



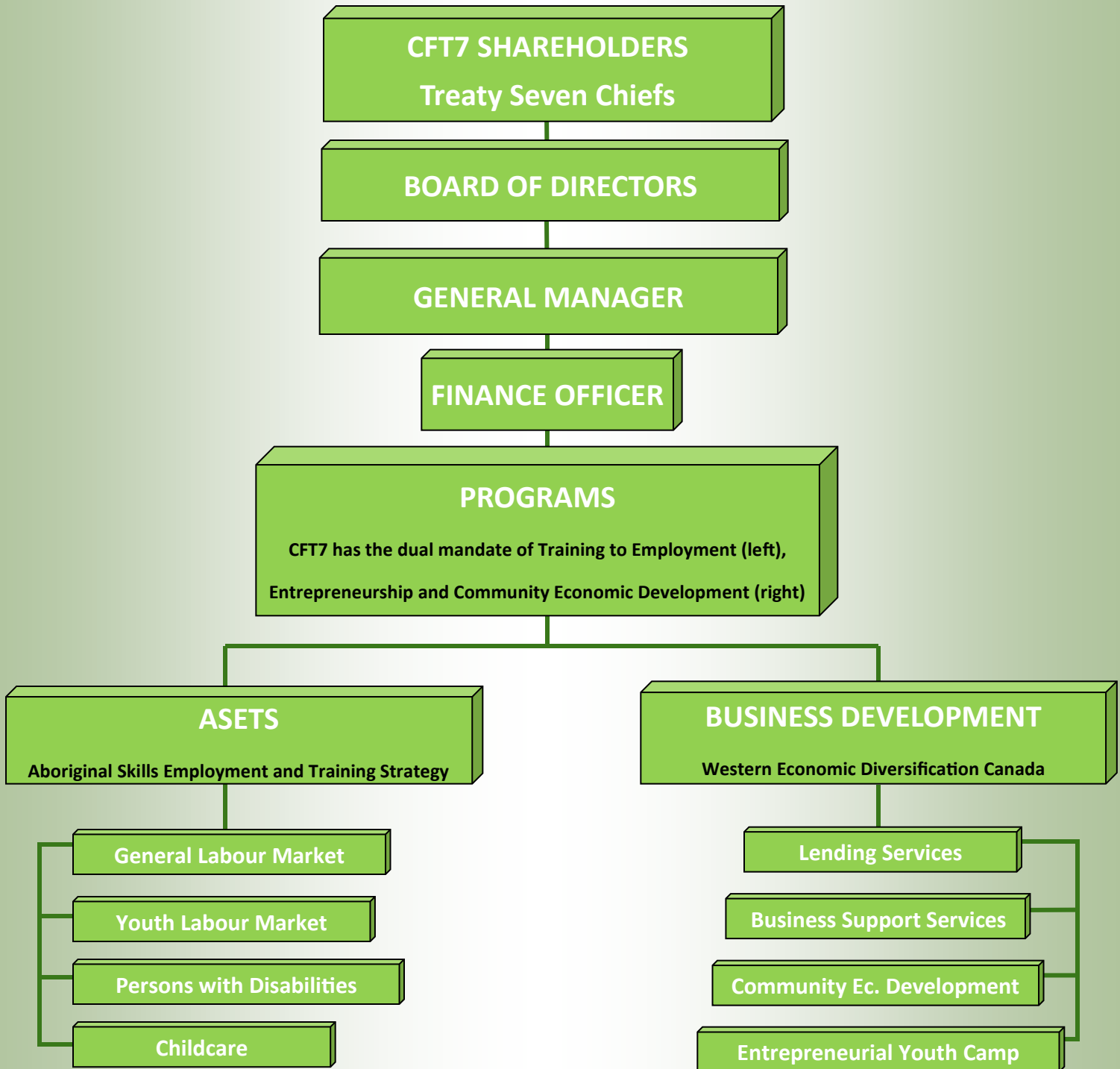
**Community**  
**Futures** Treaty Seven

**ANNUAL REPORT**  
**2016/2017**

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# CFT7 OPERATIONAL STRUCTURE



# CFT7 SHAREHOLDERS/BOARD OF DIRECTORS

## SHAREHOLDERS



**Chief  
Aaron Young  
Chiniki Nation**



**Chief  
Vincent Yellow Old Woman  
Siksika Nation**



**Chief  
Darcy Dixon  
Bearspaw Nation**



**Chief  
Ernest Wesley  
Wesley Nation**



**Chief  
Roy Whitney  
Tsuu T'ina Nation**



**Chief  
Charles Weasel Head  
Blood Tribe**



**Chief  
Stan Grier  
Piikani Nation**

## BOARD OF DIRECTORS



**Councillor  
Jordie Mark  
Chiniki Nation**



**Councillor  
Wesley Water Chief  
Siksika Nation**



**Councillor  
Watson Kaquitts  
Wesley Nation**



**Councillor  
Doane Crow Shoe  
Piikani Nation**



**Councillor  
Rod Hunter  
Bearspaw Nation**



**Councillor  
Leon LittleLight  
Tsuu T'ina Nation**



**Councillor  
Myron Eagle Speaker  
Blood Tribe**

# CHAIRMAN'S ADDRESS



I am particularly pleased to be able to report that 2016/17 was another successful year at Community Futures Treaty 7 (CFT7) during which we delivered further growth and successes in those areas of Aboriginal Skills Employment and Training Strategy (ASETS) as well our Business Development.

Community Futures Treaty 7 would not be in this admirable position without the staff within our organization. One of our key strengths is the people. They are capable, knowledgeable, and most skilled in helping our people succeed in all areas we are responsible for. On behalf of the Board, I would like to express our gratitude and appreciation to all past and current employees for all their hard work in helping CFT7 maintain the success that it is. The Board has worked with our General Manager, Mr. Sandford Big Plume, and our organization has benefitted from his management of the organization. We are grateful for the leadership he has provided our organization.

I would like to take this opportunity to thank my colleagues on the Board for their commitment and contributions in helping guide CFT7 during the course of this past fiscal year. It has been a great honor and privilege to lead the Board for the past year, and I am pleased to say the CFT7 will continue to lead the way in our ASETS portfolio: the General Labour Market, Youth Labour Market, Persons with Disabilities, Childcare, Flood Recovery (Siksika & Stoney), and our sub-agreements. As well, our Business Development Portfolio also has showcased its concentrated effort to help Treaty 7 membership with our Lending Services, Business Support, Community Economic Development, and First Nations Youth and Entrepreneurial Symposiums.

It is because of the strong management and sound business decision-making practices that continue to benefit Treaty 7 as a whole. CFT7 is a strong organization that consistently achieves high standards of excellence and I have complete confidence in continued long term successes.

In closing, I would like to thank our Shareholders for their continued belief and support for our company, Community Futures Treaty 7.

Thank you,

Doane Crow Shoe

Chairman, Community Futures Treaty 7

# CFT7 GENERAL MANAGER'S MESSAGE



Greetings,

On behalf of the Shareholders, Board of Directors and staff of Community Futures Treaty Seven (CFT7) we are pleased to present our annual report of operations and finances for the Fiscal Year 2016-2017

CFT7 has a dual mandate of training to employment and entrepreneurship for First Nation members in the Treaty 7 Territory Red Deer to the US. border. These dual mandates are funded under separate funding agreements with Employment and Social Development Canada (ESDC) (\$9.4m) and Western Economic Diversification (WED) (\$295k).

We also receive special project funding throughout the year from the Province of Alberta: The partnership we have with Alberta has proven to be successful as it meets our common goals of First Nation economic development and employment.

