high school counsellor trainees who were hired to work with the children. Each employee gained valuable experience in planning, co-ordinating activities, working co-operatively, problem solving, leadership and counselling.

...they supervised 14 high school trainees and gained valuable experience planning, coordinating activities, and working co-operatively...

Archaeological Dig Strengthens a Community and Bolsters Careers

Mohawk Council of Akwesasne, Ontario

Among the many post-secondary students who held positions with the Mohawk Council of

Akwesasne, three individuals with interests in archaeology and cultural heritage resources took part in the Sonnonnawen'towanke Summer 1998 Archaeological Field Project. They delineated sites and identified artifacts, helping to assure the preservation of Akwesasne's heritage in accordance with Mohawk values, perspectives and cultural priorities. While gaining experience toward their own future careers, they also helped the community progress toward its goal of gaining a core group of professional Mohawk archaeologists and land resource managers.

...gaining experience toward their own future careers, they also helped the community progress toward its goal...

First Nations and Inuit Science and Technology Camp Program

Through the First Nations and Inuit Science and Technology Camp Program, DIAND funds First Nations community organizations to provide science camps or to sponsor on-reserve First Nations youth who wish to attend a science camp outside their community. The camps can be held in an academic setting or in the wilderness, depending on the subject matter.

Results in First Nations Communities – 1998/99

With a budget of \$ 1,656,152 available nationally, DIAND and Aboriginal partner organizations were able to provide opportunities to over 4,300 First Nations youth. Programs varied from community to community, operating from one day to three weeks. Some community organizations offered full-day camps while others chose a half-day program. Participants ranged between the ages of eight and 19.



Youth 4,322 Participants
Partners 231 First Nations Organizations
Funding \$ 1,656,152

First Nations Community Achievements

Learning Science by Living on the Land

Miskoosepi Education Authority, Bloodvein, Manitoba

The Miskoosepi Summer Science Camp was held in two parts. Four guides took 12 older youth by plane to a remote trap line, returning to the community of Bloodvein by canoe. The journey proceeded as a hands-on study session, focussing on plant life on land and in the water, on astronomy and traditional constellations and on ancient pictographs. The co-ordinators held a second, less arduous, session for younger students who dissected pickerel and feasted on the meat. The students learned about the connections between their own folklore, history and natural surroundings.

*...a hands-on study session focussing
on plant life, astronomy,
and ancient pictographs...*

Partners Bring Science and Technology to Hundreds of First Nations Youth

Federation of Saskatchewan Indian Nations

First Nations youth also developed an appreciation for science and technology at the Regina First Nations Science Camp. Students participated in chemistry labs dealing with forensics, went on wildlife observation walks, took tours of SaskTel (Saskatchewan's telecommunication company), saw exhibitions on how First Nations people used the resources of the land and learned how magnetism works. The senior students were also given the chance to assemble computers and install software. The computers were then donated to the students' various communities. Similar camps were held in Saskatoon and Prince Albert. During the school year, approximately 1,000 students participated in one-to-three-day First Nations Mobile Science Camps, which bring science and technology into Saskatchewan communities.

Students Learn Holistically from Teachers and Elders

O'Chiese First Nation, Alberta

At the three-day O'Chiese Science and Technologies Camp, students from elementary, junior and senior high schools together identified and gathered medicinal and nutritional plants, tracked animals, and prepared moose and elk meat. School staff attended, teaching the students science at individually appropriate grade levels. Through the resulting exchange of knowledge between teachers and Elders, the young participants learned holistically from Western and indigenous approaches to science.

Developing Research Skills to Protect the Environment

Bigstone Cree Nation Education Authority, Alberta

Twenty-five students from the Opasikowiniwiw Program participated in the Bigstone Cree Nation Science Camp. The camp was designed to expose Aboriginal youth who have difficulty functioning in the local regular school program to many fields of science. It also addressed what the community believed was a pressing need for environmental education. The first step was to set up a research centre equipped with computers to allow the students to contact post-secondary institutions and private-sector organizations. The students began their research by travelling to areas in Bigstone Cree Nation territory affected by logging and oil and gas exploration and studying the impact on the environment and wildlife. They also interviewed community Elders to understand what the land was like before industrialization. The youth found that the project enhanced their research skills through very meaningful work. In future years, the community hopes to establish partnerships with businesses and institutions to gain access to more in-depth information for the students to research.

