

Chapman

POST SCHOOL
PROGRAMS

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EMPLOYMENT and RELATED SERVICES
DIVISION
EDUCATION BRANCH
DEPARTMENT of INDIAN AFFAIRS
and NORTHERN DEVELOPMENT
NOVEMBER, 1971

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INTRODUCTION

The Indian adult who lives on a reserve or in an Indian community is still largely isolated from the social and economic functioning of contemporary Canadian society. The onus for providing alternatives to this situation rests with the Post-School Education Division.

This report outlines the highlights of regional post-school programs for the 1970-71 fiscal year. While it does not tell of many of the ongoing programs, its primary purpose is to provide information on some of the more unusual and innovative programs in which field staff were involved during the past fiscal year.

O.N. Zakreski,
Chief,
Development and
Related Services.

THE MARITIME REGION

Adult Education Programs

- (a) Some 803 adult Indians participated in courses designed for adults. Of these, 161 took part-time adult basic and accelerated academic courses which were funded by the Department. The remainder were involved in Social Education and skill development courses of various types.
- (b) The 16 men who participated in a scuba diving course in 1970 returned in 1971 to enrol in a second phase of the training to provide them with qualifications to work at diving depths up to 30 feet. While original employment was planned in the oyster harvesting operations other opportunities are becoming available in the search for sunken ships and treasures.

Vocational Training

- (a) A total of 231 persons were enrolled during the year in B.T.S.D. courses conducted by the provincial Departments of Education, while 206 adult Indians received training from the Department of Manpower and Immigration.
- (b) Two hundred and nineteen persons were enrolled in other vocational programs, including 73 in carpentry courses conducted in Indian communities.

- (c) For the first time two machine wood-working courses were introduced at Eskasoni. A second course has been planned for 1971-72, following which the Band Council is planning to use the facilities in launching a commercial woodworking enterprise.
- (d) In May 1971, the first Indian law student graduated for the Maritime Region, and is now working with a law firm.
- (e) Dalhousie University in Halifax established a Transition Year Program of eight months duration for six students with less than normal university entrance requirements. Three of these qualified for university enrolment in September 1971.
- (f) Native handicraft courses have had special appeal for adults on Reserves during the year. This is due to the number of developing Indian-operated handicraft outlets demanding locally produced items of high quality.

Employment and Relocation

As the construction on the Cape of Canso reached its peak, a significant number of employment opportunities developed for skilled and semi-skilled workers resident on the Whycocomagh and Eskasoni Reserves. This employment is expected to continue for some time due to the amount of work involved.

THE QUEBEC REGION

Vocational Training and Employment

- (a) During the 1970-71 fiscal year more than 425 candidates in post-school programs were provided with financial assistance from the Department to attend courses at universities, colleges and CEGEPS or in public or private schools. The areas of training varied, selecting such options as pedagogy, arts and sciences, law, psychology, engineering, electricity, nursing and secretarial work.
- (b) The Laval University has collaborated with the Department in providing the training of eight Indian women as "*Kindergarten Aides*" to serve among French speaking people. All of these were employed in the kindergarten classes of federal schools. It is our present intention to provide similar training for English speaking candidates.
- (c) As in other regions the construction of new houses on a reserve has been preceded by the provision of carpentry courses. Fourteen courses attended by 215 Indians have been provided this year enabling the participants to not only build new houses but also provide repairs to their existing ones.
- (d) Although several handicraft courses have been conducted during the 1970-71 fiscal year, the one at Amos was outstanding due to the outstanding exhibition at the

close of the course and the planning of a local Indian association for the sale outlet of the handicraft articles.