We are very proud of our results as outlined in this report and I credit the staff in both departments for their hard work and dedication. We look forward to serving the members of Treaty 7 in the upcoming fiscal year. We also look forward to continuing our partnerships with both levels of government and the private sector.

*Sandford Big Plume*



# COMMUNITY FUTURES TREATY SEVEN EMPLOYEES



Sanford Big Plume  
**General Manager**



Edwina Stump  
**Finance Officer**



Shawna Morning Bull  
**Business Manager**



Shay Yellow Horn  
**Labour Market**



Linda Domak  
**Labour Market  
Consultant**



Ashley Wright  
**Child Care  
Coordinator**



Rob St. Denis  
**Youth Labour Market  
Consultant**



Johnathon Red Gun  
**Disability Employment  
Coordinator**



Pamela Atjecoutay  
**Administrative  
Assistant**



Tanya Springchief  
**Labour Market  
Program Assistant**

# ASETS

## MISSION STATEMENT

As the Aboriginal agreement holder, CFT7 supports all First Nation individuals to obtain and maintain meaningful employment based on community needs through the provision of training in the Treaty Seven Territory.

## TARGET CLIENTELE

- All self-identified **First Nations and Inuit people** RESIDING:
- **On-Reserve**
  - **Off-Reserve**
  - **Urban Community**

*Rationale: Ensures access, inclusion and resources for First Nations and Inuit people living in urban/off-reserve communities.*

Designs and delivers programs to assist First Nations and Inuit people find, obtain and maintain employment, enabling them to fully participate in the economy.

## GEOGRAPHIC CATCHMENT



## PROGRAMS

1. **Labour Market Programs** (targeted wage subsidy, self-employment, job creations partnerships, skills development, employment assistance services, labour market partnerships and research & innovation)
2. **Youth Programs** – ages 15 to 30 (skills links, career focus and summer work experience)
3. **Programs for Persons with Disabilities**
4. **First Nations/Inuit Child Care Initiative** (ensure working and training parents have quality childcare within communities)

## FUNDING MECHANISMS

1. Directly to the individual to support costs of participating in activities.
2. To First Nations organizations acting as project sponsors.
3. To Sub-agreement holders who would then ensure individuals receive assistance.
4. CFT7 acts as project sponsor.

**On-Reserve**  
Wesley  
Chiniki  
Bears paw  
Siksika  
Tsuu T'ina  
Piikani  
Blood Tribe

**Urban Employment Centres**  
Red Deer  
Calgary  
Lethbridge  
Medicine Hat



# ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

Community Futures Treaty Seven has been administering Federal Labour Market Contribution Agreements since 1996 and currently administers the Aboriginal Skills and Employment Training Strategy (ASETS) within Treaty Seven territory as the ASETS Agreement Holder.

ASETS is a Federal Contribution Agreement between Employment & Social Development Canada and CFT7. The purpose of the ASETS Agreement is to create programs and services designed to assist Indigenous people to participate in the Canadian workforce. The agreement is built on three strategic priorities; Demand Driven, Skills Development, Partnerships & Accountability.

The current agreement includes funding for Youth, Childcare Spaces, General Labour Market Programming and Persons with Disabilities.

The original ASETS Agreement ended on March 31, 2015, however, CFT7 was granted an additional Extension Year commencing on April 1, 2016 to March 31, 2017.

ASETS Sub-Agreements exist between CFT7 and the Treaty 7 Bands. This is the mechanism used by the bands to deliver and manage their own Labour Market Programs on-reserve.

CFT7 also manages the delivery of the Urban Component of the Agreement. Aboriginal Employment Centres are funded in Calgary, Lethbridge, Medicine Hat and Red Deer and are designed to serve off-reserve members.

All Indigenous people can access employment services at one of our eleven employment centres depending on where they reside.

# ASETS SUB-AGREEMENT HOLDER



## Piikani Employment Services



Box 3318 Brocket, AB T0K 0H0 Phone: (403) 965-2002 Fax: (403) 965-2932

### General Statement

Piikani Employment Services (PES) provides training for the ready, able and willing clients that allows direct entry into the labour market. The following programs are offered to all Piikani Nation members residing in On/Off-Reserve and other First Nations members residing on the Piikani Nation.

### **Program Funding**

- ⇒ Training Programs
- ⇒ Non-funded employment and training assistance
- ⇒ Funding Assistance, tuition, living allowance and employment supports
- ⇒ Job Creation

### **On-Site Services**

- ⇒ Resource Centre
- ⇒ Job Board
- ⇒ Computer Lab
- ⇒ Internet and Telephone

### **Youth Programs (15-30)**

- ⇒ College/University Students
- ⇒ High-School Students
- ⇒ Youth Initiatives

### **Career Counseling**

- ⇒ Assess the employment and training needs of clients
- ⇒ Liaison with educational institutions for quality training
- ⇒ Network with organizations both on and off-reserve

### **Job Readiness**

- ⇒ Individual support for interviews, employment maintenance and employment readiness
- ⇒ Clients are assisted with preparing, up-dating resumes and cover letters

## Programs

### Piikani Youth Empowerment

Piikani Employment Services consecutively runs a Piikani Youth Empowerment Program targeting youth between the ages of 18 – 30 who have been out of school for 1 year or more. The program accepts up to 15 participants which starts in the fall and is completed at the end of March the following year. The program consists of Intake/Self-Assessment, Cultural Understanding, Career Planning, Interviewing, Resume/Cover Letter Writing, Youth Empowerment/Job Preparation, Budgeting, Entrepreneurial Training, Safety Certification, and Work Experience/Job Placement.

# ASETS SUB-AGREEMENT HOLDER



## Piikani Employment Services



Box 3318 Brouck, AB T0K 0H0 Phone: (403) 965-2002 Fax: (403) 965-2932

### Employment Projects

#### Carpentry Training

Piikani Employment Services utilizes a fully equipped carpentry shop for all construction training employment projects. The construction training starts off with in class theory (tape measuring, safe handling of tools, safety certification, and blueprint reading). After some classroom training the trainees move onto small shop projects to gain basic carpentry skills. The trainees then start working on the larger construction project. The 2016-2017 construction project involved building an extension to our ceremonial building. Each trainee developed skills in foundation work, framing, dry-walling, hardwood flooring, roofing, siding, cabinetry, finishing work, power tools and skid steer.

#### Welders Training

Piikani Employment Services also utilizes a fully equipped welding shop to deliver our welding programs. The trainees spend the first few weeks learning how to safely use stick welders, mig welders, oxyacetylene cutting torch, plasma cutter and welding tools. The 2016 -2017 welders training project involved the construction of metal framing for the stables at Crow Lodge Park.

#### Landscaping

Under the instruction of a facilitator from the Lethbridge College, PES trained 4 nation members in landscaping. The facilitator provided in class training session and assisted in the redevelopment of the Piikani Nations baseball diamonds. The training included lawn installation/maintenance, pest control, irrigation, tree care, horticulture, sod laying, hand tools and the use of machinery (lawn mowers, trucks, Bobcats, earth moving machinery, etc.)

#### Sand and Gravel Production

In partnership with Piikani Resource Development Ltd. (PRDL) and Hurlburt Rock Products, PES developed a hands-on training opportunity to train 5 individuals in the production of sand and gravel. This training opportunity was created in preparation for a gravel pit which was being developed through PRDL. Hurlburt Rock Products provided the training onsite at their sand and gravel production facility. Each trainee was trained in all areas of commercial sand/gravel production which included the operation of the rock crusher, front-end loader and the operations of a weigh station.