*... a research centre to allow the students
to contact post-secondary institutions
and private sector organizations...*

First Nations Schools Co-operative Education Program

The First Nations Schools Co-operative Education Program funds proposals to establish or expand co-operative education programs (school-based work and study opportunities) in on-reserve schools. This program aims to facilitate the successful transition of First Nations students from school to work. DIAND's Co-operative Education Program brings industry, school and community together to create a culturally relevant learning environment for students, incorporating the knowledge of First Nations Elders, teachers and family.

Results in First Nations Communities – 1998/99

With a budget of \$ 5,801,052 available nationally, DIAND and First Nations partner organizations were able to provide opportunities to over 3,300 First Nations youth.



Youth 3,338 Participants
Partners 152 First Nations Organizations
Funding \$ 5,801,052

First Nations Community Achievements

Integrated Program Makes the Most of School- Based Work Experience

Pelican Falls First Nations High School, Ontario

Grade 11 and 12 students at Pelican Falls School began their co-operative education experience at a three-week pre-placement orientation. Here they learned job readiness, résumé writing, and interview skills, and participated in exercises and assignments in self-awareness and career exploration. Each participant also submitted a weekly log which

recorded work assignments directly related to their personalized training plans. The young people then accepted placements at a computer services business, for the police, at a First Nations Engineering firm, at the school, in the administration office, for the Education Council, for the Tribal Council, in car repair shops and at a day care, all within the community. The community's final course evaluation was based on the students' weekly logs and assignments and on formal evaluations by participants, teachers and the program supervisor. When participants were asked whether co-operative education activities taught them "things that will help me in my future employment or education," 80 per cent of participants replied "Always." The remaining 20 per cent replied "Often."

*...Participants submitted a weekly log
which recorded work assignments
directly related to their training plans...*

Co-op Education Supports a Community's Human Resources Plan

Eskasoni, Nova Scotia

The Unama'ki Training and Education Centre operated two co-operative education programs, one during the school year and an identical program during the summer. Both are designed to complement Esksoni's long-range human resources plan by encouraging students to prepare to fill positions in the community that will be vacant in the future. The students participated in many projects, assessing the state of the Mi'kmaq language, designing web sites, and working at the community's fine arts festival, fitness centre, Community Access Program (CAP) Centre, and the Mi'kmaq Justice Institute. Students reported in the program evaluations that co-operative education contributed to self-confidence, made them more conscious of the needs of others and helped them develop a more positive attitude to the value of education and the working world.

Hands-On Experience at the Pottery Wheel

Whapmagoostui, Quebec

The co-operative education co-ordinator at Badabin Eeyou School established an art studio which teaches art and business skills while students attend classes. The Whapmagoostui Art Factory currently produces dish sets designed by the students and there are plans to expand into lines of jewellery, lamps and clock frames. In 1998/99, the students organized exhibitions and auctions, attended festivals and published two catalogues. The participants are developing a business plan to establish a company that will conduct sales over the Internet. The studio won an award from Le concours des Prix Essor, a prestigious provincial art contest for schools. The participants' Internet site describes the experience:

<http://www.geocities.com/badabin99/WAF.html>.

...The participants are developing a business plan to establish a company that will conduct sales over the Internet...

Youth Deliver Popular Community Services

O'Chiese Education Authority, Alberta

Co-operative education students were involved in projects all around the community of O'Chiese. One

group ran the popular O'Chiese Café, developing entrepreneurial and culinary skills, and gaining enough experience to hold paid positions during the summer months. Another group of participants helped prepare a CD-ROM-based school yearbook and turned the school's computer lab into a popular electronic café for other students. Two more youth received awards for the O'Chiese Hair Salon, a service which was in high demand among the community's junior high school population.



Student Gains Skills To Support His Child

Lac La Ronge, Saskatchewan

Co-ordinators of programs in Saskatchewan reported that co-operative education students gained employability skills and displayed improvements in behaviour, attitudes, self-esteem, and self-confidence. While one participant awaited the birth of his child, for example, he acquired certificates in first aid, safe food handling, fire suppression, and firearms safety, all while gaining experience in mechanical work. This student also learned how to write a résumé and how to read and write more efficiently. The employer he was placed with offered to hire him for the summer as well. The participant is now a certified firefighter. "I accomplished a lot of things this year," he said, "and I am very proud of myself."