Adult Education Programs

- (a) The Adult Education Section organized 180 courses in the Quebec Region for approximately 3,000 participants. The interest for the women lay chiefly in homemaking, cooking, sewing, weaving, child education, budgeting, handicrafts and personal development. The men selected guiding, electricity, carpentry, commercial fishing, administration, security, camp cooking, home repairs and many courses in upgrading and basic languages.
- (b) During the previous fiscal year a special course in Home Economics was given to a group of Indian women to act as consultants in family education. They have been working 20 hours per week with selected families on their home reserves. This year, a similar course has been organized at the Lake-of-Two-Mountains for two English speaking women. The main goal is the formation of "*Consultants in Family Education*," to help families acquire a better knowledge of home operation, family health and community life.
- (c) An emphasis has been placed on basic education due to the number of Indians who are illiterate and the ability to obtain employment without some skill in communication. Forty-one courses

including levels 0-6 and levels 7-11 have been provided to Indians on different reserves where needed and where the people requested it. Various social education courses were organized by the Indians to help retain the Indian language and culture. Those at Schefferville, Oke and Pointe Bleue were particularly successful.

THE MANITOBA REGION

Vocational Training and Employment

- (a) The Manitoba Region has negotiated an arrangement with the University of Brandon, whereby they will waive some of the academic prerequisites to expand the two-year teacher training program to a three-year period for people of Indian ancestry. Successful participants will graduate as fully qualified teachers.
- (b) A training program for training band staff members to operate under the grants-to-bands system was provided by the Department of Indian Affairs and Northern Development in conjunction with the Department of Manpower and Immigration, during the winter at the Indian residential school in Birtle, Manitoba. Each course was of three weeks duration and some 300 people availed themselves of this opportunity.
- (c) An agreement has been reached with the Mining Company at Lynn Lake, Manitoba, whereby they have taken 24 Indian men from Island Lake Reserve on their staff. These men work 20 days and then are allowed to go home for ten days. This appears to be one method used in coping with the problem of persuading the Indian to remain permanently in employment.

- (d) The training program for the Solicitor General's Department has proven very satisfactory. Of the 11 trainees selected from the Manitoba Region for this training, seven continued their training as assistant parole officers, three went into training with the penitentiary services, and one was asked to leave during the formal training sessions at Kingston. Of the seven assistant parole service officers, five completed their training successfully and are now in full-time employment with the National Parole Service; two in Winnipeg, two in Brandon, and one in Regina. The two who did not succeed in the training program found related employment. All three trainees in the penitentiary service are now permanently employed at Stony Mountain.
- (e) A Foreman Carpentry Training Program of one month's duration was held at God's Lake and Oxford House. A selected group of ten men from each of these communities was established through the Chief and Council and the Construction Supervisor at Island Lake. This corps of men will prepare themselves for positions within the Department and/or obtaining contracts from the Department in the housing program for these two communities.
- (f) The Department of Indian Affairs and Northern Development provided the co-ordination necessary to bring representatives of Canada Manpower and Immigration, native people and industry (Brotherston Limited in Garden Hill, Manitoba) to

provide a guide training course for 12 candidates at Garden Hill. The program was of two weeks duration, prior to the tourist season at Island Lake. All trainees received immediate employment at the completion of the training. This particular program is an excellent example of the involvement of industry, the Department of Manpower and Immigration, the Indians and the Indian-Eskimo Affairs Program.

- (g) A most valuable training program was carried out at the Hnaua Fishermen Training Centre which serves the three prairie provinces. This fishermen upgrading program was implemented by the Province of Manitoba and the Department of Manpower and Immigration. Many licensed fishermen attended this five-week program which dealt with all the facets of the fishing industry.
- (h) Twenty-one Indian women are in the actual production sequence at Peguis Garment Plant. This training-in-industry is on a school-cost basis with the Department of Manpower and Immigration and Monarch Wear of Canada. This training is the continuation from the previous year so that trainees for the plant are available. As the above program does not allow for the training of supervisory staff, three on-the-job trainees arranged by the Department of Indian Affairs and Northern Development are receiving training; a man as a sewing machine maintenance mechanic and two women as garment plant supervisors. This will permit the Peguis Community to

establish firm future contracts with any garment industry, willing to utilize Manpower resources available in the community. The training-in-industry scheme is to operate approximately one year and has been duplicated on the Roseau River Reserve.

- (i) At the request by specific Bands at Interlake, a Fire Prevention Training Program was held at the Gimli Recreation Centre. Two members selected from each Band attended this training program. After returning to their own Band, fire prevention committees have been formed. Some are now requesting fire extinguishers to be included in the housing programs, while another community is attempting to form a volunteer fire brigade with suitable community equipment.