#### Cattle Management

In partnership with CY Ranch and the Lethbridge College, PES contracted a cattle management training opportunity at CY Ranch. An instructor from the Lethbridge College provided onsite training in the areas of nutrition, production, reproduction, and disease recognition. Two nation members received this training and also received a work experience/job placement at CY Ranch.

#### Class 1 Drivers Training

Gateway Safety Services Ltd based out of Lethbridge provided Class 1 Driver's to 5 trainees.

# ASETS SUB-AGREEMENT HOLDER



## Blood Tribe Employment & Skills Training

Box 319 Standoff, AB TOL IYO

Blood Tribe Employment & Skills Training is the Employment office for the Blood Tribe. Located in the southern most region of the province, The Blood Tribe has a population of over 12,000 members. We are also home to many other residents and offer services for our clients both on-reserve and in close partnership with our neighboring First nations, and the city of Lethbridge. BTEST works with Saamis in Lethbridge, Aboriginal Futures in Calgary to ensure clients have access to all employment services and can access funding for training and other purposes. In the 2015-16 fiscal year, BTEST helped over 350 clients access services and training opportunities.



### Employment Services

The Blood Tribe offers a variety of services to the public. BTEST maintains close connections with all HR departments on the reserve, gets updates from the province, and has connections with major employers in the region to ensure clients have the latest updates in terms of job opportunities. The job postings are shared on numerous sites including the BTEST Facebook page so clients with access to smartphones can get updates immediately. Other sites are shared to ensure clients have access to information. As well, the Employment Centre offers computers, access to information on resumes, cover letters and can work with Jaime Blood, our Employment Officer. BTEST ensure we have a strong tie to the community by participating in Career fairs, Employment Fairs, Open houses and other community events. The Employment Centre annually sees over 200-300 clients that access non-funded services. Many move on to access other funded interventions. We had 23 clients who were employed through the Employment Centre.

### In-House programs

BTEST works with employers on-reserve and regionally to help clients access employment opportunities through training. One way we reach this goal is to help by offering training for employers looking for workers. This year, we worked with The Kainai Marketplace in training their new employees. The marketplace was born of a need in the community for fresh food closer to the community. The new marketplace was built in the community of Standoff near the school. BTEST worked with the Marketplace staff to train 23 new employees in areas such as produce, meat, and customer service. All 23 employees trained were hired, many working full-time shifts.



BTEST also had its second group of Agriculture trainees. This program, in collaboration with Blood Tribe Agriculture Project, Blood Tribe Land Management and other departments allows trainees an opportunity to work on the various agriculture activities on the reserve. Agriculture is one of the main industries on-reserve. This program worked closely with our own operations along with farmers. The benefit of this program was the direct work experience our clients gained from the placements.



# ASETS SUB-AGREEMENT HOLDER

Farmers also strengthened their relationship with the Blood tribe by hiring workers as their farmhands. Farmers were given an opportunity to have their voice heard in the training program and work with BTEST and partners to craft the program. 19 trainees took part with 15 completing and 11 employed.

## Youth Programs

This year, BTEST was proud to host 2 groups of youth work Experience Trainees. The YWEP program is a standard program offered each year to the youth of the Blood tribe. Clients age 18-30 can access pre-



Employment Readiness training for 6 weeks at BTEST. Trainees are then placed in a work experience that is similar to their field. The program has been running for several years. The benefit of this program is that many of the trainees have taken time away from post-secondary education; often this program helps them clarify their education goals and build access to resources that will help them in the path. Many of the former YWEP trainees have gone to complete post-secondary and have come back to work for the Tribe. This program offers a foot in the door for these trainees; oftentimes its their

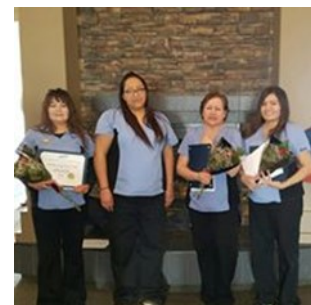
first full-time position. This year BTEST ran 2 groups with funding from Career pathways program contributing as well as additional INAC funding. The YWEP 1 group had 20 clients with 13 employed and 2 Return to School. The YWEP group continued into the 2017-18 fiscal year.

BTEST is extremely proud of our partnerships with Blood Tribe departments and Entities. This year, in addition to offering 42 Post-Secondary Summer Student placements BTEST hosted the high School project with 25 clients, the Entrepreneur program with 13 clients, The Registered Apprenticeship program with 2 clients and the High School Evening Work Experience program with 8 clients. All the positions offer work experience for students returning to school. It allows them their first job placements in fields gaining work experience. The students are able to build their skills level and contribute to the community through the projects they complete. IN addition, they gain experience including first aid, and cultural teachings. The Summer Student program helps Blood Tribe students gain the work experience they need to help them build on their education foundations.

## First Nations Job Fund

Finally, BTEST was happy to work in conjunction with Blood Tribe Social Development on the First Nations Job Fund. This program was additional funding offered through Service Canada on a pilot basis. The program, through Social Development helped build valuable Pre-Employment Readiness programs and helped build staff capacity. BTEST participated by operating one program, the Intro to Trades program, along with partnering on skill development programs including Hospitality and Tourism, Building Maintenance and the Administrative Assistant program. BTEST continues to work with the Wood Manufacturing program.

BTEST continues to offer our core services each year including programs such as Individual Funding that allows clients funding for training programs including short term safety tickets, work attire and tools, and for programs up to one year in length. We work closely with our post-secondary partners to ensure we assist our clients in obtaining their career goals.



# ASETS SUB-AGREEMENT HOLDER

## SIKSIKA EMPLOYMENT & TRAINING SERVICES

P.O. Box 1670 Siksika, Alberta T0J 3W0

Toll Free: 1-866-858-8563 Direct: 403-734-5136 Fax: 403-734-5382

### Executive Summary

#### Objective

Siksika's objective is to increase First Nation participation in the Canadian economy. SETS support the costs of programming, services and other activities that will enable eligible clients to achieve a positive outcome to gain the skills, knowledge, and training needed to become successful in the Canadian labour market. The progress toward the objective is measured through direct outcomes of programs and services provided by our organization.

#### Vision

A healthy, self-reliant, economically independent Nation

#### Mission

To provide the necessary resources and skills for Siksika Nation to become ready, willing and able to successfully enter the work force.

#### Values

**Respect** – We treat others as we desire to be treated

**Integrity** – Build Healthy, Honest Relationships

**Fairness** – We recognize that in the exercise of our duties, we act in trust and fairness for the benefit of SETS clients and Siksika Nation.

**Accountability** – We are accountable to our fiscal responsibility.

#### Program Delivery (outcomes)

**Essential Skills Programs (3 Intakes):** Intervention is to provide eligible clientele with skills, techniques and knowledge that will assist them to find courage and ability to deal with personal issues, job related issues to maintain employment to become successful in their personal lives and assist them to be successful in the Canadian labour market.

Both intakes of the Essential Skills Program participants were selected on referral basis from the SETS Career & Employment Counselor's and the Siksika for Independence (SFI) case workers. There was a total of 74 participants with all intakes combined.

Active Service Date: April 1, 2016 – March 31, 2017

# ASETS SUB-AGREEMENT HOLDER

**Individual Funding:** This intervention would involve short term (one year or less) training that is accredited and provides specific job related skills for specific job requirements or provides direct employment experience.

Active Service Date: April 1, 2016 – March 31, 2017  
Funded Clients – 21 started with 100% completion

**Mobility Program:** This intervention provides assistance to eligible clientele with supports to attain employment, such as employment start with work gear, fuel vouchers for employment interviews, as well with safety tickets needed for new job requirements, drug & alcohol testing and obtaining class 1 & 4 driver's license.