"I accomplished a lot of things this year, and I am very proud of myself."

First Nations and Inuit Youth Work Experience Program

The Youth Work Experience Program funds proposals to offer work experience to First Nations young people on reserve who are out of school and unemployed. This program aims to increase basic job skills and provide practical work experience to improve future employability while enabling participants to contribute to their communities.

Results in First Nations Communities – 1998/99

With a budget of \$ 6,087,947 available nationally, DIAND and First Nations community partner organizations were able to provide opportunities to over 650 First Nations youth.



Youth 664 Participants
Partners 350 First Nations Organizations
Funding \$ 6,087,947

First Nations Community Achievements

Private Sector Partnership Leads to Lasting Jobs

Whitefish Lake First Nation, Alberta

When staff in Whitefish Lake's human resources department wanted to use the Youth Work Experience program to prepare local youth to find permanent jobs as utility tree workers, they called a meeting with Alberta Power and several contractors in the sector. The result was a contract to complete utility line work in the community which would employ eight youth in roadside clearing and wood cutting. The project co-ordinator arranged for safety certification, a workshop in career and life management, and formal instruction in arborist techniques at the local community college. Nearly 20 of the community's young men applied for the positions and all were given formal interviews. This selection process and the use of a borrowed time clock ensured that the participants worked hard each day of their six-month placement. At the end of the project, five of the eight participants became employees of the companies they had trained under – an impressive endorsement of the training they had received and of the strong work ethic shared by this community's youth.

...At the end of the project, five participants became employees of the companies they had trained under...

Work Experience Opportunities Enriched with Social Assistance Funds

Eel River Bar First Nation, New Brunswick

The community of Eel River Bar increased the number of work opportunities it could offer by finding new ways to use existing programs. By combining support from the First Nations and Inuit Youth Work Experience Program with monies from a community program dedicated to alternate uses of social assistance funds, five young people were able to work for six month terms at the local Boys and Girls Club. The community itself provided administrative support for the project. Under supervision each day, the youth helped organize special events, gave cooking and crafts classes, kept inventory and cooked meals for the canteen. They also learned computer

skills, CPR, money budgeting, team work and communication skills. The participants not only learned how social programs operate, but also helped to deliver them, gaining confidence by being pro-active members of the community.

Participants Create Their Own Program

Kwadacha First Nation, British Columbia

Five unemployed young men between the ages of 19 and 23 from the Kwadacha Band and Aatse Davie School in British Columbia created a program for themselves called Snu Ney Muxw – The Journey Back to Respect. The program helps unemployed youth plan for future training and education, creates a supportive environment while youth gain work experience and skills, and helps the community prepare for self-government. The participants decided to hunt deer for the Elders in their community who did not have regular hunters in their families. They also fished salmon and delivered the cleaned catch to the Elder who owns the land where the community fishing takes place. After the program, all five youth obtained jobs in their fields of interest.

Community Support Gives Youth a Sense of Belonging

Peigan Human Resource Development, Alberta

Eight students from the Peigan First Nation successfully completed the Youth Work Experience program in their community. Most had been out of school for a year. After completing the program as labourers and as assistants in local schools, all eight intended to finish their education. The program's success depended on the support both of the agencies which were willing to hire the students and of the community as a whole. Community members from different social agencies and a role model from the National Native Role Model Program came to share their teachings with the participants. This helped the young people recognize their place in society and the importance of their community's traditions. When asked what they learned as a result of the program, one participant replied, "I can work."

...after completing the program, all eight intended to finish their education...

Building Confidence While Working for Their own Community

Hay River Dene Band, Northwest Territories

In the Northwest Territories, the Hay River Dene Band recruited one 19- and one 21-year-old youth with grade 10 and 11 educations. The band organized a program during which the young men were hired as a band administration clerk and a recreation co-ordinating assistant. They organized and participated in community events, raised awareness of healthy lifestyles, planned cultural activities, and organized youth activities. Most important, the program raised their self-esteem.