- (j) A 14-week welding course on the Little Saskatchewan Reserve, in the Interlake area, may lead to the development of a small factory. The Department of Indian Affairs and Northern Development provided the material and equipment and Manpower Corps, the instructor and training allowances. The selection criteria was farmers, unemployed fishermen, and others who could benefit by repairing their own equipment or establish small repair shops.

During the training the class made three cattle squeezes, complete with floor, and 11 cattle gates. Later they worked on 35 specially designed animal veterinary

operating tables which will be supplied to the new provincial veterinary clinics now under construction. Various companies have been approached to supply contracts and a company may be established, if production costs are competitive with private industry.

- (k) Twenty-six families have relocated to Selkirk, Manitoba, where the adult male member participates in a training program relating to the production of furniture at the Parks Furniture Plant. The usual length of stay is eight months. Allowances are paid by Manpower Corps. Relocation assistance is provided by Indian and Eskimo Affairs Program, and materials are supplied by the province. The Department of Agriculture for the Selkirk area, makes regular visits to the homes and assists the family in every facet of home management.

Adult Education Programs

- (a) The Basic Literacy Project at Little Saskatchewan, related to meeting the needs of 18 men who require basic literacy before continuing further training under the auspices of the Department of Manpower and Immigration, or who require additional training so that their literacy level may be increased sufficiently for employment. The program is of 20 weeks duration with candidates chosen from applications received from Fairfield, Little Saskatchewan and Lake St. Martin

reservations. This program is unique in that because of its length, it provides literacy from a zero level and completion of the course provides equivalent of a Grade V level in reading and writing and an extensive life skills program of their selection. This is the first Basic Literacy Program to be operated by the province using all the latest techniques, methods and equipment.

THE SASKATCHEWAN REGION

Academic Upgrading

During the 1970-71 fiscal year academic upgrading programs were held in 25 locations including reserve communities and Adult Education Centres. A gross enrolment of 628 initially registered in these programs. Overall percentage of achievement in the total program was 51% of trainees receiving some level of certification.

A new Adult Education Centre was opened at Fort Qu'Appelle with residence accommodations. This first year, which saw 154 trainees enrolling in the 5-10 program, met with moderate success. Sixty-four students graduated with a Vocational X certificate. Several problems associated with residence accommodation have now been rectified so that next year's program should show marked improvement.

Homemaking Program

The women's Homemaking Program was again very successful. All told, 94 classes were held with an overall enrolment of 924 Indian women. Courses included sewing, cooking, knitting and tanning.

Since the commencement of the Homemaking Program under the administration and direction of the University Extension Division, which began April 1, 1967, 5,576 women have enrolled in 338 sewing classes, 151 foods classes,

116 knitting classes, and nine other classes which included using electricity and making handicrafts. These classes have been held on 64 reserves out of a total of 67 reserves in the Region, as well as in nine other communities.

Hospital Orientation Program

A special program was initiated at the Fort Qu'Appelle Union Hospital to provide an opportunity for adults, 21 to 35 years of age, who had dropped out of school in the elementary grades, to attend an orientation program at the hospital and then have the opportunity to improve their educational level if they have the interest. This program was developed in co-operation with the Saskatchewan Department of Education, the Indian and Northern Health Services, Department of Indian Affairs and Northern Development and the Lay Advisory Board to the Fort Qu'Appelle Union Hospital. Thirty-two adults attended the orientation program and 24 completed. Of the 24 students who completed, 20 have decided to improve their educational standing through attending a further upgrading course or enrolling as trainees under the supernumerary training program of the Province in provincial hospitals and geriatric centres.

Information Film - Pasture Riders and Park Management

An information film was prepared by the Vocational Training Section in co-operation with the Federation of Saskatchewan Indians and our Indian Affairs Liaison Officer for

Saskatchewan. This 15 minute color film highlighted two training programs; the first part is that of the Pasture Rider Training Program and the second part the Park Management Training Program.