Active Service Date: April 1, 2016 - March 31, 2017  
120 Clients Served – Work Gear/Employment Start

**Safety Tickets:** This intervention is in collaboration and partnership with Government of Alberta to assist clientele to become employed in the Canadian Labour Market.

Active Service Date: April 1, 2016 – March 31, 2017  
131 Clients Served

**Siksika Summer Student Employment Program:** This intervention is to allow our students the opportunity to cultivate their skills furthered in a field related to their career interest as work experience is an excellent way for program participants to gain practical experience in potential future career endeavors, enhance their employability skills, connect with the community and experience a real-world work environment.

Active Service Date:  
Post-Secondary Program: May 16, 2016 – August 26, 2016  
38 students started with 100% completion & returned to school  
High School Ed. July 4, 2016 – August 26, 2016  
100 students started with 100% completion & returned to school

**Youth Pre – Employment Program:** Intervention includes one month of training and exploration of future career plans and/or further academic education, and six weeks of work experience.

Active Service Date:  
Intake 1: September 26, 2016 – March 24, 2017  
10 participants started with 100% completed  
Intake 2: November 28, 2016 – March 31, 2017  
13 participants started, 12 participants completing

## **Career Employment Counsellor**

Intervention is a process of monitoring a client's progress and supporting the client through to the completion of his/ her action plan. Siksika Employment & Training Services are committed to providing services to all members of the Siksika Nation, in becoming successful in their future or present career choices.

### **Number of People served and Average # of Services clients Received**

Resource Room Stats: 682 Clients  
Employment & Career Counselling: 682 Clients

# ASETS SUB-AGREEMENT HOLDER

Many clientele have been able to attain the right services to assist them in becoming successful with sustaining meaningful employment, employment experience, and success in dealing with personal lives and attend accredited institutions to attain education to further career goals.



## **Best Practices**

### **2016-2017 Siksika Summer Student Employment Program**

This Siksika Summer Student Program is to allow our students the opportunity to cultivate their skills furthered in a field related to their career interest, as work experience is an excellent way for program participants to gain practical experience in potential future career endeavours, enhance their employability skills, connect with the community and experience a real-world work environment. The 2015-2016 SSSEP was a great success with 124 participants and 100% rate of all students furthering their education.

### **2016-2017 Siksika Essential Skills Program**

Siksika Essential Skills Program was provided to eligible clientele to enhance their skills, techniques and knowledge that will assist them to find courage and ability to deal with personal issues, job related issues to maintain employment to become successful in their personal lives and assist them to be successful in the Canadian labour market.

Both intakes of the Essential Skills Program participants were selected on referral basis from the SETS Career & Employment Counselor's and the Siksika for Independence (SFI) case workers. There was a total of 30 participants with 15 being in each intake.





# ASETS SUB-AGREEMENT HOLDER



**Tsuu T`ina Bull Head Adult Education Centre HRD**

**Manager: Glen Eagletail**

**Tel: (403) 974-1400 Fax: (403) 974-1449**

BAEC assisted several clients in various training programs, such as individual funding in certificate courses, safety tickets/work gear, apprenticeships and projects.

**BAEC assisted 50 clients during the 2016/17 fiscal year.**

- **24 clients are employed**
- **23 clients are still seeking employment**
- **3 clients are still in progress**
- 1 began a First Nations Health Managers program Online in January 2016 and still in progress.
- 3 clients attended training programs at Nechi Institute in St Albert, training in Community Addictions and Training of trainers.
- 3 Clients attended Bow Valley College in training programs, such as an Administrative Professional training Program a Basic Keyboard & Skill Building program, Practical Nurse Diploma Program and academic upgrading.
- 2 clients enrolled into Business Administration Management Program at CDI College in Calgary.
- 1 client completed an Advanced Hair Styling program at Aveda Canada Institute, Calgary.
- 1 client completed a Make-Up Artistry Program that was offered at Alberta Academy of Aesthetics, Edmonton, AB.
- 18 Nation Members completed in a 1st year Pre-Employment Apprenticeship Carpentry program that was offered by SAIT.
- 3 clients attended training, 2nd year Pre-Employment Apprenticeship Carpentry, 3rd year Pre-Employment Iron Workers Program and a Management Certificate of Achievement.
- 1 client completed a Heavy Equipment Technician First year Apprenticeship program at Olds College, currently employed and accumulating his hours.
- 2 clients enrolled into Academic Upgrading at Chinook Learning Services in Calgary.
- 1 client enrolled into Payroll Compliance Legislation<sup>4</sup> and 1 client is enrolled into Transition Vocational Program at Mount Royal University in Calgary.
- 4 Nation Members enrolled into Class 1 Truck Driver Training at CCA Driving Academy in Calgary.
- 1 client enrolled into Medical Laboratory Technician Assistant at CJ Health Care College.
- 3 clients completed into Standard of Practice Update Training at AB Onsite Wastewater Management.
- 1 client completed a Business Skills Certificate Program at Kamloops Business School at Kamloops, BC.
- 1 client completed into CLI Training Program at Maskwacis Cultural College, Maskwacis, AB.
- 1 client competed a CWB Test Alberta Pipe Trades College.
- 1 client completed a Fork Lift Safety Training at Levitt Machinery.
- 1 client enrolled into Helicopter Pilot Program at LR Helicopters Inc.
- 1 client enrolled into Professional Communications Management Program at Royal Roads University at Victoria, BC.

# ASETS SUB-AGREEMENT HOLDER

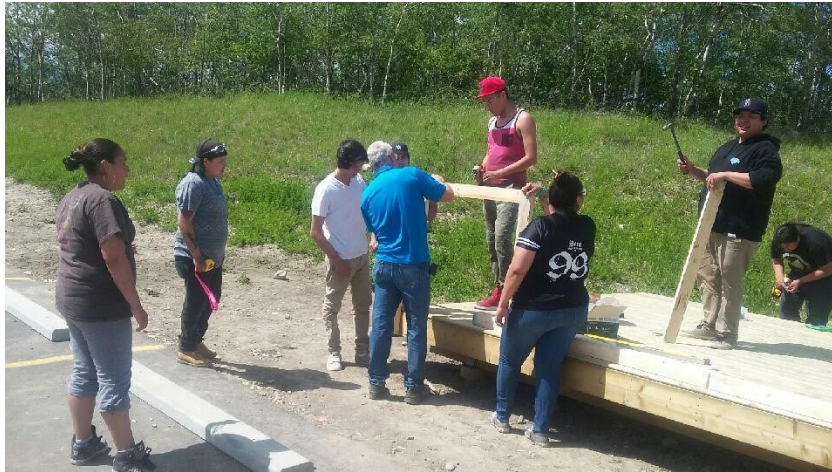


**Tsuu T`ina Bull Head Adult Education Centre HRD**

**Manager: Glen Eagletail**

**Tel: (403) 974-1400 Fax: (403) 974-1449**

## SAIT 1st Year Carpentry Program April 18- August 15 2016



During the year, BAEC funded a number of successful programs both on and off reserve. 24 Learner/clients initially identified by BAEC at September 6, 2016 for BAEC Academic Foundation program (upgrading). Intake/Assessments were completed for each of the 5 learners for Literacy program. Learners/clients began their Knowledge and Employability certificates, beginning with English Language Arts 10-4 (Grade 9 Equivalent). Instructor began to work one-on-one with those learners, who functioned at a lower level than grade 9.

## BAEC Academic Foundation Graduates September 2016- June 2017



# ASETS SUB-AGREEMENT HOLDER



The Stoney Nation ASETS Sub-Agreement is comprised of three bands; Bearspaw, Wesley and Chiniki. Each band works together in partnership when possible in order to serve all members who reside in Stoney Nation. Bearspaw, Chiniki and Wesley work closely with Alberta Human Services, Indigenous and Northern Affairs Canada as well as their respective Social Services departments to leverage funding and serve as many community members as possible.