Joining the Work Force Through On-the-job Training

Kipawa, Québec

At Eagle Village First Nation Reserve, the Youth Work Experience program has encouraged a young person to start a new life. The First Nation Local Commission hired a young woman who did not finish high school, had never held a job and had relied on social assistance since moving out of her family's house with a child of her own. The Youth Work Experience project offered on-the-job training designed to prepare her to fill a specific position in the community. This participant is now permanently employed at the community day care centre. She accepted the requirement set by Commission that, while employed, she successfully complete a program in Aboriginal early childhood education through part-time studies at Anishinabeg Native Educational Institute. She will earn her certificate in June 2000. In the words of the project co-ordinator, "This participant now recognizes her own abilities – and she has many."

...the participant is now permanently employed at the community daycare centre...

First Nations and Inuit Youth Business Program

The Youth Business Program offers seed capital and mentoring to First Nations and Inuit youth who are interested in starting a business, focussing on young people who are out of school, unemployed and

between 15 and 30 years of age. Underemployed youth, part-time students and those at risk of dropping out of school were also eligible in 1998/99.

The program leads participants through five steps in a combination of business counselling, mentoring and equity: Step 1, Assessment of Entrepreneurial Potential, and Step 2, How to Start a Business, help participants judge how ready they are to embark on careers as entrepreneurs. In Step 3, The Business Plan, participants select a mentor who will help them prepare a business and financing plan. The mentors are entrepreneurs, individuals with experience in government or private industry and individuals with the knowledge and expertise to provide specialized advice. Under Step 4, Capitalization, youth can receive small loans of up to \$ 3,000 and/or an equity advance up to \$ 1,500. In Step 5, After-care Management Assistance, each participant receives up to \$ 2,000 in services during the first two years of self-employment in the form of mentoring and assistance in developing a business plan.

Results in First Nations Communities – 1998/99

Through the National Aboriginal Capital Corporation Association, the Youth Business Program provided \$ 1,976,000 in support to projects that benefited 4,061 First Nations youth.³



Youth 4,061 Participants
Partners 22 Aboriginal Organizations
Funding \$ 1,976,000

During 1998/99, 4,061 First Nations youth received counselling under Step 1, Assessment of Entrepreneurial Potential, and Step 2, How to Start a Business. This helped them to decide whether they had the skills and character traits needed to become an entrepreneur. Subsequently, 2,383 individuals either decided not to become entrepreneurs at this time or chose to acquire more education before proceeding with their plans.

³ This funding included \$ 500,000 re-allocated from 1997/98.

A total of 1,657 First Nations youth received mentoring services under Step 3, The Business Plan and Step 5, After-care Management Assistance. Mentoring generally begins during business planning and can continue through the early months of a business's operation.

...1,657 First Nations youth received mentoring services...

Under Step 4, Capitalization, the Youth Business Program provided capital to 227 new First Nations businesses. Of these, 136 were micro-loans whose average size was \$ 2,854. Aboriginal financial institutions also provided 91 matching equity loans, with an average size of \$ 1,132.

First Nations Community Achievements

Young Entrepreneur's Idea Grows into Community Business Partnership

Obedjiwan, Quebec

One 25-year-old participant had spent two years dreaming about starting a business. When he turned to the support that was available through his community and the Youth Business Program, backers rallied around his vision of a local sawmill. The band manager helped him secure a contract, the community economic development officer helped him write a business plan, and he bought equipment financed through a family partnership and \$ 1,500 from an Aboriginal financial institution under the Youth Business Program. Despite expecting losses in the first few months, he immediately made a profit. This Attikamekw entrepreneur is now drawing on mentoring assistance under the Youth Business Program to plan an expansion of his business.

...backers rallied around his vision of a local sawmill...

Enterprising Youth Creates Own Summer Job

Hay River, Northwest Territories

A 15-year-old woman from Hay River opened a landscaping and outdoor-sport rental business. Before approaching the Youth Business Program, she had a reputation as a reliable and efficient office cleaner and general helper. She had also already built a client base for her new business. The Youth Business Program helped her develop a comprehensive business plan, using a successful entrepreneur from the community as a mentor. The new business allows this participant to support herself through her favorite summer activities. Her brother planned to join her as an employee of the firm.