The Pasture Rider Training Program was established in co-operation with the Department of Regional Economic Expansion and it enabled the Indian Bands, who have a community pasture or are considering establishing one to select and nominate men to train as pasture riders. The film illustrated Mr. Bud McArthur, one of the Pasture Riders who has now received permanent employment on the White Bear Pastures.

The Park Management Training Program was developed in co-operation with the National Parks Branch. Mr. Bradley Delorme is shown on the film at the Prince Albert National Park being trained as a Visitor Services Supervisor. In this role, he checks on fishing, boating, swimming, tenting, operation of entertainment such as trail riding, etc. Mr. Delorme has just been hired to work on the development of the Last Oak Park in Southern Saskatchewan.

Employment and Relocation Services Programs

Employment

Despite a year which reflected the depressed sales of grains and potash, placement figures show that 2,270 Indian people were placed in employment in Saskatchewan. It is significant that 1,365 were placed in permanent employment, 807 in short-term and only 98 in casual jobs. (These figures do not include the sugar beet workers.)

The main reason for the steady increase in permanent placements is the improved educational and skill levels of much of the work force resulting from Adult Educational and Vocational Training programs coupled with higher standards of responsibility and skills learned on the job.

Saskatchewan Power Corporation Program

Boundary Dam - Estevan

In co-operation with S.P.C. officials, a three-day orientation course has been designed and offered to potential new employees. The course consists of a plant tour, working conditions, lectures on company policy, films, etc., and a tour of the city showing housing, recreation, facilities, churches, schools, etc. After the course, individual interviews are conducted and offers of employment made. The first session has been termed a success and seven new potential employees will attend the second class in August with three positions available.

Palliser Hospital - Swift Current

Twenty to 25 supernumerary training positions at Palliser Hospital, Swift Current, have been made through provincial government for native people as receptionists, nursing assistants, occupational therapy trainees, laundry and kitchen workers, domestic housekeeping, dietary domestics, cook trainees, grounds maintenance and caretakers. Trainees undergo lectures and audio-visual instructions from competent administration and supervisory staff. Progress

is assessed at three-month intervals over a one-year training program. As openings for permanent positions occur, trainees are encouraged to enter competitions and many are now on permanent appointments. Graduate trainees have gone on to certified Nursing Aide Courses with employment in other hospitals and institutions in the province. Indian Affairs Branch provides regular counselling and with excellent co-operation from the hospital staff; this program is considered successful with a dropout rate of less than 5%. One employee was accepted for off-reserve housing and one application is currently pending.

Saskatchewan Training School - Moose Jaw

This is a home for the mentally retarded. Twenty to 25 supernumerary positions have been created by provincial government for native people as nursing assistants, psychiatric nursing aide trainees, kitchen and domestic staff, clerk-typists, ward aides, recreational therapists, caretaking and ground maintenance and training in many of the trades including carpentry, electrical, plumbing, etc. Training, supervision and assessment is similar to the Palliser Hospital at Swift Current and trainees go on to permanent positions in S.T.S., or other hospitals and institutions while tradesmen have been successful obtaining employment in industry. The turnover was at one time high at Moose Jaw due to the type of work exposure involved but with proper pre-employment counselling, this has now been overcome and drop-out rate is less than 5%.

Cutbank Project

A provincial project providing for Adult Education Training in cattle and swine husbandry, irrigation crops, some vocational training such as auto mechanic, cook, dining room waitress, etc., and skill training is being carried on at Cutbank Saskatchewan. While this is a provincial project, Indian Affairs Branch counsellors are involved in the selection and relocation of families to the project and Indian Affairs Branch Post-School staff provide consultant services to the project staff.

Native Metals

This is a provincial project which is unique in Canada. It is made possible by IPSCO turning over their scrap metal operation to a native-owned and operated company. The operation involves breaking up and cutting to handling size the box cars - truck bodies and other similar sources of scrap metal. It presently employs approximately 60 people of native ancestry, approximately half of whom are workers of Indian status. Indian Affairs Branch is involved in selecting and placing workers, counselling and providing placement and/or relocation assistance where required.

Relocation

Sixty-seven families were relocated in Saskatchewan, 24 of whom received furniture assistance. Areas include Regina, Saskatoon, Estevan, Prince Albert and Uranium City.