**Stoney Nation Career Fair:** The Stoney Nation Employment hosted the Annual 2017 Stoney Nation Career Fair in partnership with the 3 Stoney Nation ASETS offices on March 14th. Once again there was a great turn out of community members, services providers, employers and educational institutions in attendance.

**National Child Benefit Reinvestment (NCBR) Projects funded in partnership with Indigenous and Northern Development Canada (INAC).** Six NCBR projects were approved by INAC during the year which enabled Stoney ASETS to leverage funds by contributing toward client living allowances while NCBR Funds contributed toward all other costs associated with the projects. All six projects were offered to all bands but were coordinated by the Stoney Nation ASETS's office as follows

1. **Stoney Electrical Program** Coordinated by Bearspaw ASETS
2. **Health Care Aid Program** Coordinated by Wesley ASETS
3. **Hospitality and Tourism** Coordinated by Bearspaw ASETS
4. **SAIT – Essential Skills and Customer Relations**, Coordinated by Bearspaw ASETS for Eden Valley
5. **Heavy Equipment Operator Training** Coordinated by Wesley ASETS
6. **Drywall Paint Program** Coordinated by Bearspaw ASETS (Bearspaw)

**Flood Recovery Funding (Province of Alberta)** Bearspaw ASETS

1. Drywall Paint Program (Bearspaw)
2. Heavy Equipment Operator (Bearspaw)
3. Youth Funding (Included in Youth Stats) (Bearspaw)

**Individual Funding:** During the year a total of 63 clients became employed as a result of Individually Funded training projects. Over 100 were funded and over 30 were carried forward into the new fiscal year.

**Employment Assisted Services:** Clients had access to services such as resume writing, computer use for Job Search, faxing, telephone and career counselling. Clients accessed over 1500 Employment Assisted Services throughout the year.

# ASETS SUB-AGREEMENT HOLDER

## Success Stories

**Bearspaw - Eden Valley ASETS:** Seven students graduated from the Eden Valley SAIT Essential Skills/Customer Relations.

Results: 4 Employed 1 is enrolled at SAIT.



**Wesley ASETS:** Fire Tact Training Course (No Picture Available)

Four students attended training in Kamloops, BC to complete the following courses:

1. Firetack Training Course
2. 2. WTA Faller Certificate Course
3. 3. Chainsaw course
4. 4. Standard First Aid & CPR.

Upon completion all four were hired by HIS Wildifire FS Inc.

# URBAN EMPLOYMENT ASSISTED SERVICES



## Aboriginal Futures

Training, Education and Employment Services  
for Urban Aboriginal People

Aboriginal Futures Career & Training Centre

Executive Director: Jacqueline Martial

Tel: (403) 253-5311

Fax: (403) 253-5741

Aboriginal Futures Career and Training Centre (AFC&TC) was incorporated under Part II of the Canada Corporation Act on September 08, 2000 and on August 6th, 2014, the Continuance was received under the New Canada Not-for-profit Corporations Act. AFC&TC was established through funding support from Community Futures Treaty Seven (CFT7) to address the high unemployment rate of Aboriginal people in Calgary. Also, AFC&TC was the instrument designated to fulfill CFT7's Urban Strategy requirements under the Aboriginal Skills and Employment Training Strategy agreement.

On behalf of Community Futures Treaty Seven, AFC&TC is responsible for the case management of skill enhancement files for the following project based training and funded intervention programs:

In the time frame of April 1, 2016 to March 31, 2017; AFC&TC had a total of **268 new** and **115 re-registered**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• First Nations Summer Career Placement</li> <li>• First Nations Youth Entrepreneurial Camp</li> <li>• Oil and Gas Land Administration</li> <li>• Trade Winds To Success</li> <li>• Targeted Wage Subsidy</li> </ul> | <ul style="list-style-type: none"> <li>• Individual Funding</li> <li>• Self Employment</li> <li>• Occupational Skills Training: Apprenticeships, Industry Recognized Safety Tickets, Class 1 &amp; 3 Driver's Training)</li> </ul> |
|---|--|

clients for a total of **383 clients** who met with a career counselor for service need determination and employment assessments. A total of **3428 of Total Services Accessed and Visits** by clients for any of the follow services:

### TOTAL PARTICIPANTS AND EMPLOYMENT RESULTS

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Intake and assessments</li> <li>• Follow-up appointments</li> <li>• Community or Agency Referrals</li> <li>• Employment and Training Placements</li> <li>• Employer Recruitment Services</li> <li>• Employer Information Sessions, Job Fairs and Events</li> </ul> | <ul style="list-style-type: none"> <li>• Career and Education Planning</li> <li>• Agency and Community Contacts</li> <li>• Internal Training Programs</li> <li>• Employment or Career Planning Workshops</li> <li>• Employment Retention and Maintenance Supports</li> <li>• Up to date Job Board, Computer Lab, Courtesy Phone</li> </ul> |
|---|--|

Clients	Outcomes
176	Job Search Interventions: 124 Employed
106	Skill Enhancements: Employed
39	Returned to School
19	Indigenous Youth Connections: 8 Employed, 3 Returned to School
19	Aboriginal Workplace Learning Circle: 7 Employed, 6 Returned to School
18	Job Club: 8 Employed, 4 Returned to School

Clients	Outcomes
13	Industrial Safety Training: 13 Employed
9	SAIT-Oil and Gas Land Administration: 6 Employed, 1 Returned to School
9	First Nations Entrepreneurial Youth Symposium: 4 Employed, 2 Returned to School
5	First Nations Summer Career Placement: 5 Returned to School

# URBAN EMPLOYMENT ASSISTED SERVICES



## Aboriginal Futures

Training, Education and Employment Services  
for Urban Aboriginal People

Aboriginal Futures Career & Training Centre

Executive Director: Jacqueline Martial

Tel: (403) 253-5311

Fax: (403) 253-5741

### ABORIGINAL SPRING JOB FAIR:

On March 16, 2017, AFC&TC hosted our annual Spring Job Fair held at Delta Calgary South Hotel. The job fair was another great success!

#### **Guests:**

Employers looking for both entry-level and skilled workers were invited

#### **Outcomes:**

45 Employers / Organizations Participated in the Aboriginal Spring Job Fair

Approximately 525 people attended the event

335 people filled out the survey sheets

Of the 335 completed surveys, 275 people self-identified as First Nations, Métis or Inuit

151 attendees had never accessed our services before, 134 people had

108 attendees had attended past job fairs hosted by Aboriginal Futures



### ABORIGINAL FALL JOB FAIR:

On October 27, 2016, AFC&TC hosted the Annual Fall Job Fair at Marlborough Community Association. This Fair is always a highly popular and anticipated event.

#### **Guests:**

Employers looking for both entry-level and skilled workers were invited

Service Providers looking to inform the community on what Aboriginal programs or services they offer

Post secondary schools & training organizations

#### **Outcomes:**

45 Employers and organizations participated in the Aboriginal Fall Job Fair

Approximately 305 people attended the event

92 people filled out the survey sheets

Of the 92 completed surveys, 79 people self-identified as First Nations, Métis or Inuit

52 attendees had never accessed our services before, 36 people had



### EVENTS

AFC&TC hosted a variety of in-house and community events to enhance knowledge of AFC&TC programs and services. These events bring together clients, service providers, employer's, government, educators and community; to help client's build productive career paths, develop skills, explore work options and achieve meaningful employment. AFC&TC provides ways of posting jobs and events for our clients to see. The largest one is on Facebook which sees the most traffic, and to date **6631 visitors** have liked our page. Another area you can find job postings is located at "Aboriginal Futures Career and Training Centre's" website to view job opportunities received from AFC&TC employer partnerships and job search websites.