Graduate Decides to Work for Himself

Wendake, Québec

After finishing his studies, a young man from Wendake decided to open his own chiropractic practice rather than work at an existing clinic. Mentoring assistance provided by the First Nations and Inuit Youth Business Program helped him create a professional business plan. He studied the market in his community, examined his financial needs, chose a strategic location for his office and developed a marketing strategy. His hard work paid off. After six months of operation, the performance of his business exactly matched the financial projections in his business plan.

Young Farmer Expands by Diversifying

Indian Agriculture Program of Ontario

Despite having left school early, an 18-year-old man made steady progress in establishing a beef cow-calf operation. The Youth Business Program put a long-term mentoring plan in place to help him expand his knowledge as his beef operation expands. The loan portion of this project allowed him to buy logs which he sawed and marketed as lumber and timbers to generate income for an expansion of the cow-calf operation.

...mentoring helps the participant expand his knowledge as his beef operation expands...

Results

in Inuit Communities – 1998-99

The First Nations and Inuit Youth Employment Strategy has been helping young Inuit to join the labour force successfully since 1996. In response to a request from DIAND's partners, the following pages describe the Strategy's success in serving Inuit in 1998/99.

Inuit youth living in recognized communities in Nunavut and the Northwest Territories participate in four FNIYES programs: the First Nations and Inuit Summer Student Career Placement Program, the First Nations and Inuit Science and Technology Camp Program, the Youth Work Experience Program and the First Nations and Inuit Youth Business Program. Inuit in the Nunavik region of northern Quebec also participate in the co-operative education program. Co-ordinators in individual Inuit community organizations design and implement projects under the Strategy. The programs are managed at the regional level by the regional Inuit associations serving the Baffin, Kivalliq, Kitikmeot and Inuvialuit regions, by the Kativik Regional Government and by Aboriginal financial institutions in the North. This arrangement ensures that First Nations and Inuit Youth Employment Strategy programs are adapted to the particular needs and circumstances of Inuit communities.

Overall Results – 1998/99

First Nations and Inuit Youth Employment Strategy programs were implemented in Inuit communities across the North, benefiting more than 800 young Inuit. All programs under the strategy are managed and implemented by Inuit organizations.



Youth 878 Participants
Partners 34 Inuit Organizations
Funding \$ 1,289,080

First Nations and Inuit Summer Student Career Placement Program

The Summer Student Career Placement Program provides wage contributions for career-related summer jobs for Inuit students in recognized communities. The jobs can be created by governments, organizations and businesses in Inuit communities.

Results in Inuit Communities – 1998/99

Working with more than half a million dollars, DIAND and Inuit partner organizations in Nunavut, Nunavik and Inuvialuit community organizations were able to provide opportunities to over 300 Inuit youth.



Youth 336 Participants
Partners 34 Inuit Organizations
Funding \$ 510,231

Inuit Community Achievements

"Anyone Not Involved Is Missing an Opportunity"

Cambridge Bay, Nunavut

One employer in a major retail chain describes his experience as a partner in the First Nations and Inuit Youth Employment Strategy:

I find the program easy to administer. For us that is important. We also get a great deal out of it. We get people who are interested in their assigned tasks, who find it challenging, take a lot of pride in doing a job well, and are pleasant and well mannered. I would say that anyone not involved is missing an opportunity.

First Nations and Inuit Science and Technology Camp Program

DIAND funds Inuit community organizations to provide science camps or to sponsor Inuit youth who wish to attend a science camp outside their community. The camps can be held in an academic setting or in the wilderness, depending on the subject matter.

Results in Inuit Communities – 1998/99

With a budget of \$ 143,848 million available nationally, DIAND and Inuit partner organizations were able to provide opportunities to more than 80 Inuit youth.



Youth 83 Participants
Partners 34 Inuit Organizations
Funding \$ 143,848

Inuit Community Achievements

Science Fair Triumphs Over Arctic Weather *Kitikmeot Regional Science Fair, Cambridge Bay, Nunavut*

Kullik Ilihavik hosted the Kitikmeot Regional Science Fair in Cambridge Bay in March. Students from Cambridge Bay, Kugluktuk and Holman participated on-site. Young people in Gjoa Haven and Taloyaok joined in by teleconferencing. A total of 23 students undertook projects on tundra plants, permafrost, bacteria, smoking, the structure of igloo, arctic fauna, child behaviour patterns and animal eye structure, among others. Two noted teachers and scientists from Saskatoon judged the event. They also gave presentations on the lives of astronauts in space. The students learned how rockets work and launched models they made themselves.