Training-on-the-Job

Thirty trainees were enrolled in the Training-on-the-Job Program in occupations varying from institutional housekeeping, sales clerks (retail), dietary and nursing aides, farm machinery mechanics, auto mechanics and other trades. These figures do not include trainees placed through the Provincial Government Training Program, only those on the Pasture Rider and Parks Training Programs.

In addition to the above, 45 Indian workers have been apprenticed to the Department in trades such as carpenters, plumbers, electricians and shop trades. They are employed in on-reserve projects such as housing - pre-fab housing factories, fisheries and other similar areas.

In-Service Training

Fourteen Indian clerical workers were enrolled in the In-Service Training Program. All but three completed their training and were placed in employment. The remaining three were still in the program as of April 1, 1971.

Off-Reserve Housing

Thirty-three applications were received throughout the year. Thirty were approved, one withdrawal and two were still in process as of April 1st. Housing was purchased in a number of urban centres in the Region and three applications have been received from Indian people now employed in Uranium City.

THE ALBERTA REGION

Vocational Training and Employment

- (a) A Driver Training contract was entered into with Human Resources Development Authority of Alberta to train Indians in the operation and general maintenance of automobiles. Of 660 native persons participating in the course, 223 obtained drivers' licenses and 243 learners class licenses. Although problems of adequate equipment and qualified instructors do exist, it is hoped that a study of the program being conducted by the Department of Indian Affairs and Northern Development will result in an expansion of the program during the coming year.
- (b) The Home Economics Branch of the Provincial Department of Agriculture is providing services to communities on all reserves throughout the Alberta Region. Many native women have provided advice in setting up programs which are closely allied to the needs of the native people. During this fiscal year authority has been granted to the District Home Economists to operate programs and voucher the Department of Indian Affairs for materials and supplies while providing free professional service. At this time, the Department is planning the training of Indian Home Economic Aides with the hope that this will result in Indian women becoming qualified District Home Economists.

- (c) A contract between Haico Manufacturing Limited and Redcrow Development has led to the establishment of Kainai Industries Limited. To operate this plant 86 natives have been trained on-the-job. A 80,000 square foot plant on the Standoff Reserve will require 240 Indians as production-line workers and provide a yearly payroll of approximately one million dollars. It is envisaged that in the near future unemployment on the Reserve will be nil and all indications show the possibility of hiring Indians from other reserves. Related services have developed a bank and Safeway store which has trained and employs seven natives. Of the 86 persons trained in Kainai, 17 completed their training and are employed on a regular basis, six discontinued and 63 trainees remain in the program.
- (d) On-the-job training agreement provides training for 50 production-line workers in the manufacture of modular homes. Thirty-three people are currently on this training program for a period of 32 weeks. These two projects are closely affiliated as the skills learned have much in common.
- (e) A one-week course on the maintenance of farm implements was conducted on the Blackfoot Reserve by the John Deere Company. Similar courses were held in the Fort Vermillion Agency and requests have been received for programs of this nature in other settlements.

- (f) Some 43 native people of the Lesser Slave Lake Agency received on-the-job training with the Misstassinii Forest Enterprises. This business venture is presently under assessment with a view to expansion or a permanent shutdown. If the shutdown is realized, the trained personnel can be employed with another Alberta building firm.

- (g) Courses in carpentry by the Department of Manpower and Immigration were carried out on the Morley and Sarcee Reserves. The trained people from the Morley Reserve found employment in repairing homes and working with private employers. The course on the Sarcee Reserve provided upgrading as well as skill training. Most of these trainees will be employed by the Alberta Panel Builders, a Company located on the Sarcee Reserve manufacturing prefab garages and houses. The carpentry program in this Region provides excellent returns for people and is one of the most encouraging programs. Excellent co-operation is maintained with the Department of Labour. The Apprenticeship Division in Carpentry makes it possible for trainees to obtain journeyman's papers.

- (h) Many native people are taking advantage of the handicraft instruction in sewing, cooking, leathercraft, ceramics, home-making, first aid, quilting, etc. With the improved market for leathercraft, plans are underway for the establishment of a tannery in the Slave Lake area to tan animal hides.