### INTERNAL TRAINING AND COMMUNITY CONNECTIONS

Aboriginal Futures also hosted in 2016-2017 the following Internal Training, Educational programs and successful recruitment events for employment as well as a community partnership that provides industrial safety training and temporary or full time work for our clients.

- Aboriginal Workplace Learning Circle
- Job Club
- Interview Skills

- Indigenous Youth Connections Program
- SCcyber E-Learning Community Calgary (upgrading)
- Spirit Staffing Consulting/Fast Labour Solutions

# URBAN EMPLOYMENT ASSISTED SERVICES



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for Urban Aboriginal People

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Tel: (403) 253-5311

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### JOB FAIR TESTIMONIALS AND SUCCESS STORIES:

March 21, 2017: *Subject: thank you: "Hello, I'm the high school completion success coach working with First Nations, Métis, and Inuit students at Chinook Learning Services. I'm not sure how many of our Indigenous students attended the Aboriginal Spring Job Fair that you hosted last week -- we advertised it for the two weeks leading up to March 16; but today, one of my students shared with me that she spent the afternoon at your Job Fair, and she now has a job lined up to start next month! This particular young woman is the oldest of five children being raised by a mother who is herself, a full-time student. This job will go a long way to helping a student and her family move forward. Another of our students -- a young Inuit woman who works for a community agency while also attending classes four days a week (and doing exceptionally well in those classes, I have to add) -- receives Aboriginal Futures funding to support her recent return to school. Her goal is to become a Phys Ed teacher. Although I'm just one person, I see the benefits of the work that you do every day. I'm sure that the people who work for and with your organization know what terrific work you all do contributing to positive solutions for individuals, families, and communities. I just want to thank you for doing what you do!"* **Warm regards, Nadine Gammon: FNMI High School Completion Success Coach and Teacher, Department of English Language Arts - Chinook Learning Services**

June 08, 2016: "Each time I attend an Aboriginal Futures job hiring event, I observe a distinct increase in the quality of candidates I am fortunate enough to interact with. Specifically this year, I was impressed by the attendance of serious and qualified job seekers who arrived prepared and ready to secure employment for themselves. It is also wonderful to see how the employers attending are diversifying from previous years which can only speak to the results employers are communicating through the grapevine. Kudos to the hard work of all the employees of Aboriginal Futures! We at Stoney Nakoda Resort & Casino [SNRC] plan to continue and prosper from a beneficial working relationship with your organization and events." **Best Regards, DEVEEDA KUMAR, Human Resources Manager, Stoney Nakoda Resort & Casino**

May 30, 2016: **Subject: Employment:** "Good morning Jack. I just wanted to say thank you very much for all your help. You recommended the job fair and I was able to speak to a recruiter at Air Canada. I was hired on Friday and I just completed the hiring package and conditional employment offer. I could never have accomplished this without your help and career advice. I start training June 6 and though it is only temporary part time they said it could lead to permanent employment status. I am going to pursue my education as per your recommendation. There is a course through Red River College that I have been eyeing. It is a Human Resource Management certificate program that can be completed in modules online. Lots to look forward to! I will stop by with banana bread and coffee for the office once training is complete. Have a wonderful day and my best regards to all of you at Aboriginal Futures for all that you do in helping us find employment and solutions in our work lives" . **Thank you, Shannon Sunshine**

# URBAN EMPLOYMENT ASSISTED SERVICES



## Aboriginal Futures

Training, Education and Employment Services  
for Urban Aboriginal People

Aboriginal Futures Career & Training Centre

Executive Director: Jacqueline Martial

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## SUCCESS STORIES (ABORIGINAL WORKPLACE LEARNING CIRCLE):



January 16, 2017: *“My name is Shadino House; I recently completed an 8 month Fashion Marketing program in December 2016: I couldn't have done it if it weren't for the Aboriginal Workplace Learning Circle. I joined the circle in September 2015 after successfully completing a treatment program for alcohol and drug addiction. The Aboriginal Workplace Learning Circle empowered me with confidence, hope and faith. When I started the program I was at a low point in my life because of my addiction issues, the Elders that came in to do the talking circles were helpful because I was allowed to talk about my struggles without judgement. The talking circles, in particular I believe are an important part because it's a platform for healing. When I joined the program I was unemployed, the lunch money given to us was beneficial in addition to the transit tickets because it was necessary for successful completion. Some of the material I learned in the circle is what they taught us in college but it was taught to us on a level where others who, say haven't completed high school can understand. My success story is continuing, I think the program must continue because there are others who, right now are in the same position as I was when I started the program. The program manager was very knowledgeable about job search, resume writing and interview skills, so much so that I landed a job while the program was running. I would advocate for this program to continue running for as long as possible.” Sincerely, Shadino House*

January 20, 2017: *“My name is Alexander Soop I recently completed the AWLC program. Due to the downfall in Alberta's economy, it especially hitting the trades industry. So this in turn, affected me directly because I had lost my job with my company, whom are based out of Leduc, Alberta. It was not too long after, that I heard about the Aboriginal Workplace Learning Circle. So I signed up, and then met the coordinator, Sade Auger. First thing she helped me with was, touching up my resume. Before going into the program, I had plans to try and get in with Canadian Pacific Railway. I especially enjoyed attending the program, because I learned many aspects of life in which I never knew. Things that were not taught a whole lot of in school, such as: interview skills, money and debt management, and getting more into detail on workplace rules and regulations from Alberta Works. Another very enjoyable part of the program was with the elders. Elders are very important with First Nations. The first thing we did was have a smudge with the circle, and then we would go around the circle and introduce ourselves and touch on what is currently going on in our lives. Then the elders would give us advice and tell stories, like the old days. We also learned how to traditional arts and crafts, something I never did much with my own grandparents, so I very much enjoyed that part of the program. Seeing as I was currently unemployed at the beginning of the AWLC, the transit tickets and \$10 a day for a meal were really helpful. So all in all, I am very glad I took this course, I went in wanting to work for CPR, and at the end, I now want to join the Royal Canadian Navy. So now I am currently enrolled at Bow Valley College.”*



## EMPLOYER'S TESTIMONIALS

June 10, 2016: *“Through partners like Aboriginal Futures, RBC is proud to strengthen its relationships with Aboriginal communities, as well as meet and recruit Aboriginal talent.” Joanne Byrne, CHRP | Senior Recruitment Consultant | Royal Bank of Canada*

June 08, 2016: *“Standard General Inc. Calgary appreciates working in partnership with Aboriginal Futures. This collaboration enables us to meet with keen Aboriginals who are looking for work in our industry and exposes us to a greater pool of potentially qualified candidates.” Kate Light, Human Resources Manager, Standard General Inc.*

## PRESENTATIONS AND EMPLOYER INFORMATION SESSIONS

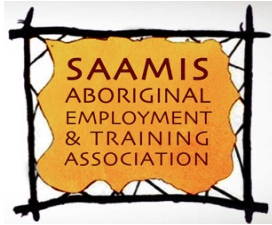
Throughout the year AFC&TC provided presentations and information session to our clients on services that employers, service providers', educational facilities offer, which allows them to promote their business, training or educational programs. At these events the guests would advertise job openings, career options, skills training, and aboriginal programming. In 2016-2017, AFC&TC held 16 events/presentations which have becoming popular with the community and by providing these events we have seen an increase in employment and returned to school results!