Though arctic weather and travel costs kept the event short, the children made new friends and became excited about their new-found knowledge. Two chaperones then accompanied four students to the Canada Wide Science Fair in Edmonton in May 1999.

...Two scientists from Saskatoon judged the event...

Co-operative Education Program

The Co-operative Education Program funds proposals to establish or expand school-based work and study programs in schools. This program is intended to facilitate the successful transition of students from school to work.

Results in Inuit Communities – 1998/99

With a budget of nearly \$ 200,000 available in the Nunavik region of Quebec, DIAND and Inuit schools affiliated with the Kativik Regional Government were able to provide opportunities to roughly 400 Inuit students.



Youth 388 Participants
Partners 14 Inuit Organizations
Funding \$ 198,948

Inuit Community Achievements

T-Shirt Printing Business with Personalized Service

Inukjuak, Nunavik, Quebec

Inuit students at the Innalik school became entrepreneurs with the help of a digital camera, a computer system and a press. Using photos of people and their community the students reproduced images on sweaters and sold them. Every Thursday evening, they organized sales sessions where clients placed their orders. As well as developing business

skills, the project helped them improve their skills in their second language, in mathematics and in data processing. The experience also increased the students' self-esteem by earning them respect in the community. They were often even stopped in the street by people who wanted to place orders. This project was awarded first prize in its category at the Concours québécois en entrepreneurship in June, 1999.

...the project helped them improve their skills in their second language, in mathematics and in data processing...

First Nations and Inuit Youth Work Experience Program

The Youth Work Experience Program funds proposals to offer work experience to Inuit young people living in recognized communities who are out of school and unemployed. This program aims to increase basic job skills and provide practical work experience to improve future employability while enabling participants to contribute to their communities.

Results in Inuit Communities – 1998/99

With a budget of more than \$ 400,000 available nationally, DIAND and Inuit community partner organizations were able to provide opportunities to nearly 50 Inuit.



Youth 49 Participants
Partners 34 Inuit Organizations
Funding \$ 412,053

Inuit Community Achievements

Inuit Youth Join Nunavut's Hottest Industries *Kitikmeot Region, Nunavut*

In 1998/99, Kitikmeot employers hired and trained a total of seven youth to work at their businesses. Six young women learned how to sort indicator minerals that help to detect diamond-bearing kimberlite pipes in Nunavut. The training they received has made them some of the most qualified diamond sorters in Canada. Another youth received training that has qualified him to be a PC troubleshooter working on computer configurations, LAN installations, Telnet, remote access and repairing satellite equipment. He now wants to become certified by Microsoft.

...The training they received has made them some of the most qualified diamond sorters in Canada...

First Nations and Inuit Youth Business Program

The First Nations and Inuit Youth Business Program offers seed capital and mentoring to First Nations and Inuit youth who are interested in starting a business, focussing on young people who are out of school, unemployed and between 15 and 30 years of age. Underemployed youth, part-time students and those at risk of dropping out of school were also eligible in 1998/99.

Results in Inuit Communities – 1998/99



Youth 22 Participants
Partners 1 Inuit Organization
Funding \$ 24,000

Inuit Community Achievements

Program Supports a New Generation of Inuit Entrepreneurs

Nunavut Territory

With a budget of \$ 24,000 provided by the National Aboriginal Capital Corporations Association, the Kitikmeot Economic Development Commission provided opportunities in entrepreneurship to 22 Inuit youth in 1998/99. Among these, 19 received counselling on how to become businesspeople, 22 received personalized advice from mentors on their personal business objectives and three received matching equity loans for new ventures.