- (i) A program designed to upgrade existing guides was initiated in 1970. Of the 56 qualified guides who took this course, 41 were of native ancestry. A real need has existed for standardization of guiding fees, help in managing an operation and initiating contacts. This need has now shifted to training and the provision of experience in outfitting is one of the goals for this year.
- (j) Indian personnel, who had training in Fire Fighting were considered for positions with Banff National Parks in trail construction and fire fighting. Recruiting was done by the Department of Indian Affairs and Northern Development with Indian Affairs providing a worker to look after the social needs of the natives involved. Twenty-four natives were placed in such positions and the results appear so successful that similar positions are likely to be available in other national parks.
- (k) Plans are almost concluded with the Ministry of Transport and the Department of National Defence which will open up a total of 20 on-the-job training opportunities. Other federal departments are now being approached for similar on-the-job training positions.
- (l) The Indian Affairs Branch again contracted with Mount Royal Junior College in Calgary to train teacher assistants. Thirty-nine of the successful graduates were employed by provincial schools and the Department. Nineteen students received four weeks of training as counsellor assistants at the Lethbridge Junior College. Eleven of these people obtained employment with the Department.

Adult Education Programs

- (a) Academic upgrading courses provided through Adult Education continued to increase during the past year. The courses conducted on the Blood and Frog Lake Reserves were most effective as indicated by the relatively small number of dropouts and the progress made. The Alexander Band at Rivierre Qui Barre has undertaken to conduct their own Adult Education program under the Grants-to-Bands programs. These various courses have prepared students for further vocational training as well as provided many informed adults for training in band enterprises. The merits of such programs must be measured in terms of social involvement as well as preparation for vocational training.

THE BRITISH COLUMBIA REGION

Vocational Training Employment

- (a) The British Columbia Region has decentralized to districts in two areas and another is likely to follow. Some 25 courses have been carried out on the reserves by the Department of Manpower and Immigration in co-operation with the Department of Indian Affairs and Northern Development for basic training and specific skill development. The selection of the participants and the operation of the programs has been as much as possible the responsibility of Indian Education Committees. An outstanding example of this was the one operated by the Western Training Committee for people of Indian ancestry.
- (b) The Department of Manpower and Immigration and the Indian Affairs Branch has given special consideration in locating training programs where unemployment has resulted through loss of fishing licenses.
- (c) Due to the many departments involved for training activities on reserves a coordinating committee has been established composed of representatives from Manpower and Immigration, the Department of Indian Affairs and Northern Development and the Provincial Department of Education.

- (d) A course for home school co-ordinators has been arranged at the University of British Columbia and is funded by the Department of Indian Affairs and Northern Development.
- (e) The number of people taking training in regular courses in provincially operated vocational schools, universities and colleges has increased from 1,506 to 1,776 in the 1970-71 fiscal year.
- (f) The program carried out by the Solicitor General for guidance counsellors and probation officers has proved very successful in British Columbia. The eight recruits completed their training successfully with seven obtaining employment in British Columbia and one in Manitoba.
- (g) The Okanagan-Chilcotin project which started three years ago to move Chilcotin Indians and families to the Okanagan Valley for the vegetable-fruit harvesting season has continued to expand with presently over 100 Indians relocated to the Okanagan Valley. These people relocated on their own without financial aid from this Department.
- (h) Training on-the-job positions for Indians has become one of the most important segments of the placement program. New fields for this program are developing in industry as well as in other government departments.

Adult Education Programs

- (a) Thirty-five band members have now been appointed as Adult Education Co-ordinators to assist in the organization and operation of evening and part-time classes. In return they received a stipend for their service.
- (b) Adult Education funds were decentralized to the districts and agencies at the beginning of the 1970-71 fiscal year and are now administered by district staff members, usually vocational counsellors.
- (c) A credit union foundation and the First Citizens' Fund have assisted in financing adult education for Indian people. This Department has provided encouragement in this action but was not directly involved in these activities.
- (d) For the past three years professional services from various provincial school districts have been purchased for most part-time classes.