- Educational Funding Information Session
- Women Building Futures Information Session
- Employer Information Session

- ERSD – Wildland Fire Helitack
- Trades Information Session
- Calgary Fire Department Information Session



# URBAN EMPLOYMENT ASSISTED SERVICES



## SAAMIS Aboriginal Training Employment & Training Association Medicine Hat

Executive Director: Anita Neefs

Email: [a.neefs@saamisaboriginal.ca](mailto:a.neefs@saamisaboriginal.ca)

Web Site: [www.saamisaboriginal.ca](http://www.saamisaboriginal.ca)

Telephone: 403-504-4056 Fax: 403-504-4224

### Medicine Hat Location:

Saamis Employment & Training Association (SETA) is a non-profit organization that has been delivering Career Counselling and Job Placement Services to the Aboriginal population in Medicine Hat and surrounding areas since 1998. Our programs and services are sponsored by Community Futures Treaty Seven, Rupertsland Institute – Metis Training to Employment and Alberta Works.

Over the last fiscal year we have provided our clients services such as job search and career decision making. Our clients are supported with their job search by being provided with required safety tickets or work gear upon confirmation of employment. We have also assisted many clients in obtaining safety certifications and accessing funding to attend post-secondary programs.

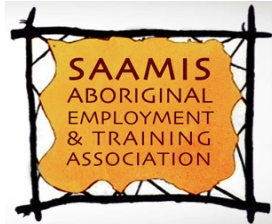
As an illustration of the services provided we began working with a client in July 2016 whose previous employment history consisted of short term employments in various entry level positions. The client had been unemployed for a couple of weeks with no current source of income when she decided to access services from our Centre. The client was seeking employment in retail sales and SETA worked with her to develop her resumes and cover letters. The client performed a targeted job search and secured two part time jobs.

At the same time SETA was working with the client to secure employment, SETA was also assisting the client with developing long term career goals. In September 2016, SETA assisted the client with a funding application to Community Futures Treaty Seven which was approved and the client began training to become a hairstylist in December 2016. SETA followed up with the client on a bi-weekly basis to resolve any issues should they have arisen which would have affected her ability to complete her Hairstylist training program.

The client completed her training program August 31, 2017 and secured employment with a local hair salon beginning of September 2017 and is currently completing her 1400 Apprenticeship hours to become a Journeyman Hairstylist.

The client had this to say about the services provided to her “Saamis Aboriginal and their employees have helped me in more ways than one. They’ve helped me find my interests and strengths and most of all myself. With their help and guidance, I am now on the right path to a very bright future. I am thankful for all their help.”

# URBAN EMPLOYMENT ASSISTED SERVICES



## SAAMIS Aboriginal Training Employment & Training Association: Lethbridge Location

Executive Director: Anita Neefs

Email: [a.neefs@saamisaboriginal.ca](mailto:a.neefs@saamisaboriginal.ca)

Web Site: [www.saamisaboriginal.ca](http://www.saamisaboriginal.ca)

Telephone: 403-320-7699 Fax: 403-317-7699

### Lethbridge Location:

Saamis Lethbridge has provided services to the Lethbridge area since July of 2014; with the support of Community Futures Treaty 7 and in partnership with Alberta Works we have been able to offer a variety of programs to the Urban Aboriginal community, that provided participants with the skills set to be competitive in the labor market. This year was no different as we were able to provide Industry supported programming that result in individual and group success.

February 2017 Saamis Lethbridge offered the Wildland Firefighter program with the support of Lethbridge College and Alberta Forestry, 12 participants gained practical training in Wildland Firefighting and 6 were hired directly into the industry and are currently working in Alberta and B.C. The other six have gained employment and are waiting to be called out for various crews. Saamis Lethbridge is now connected to various contractors who are seeking Wildland Firefighters for next season and we hope to deliver this exciting program again next year.

2017 has been a great year for Aboriginal people, in Lethbridge it has been noted as the year of Truth and Reconciliation. In support of this movement Saamis Lethbridge was proud to present the A'paisttotso'p: We move around, changing camps Transition program. There is a long time Blackfoot custom of traveling throughout the territory, to acquire different resources for survival. This program supported participants who had at various time in their lives tried to move into the city but for whatever reasons were not successful in this transition. With support from elders and staff; participants were provided with opportunity to gain a better understanding of culturally significant sacred sites while leaning about traditional values, concepts and practices that they would be able to utilize while developing or enhancing their employment portfolios.

Client A was a child of the Foster Care system, she had not connected in any way with her own culture and thus reported feeling lost in her own community. During her intake, it was revealed that she was at risk of being homeless as she had recently lost her place and was couch surfing. Once enrolled in the program she was able to gain a Blackfoot Name in which she was very proud of and used the program to gain access to supports that provided her with funding for a two-year Business Diploma program at the Lethbridge College.

Client A is now accessing cultural supports in the community and has been a huge advocate for culturally relevant programs as she felt the A'paisttotso'p program was the foundation she needed to feel proud of her heritage and to connect to her Aboriginal community.

# URBAN EMPLOYMENT ASSISTED SERVICES

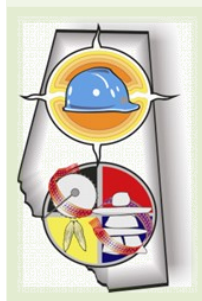
## Rupertsland Institute

### FIRST NATION AND METIS TRAINING TO EMPLOYMENT

RED DEER Tel: (403) 342-6636



Community Futures Treaty Seven delivers Employment Assisted Services in Red Deer in partnership with Rupertsland Institute. A Memorandum of Understanding was signed in 2011 formalizing our partnership to deliver services to all aboriginal people in the Red Deer and surrounding area. Services include career counselling, assistance with funding applications, job search, resume assistance, client access to fax, phone, computers, employment support. During the year, 310 First Nation clients accessed employment services. Seven clients became employed and five clients were in progress at the end of year.



## TRADE WINDS TO SUCCESS

**Calgary Office: (403) 205-3500**

TWTS provides pre-apprenticeship training and is approximately 17 weeks in duration depending on the Trade that the client chooses.

<b>2 Weeks</b>	<u>Trades Orientation:</u> First Aid, Job Prep & Maintenance and Career & Decision Making
<b>4 Weeks</b>	<u>Academic Upgrading:</u> Preparing students to write AIT Entrance Exam
<b>8–10 Weeks</b>	<u>Union Shop Training:</u> Safety Certifications provided by unions
<b>1 Week</b>	<u>Assisted Job Search</u>

Trade Winds to Success (TWTS) was formed in 2005 after a proposal was approved by HRSDC under ASEP Funding and then under Skills Partnership Funding (SPF) Funding. TWTS recently signed a new expanded SPF Contribution Agreement with Canada. Since the program was funded in 2005, over 1,000 students have graduated.

**Current Partners:** CFT7, Service Canada (Skills Partnership Fund), Canada Western Economic Diversification, Alberta Labour, Alberta Labour North Central, Alberta Apprenticeship and Industry Training, Alberta Indigenous Relations, Oteenow Employment and Training Society, Rupertsland Institute, Conoco Phillips Canada, Shell Canada, Construction Labour Relations – Alberta Employer Contributions, Workforce Development Trust Fund, Trans Mountain Expansion.

Results: 38 Sponsored by CFT7, 33 Employed, 2 Returned to School

### TWTS Best Practice: Darby Shade

My name is Darby Shade and I am registered with the Blood Reserve in southern Alberta.

I enjoyed the Trade Winds to Success program and started on July 11, 2016. I completed September 30, 2016 and started working at Harris Rebar the same day I completed my training.

I started making \$21.62/hr as a first year apprentice reinforcing rebar ironworker.