Appendix One

Key Contacts

Department of Indian Affairs and Northern Development (DIAND)

Headquarters

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Frances Taylor
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Graham Baptiste
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Nunavut Region

Altaf Lakhani
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Helen Roos
(867) 975-4277

Appendix Two

Key Contacts

First Nations and Inuit Youth Business Program

Aboriginal Financial Institutions

Company Name	Address	Work Phone	Contact Person
Alberta Indian Investment Corporation	P.O. Box 180 Enoch, Alberta T7X 3Y3	(780) 470-3600	Don Morin
All Nations Trust Company	208-3345 Yellowhead Highway Kamloops, British Columbia V2H 1H1	(250) 828-9770	William Barrett
Anishinabe Mazaska Capital Corporation	300-208 Edmonton Street Winnipeg, Manitoba R3C 1R7	(204) 940-5000	Larry Soldier
Bella Bella Community Development Centre	P.O. Box 880 Waglisla, British Columbia V0T 1Z0	(250) 957-2381	Oscar Correa
Corporation de développement économique montagnaise	1005 Boul. Laure, Suite 110 Sept-Isles, Quebec G4R 4S6	(418) 968-1246	Paul Fournier
Dana Naye Ventures	409 Black Street Whitehorse, Yukon Y1A 2N2	(867) 668-6925	Elaine Chambers
First Nations Agricultural Lending Association	200-345 Yellowhead Highway Kamloops, British Columbia V2H 1H1	(250) 828-9751	Gordon Giles
Indian Agri-Business Corporation	210-2720, 12th Street NE Calgary, Alberta T2E 7N4	(403) 291-5151	Scott Drummond
Indian Agriculture Program of Ontario	P.O. Box 100 Stirling, Ontario K0K 3E0	(613) 395-5505	T. Wayne Martin
Kahnawake Loan Guarantee Fund	P.O. Box 1110 Kahnawake, Quebec J0L 1B0	(450) 638-4280	Louie John Diabo
Kitikmeot Economic Development Commission	P.O. Box 18 Cambridge Bay, Nunavut X0E 0C0	(867) 983-2095	Keith Peterson
Nishnawbe Aski Development Fund	P. O. Box 20119 Green Acres Thunder Bay, Ontario P7E 6P2	(807) 623-5397	Harvey Yesno
Nunavik Investment Corporation	P.O. Box 239 Kuujjuaq, Quebec J0M 1C0	(819) 964-2035	Vallee J. Saunders

Company Name	Address	Work Phone	Contact Person
Nuu-chah-nulth Economic Development Corporation	7563 Pacific Rim Highway Road P.O. Box 1384 Port Alberni, British Columbia V9Y 7M2	(250) 724-3131	Al Little
NWT Metis-Dene Development Fund Ltd.	5125 50th Street, 2nd Floor P.O. Box 1805 Yellowknife, Northwest Territories X1A 2P4	(867) 873-9341	Keith Hamilton
Ohwistha Capital Corporation	P.O. Box 1394 Cornwall, Ontario K6H 5V4	(613) 933-6500	Darlene Francis
Prince George ABDA	3845 15th Avenue Prince George, British Columbia V2N 1A4	(250) 562-6325	Ray Geroux
Saskatchewan Indian Equity Foundation Inc.	224B - 4th Avenue South West Saskatoon, Saskatchewan S7K 5M5	(306) 955-4550	Paul Ledoux
SOCCA (Native Commercial Credit Corporation)	265-201 Place Chef Michel-Laveau Village des Huron Wendake, Quebec G0A 4V0	(418) 842-0972	Jean Vincent
Tale'Awtxw Aboriginal Capital Corporation	Units 29 & 30 6014 Vedder Road Chilliwack, British Columbia V2R 5M4	(604) 824-2088	Wayne Gray
Tecumseh Development Corporation	R.R. #1 Muncey, Ontario N0L 1Y0	(519) 289-2122	Al Chrisjohn
Tribal Resources Investment Corporation	217 West 3rd Avenue Prince Rupert, British Columbia V8J 1L2	(250) 624-3535	Greg Hazel
Tribal Wi-Chi-Way-Win Capital Corporation	203-400 St. Mary Avenue Winnipeg, Manitoba R3C 4K5	(204) 988-1888	Larry Amos
Two Rivers Community Development Centre	P.O. Box 225 Ohsweken, Ontario N0A 1M0	(519) 445-4567	David Vince
Ulnooweg Development Group Inc.	139 Esplanade Street Truro, Nova Scotia B2N 2K5	(902) 893-7379	John Bower