After I go to technical training that starts in September of this year and I complete the training, I will be making \$25/hr as a second year.

I look forward to my future in this trade. My goal is to keep working on my apprenticeship and to get my Journeyman Red Seal Reinforcing ticket very quickly.



# YOUTH LABOUR MARKET

## 2016-2017 URBAN YOUTH LABOUR MARKET PROGRAM

The CFT7 youth program is delivered under the terms and conditions of the Aboriginal Skills and Employment Training Strategy (ASETS). The ASETS program has given CFT7 more flexibility in serving one of Canada's fastest growing population segments. The youth program is now focused primarily on student employment and essential skill development for First Nation's youth earliest entry into the Alberta Labour market.

In 2016-2017 the urban Youth Labour Market program provided 55 funded Action Plans in Calgary and Lethbridge at an average cost of \$2,133.00 per successful completion.

### **Summer Work Experience**

**Summer Work Experience** – CFT7 provides summer students with rewarding summer employment opportunities that develop transferable skill sets acquired during the placements. The placements are geared for continuing students that are close to completion of their educational pursuits and wish to transition into the Alberta labour market. CFT7 targets placements that provide meaningful, career-related work experience for post-secondary and secondary students with plans of returning to school upon conclusion of the summer placement. In 2016-17 the CFT7 youth labour market program placed 13 summer students throughout Calgary, Lethbridge & Medicine Hat 13 successfully completed their placement for an average cost of \$5,039.61 per placement.

- Calgary – 5 placements
- Lethbridge – 7 placements
- Medicine Hat – 1 placement

**First Nations Entrepreneurial Symposium** – 20 Youth participated in the 18<sup>th</sup> Annual First Nations Entrepreneurial Youth Symposium held at the “Stoney Nakoda Resort and Casino” in Morley, AB. The camp took place on August 21<sup>st</sup> through to the 26<sup>th</sup>, 2016. Since 2000, the camp has successfully trained over 400 First Nations youth ranging from 18 to 35 years of age in the area of small business ownership. The objective of each year's camp is to teach First Nation youth the key fundamentals of small business ownership and operation.

**Lethbridge School District No 51. Career Quest** – The Career Quest project is operating in its 5<sup>th</sup> year with the continued objective of increasing the career-related skills, knowledge and opportunities for Grade 10, 11 & 12 First Nations students in Lethbridge School District No. 51, with the goal of assisting them in creating a career pathway to their future. The project offered a series of career development workshops, work experience placements and post-secondary information sessions throughout the school year. 22 youth participated in the Career Quest project with all 22 participants completing the project, remaining in school and were directed towards summer student placements in Lethbridge.

# YOUTH LABOUR MARKET

## BEST PRACTICE – Youth

### Career Exposure

In response to the Government of Alberta's Labour force outlook indicates 401,000 Alberta jobs will be created over the next decade and only 352,000 people will join the labour force. CFT7 Youth Labour Market program in partnership with the Government of Alberta developed a two-week career exposure camp at SAIT. 26 on-reserve youth from the 7 different First Nations in Treaty Seven were brought to SAIT in Calgary to work through multiple trades workshops; automotive, carpentry, glazing, refrigeration, sheet metal and welding. To validate the benefit of hands on learning for First Nations youth a survey demonstrated the changes in career decision making. At the start of the camp 40% of the participants provided their future career goal compared to 100% of the participants responding to what their future goal would be after two weeks of hands on exposure to the trades



## DISABILITY EMPLOYMENT PROGRAM

### **Building Skills, Capacity and Opportunities:**

Where opportunity and resources don't exist, it becomes necessary to create them. There is potential opportunity within CFT7's goals around increased labour market participation for an 'intersection' of employment training, skills and confidence building and community economic development.

### **Economy and Community:**

First Nations people typically feel very connected to their communities, people and families. The unfortunate reality is that the job market in First Nations communities is not large enough to employ even 50% of the people who live there. Individuals are often forced to choose between sustainable livelihoods and their communities. For people with limited resources, multiple barriers and, in many cases, limited confidence and self-esteem – seeking and maintaining employment in non-indigenous communities can present more barriers than can be overcome.

Any prospective solutions to the low labour market participation of First Nations people need to acknowledge and address; the high needs of job seekers, the resource limitations of career centres and the limited opportunities for work within First Nations communities.

# DISABILITY EMPLOYMENT PROGRAM

## Resources & Techniques for Outcome Achievement:

Good Employment Inclusion Services rely on three essential considerations

1. What does the job-seeker really want and need, in terms of support & facilitation, to succeed?
2. What does the employer really want and need, in terms of support & facilitation, to succeed?
3. What are the resources a service provider needs in order to?
  - develop the necessary degree of rapport, knowledge and understanding with employers and job-seekers in order to discover the above considerations, and to
  - deliver the support and facilitation each party needs to succeed in the development of a sustainable employment-based relationship (including leadership and infrastructure)?

## CFT7

Community Futures Treaty Seven recognizes the integral role of the community in maintaining relevant programs that are responsible to community needs, on and off reserve.

Many of our people with disabilities in our territory want to work. Employment is a pathway to many other ends, including friendships, financial independence, making a contribution and developing stronger feelings of belonging and self-worth. People with disabilities are significantly under-represented in the workforce and our capacity to support people who want to work is limited.

Our people absolutely have the right of access to certain services, and to fair and non-discriminatory treatment, but they also have a responsibility to ensure that they themselves are acting in a fair and equitable way toward others.

## 2015-2016 Activities, Capacity Building & Partnership Building

- ⇒ Letter of Intent of a proposal with a partnership with CFT7 and Province of Alberta is to address existing service gaps and Develop / Mentor On □ Nation Employment Services for Persons with Disabilities living within Treaty 7 geographically catchment area – and to build the capacity of Treaty 7 employment centres to provide such services and resources independently over time.
- ⇒ A letter of Intent of a funding proposal in partnership with CFT7, Province of Alberta and Tsuu T'ina is to address existing service “gaps” for Tsuu T'ina persons with Disabilities – and to build the capacity of Tsuu T'ina Nation to provide such services and resources independently.

# DISABILITY EMPLOYMENT PROGRAM

## 2015-2016 Activities, Capacity Building & Partnership Building (Continued):

- ⇒ Victoria, BC - Sharing Knowledge - Building Relationships Aboriginal Experience in the Cross-Culture Workplace.
- ⇒ 21st Annual National Supported Employment Conference on June 14 - 16, 2016 in Edmonton, Alberta
- ⇒ Theme: “COLLECTIVE IMPACT FOR POSITIVE OUTCOMES”

Community Futures Treaty Seven (CFT7) hosted the 9th Annual Disability Employment Workshop and Career Fair May 10 & 11, 2016 at the Coast Plaza Hotel and Conference Centre Calgary. This 2-day event was attended by approximately 130 people collectively on day one that included: Elders, presenters, funders and sponsors, government employees, service providers, the business community, Treaty Seven Employment Centres, First Nations persons with disabilities, committee members, volunteers, and CFT7 staff and board members. On day two approximately 275 plus job seekers attended the Career Fair along with 18 businesses and 20 resource booths.

Along with the continued support and funding from the Government of Alberta in partnership with the Government of Canada, Community Futures Cochrane, Community Futures Business, Pembina Pipeline Corporation and TransCanada Corporation were sponsors of this event.

CFT7 in partnership with the 11 employment centres that we allocate funding to for their own labour market programs we are consistently attaining and surpassing our Persons with Disabilities outcomes pertaining to the ASETS agreements

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## Innovation - Exploring: CFT7 Barriers Resource Program

Support an evolution of the manner in which services are provided to differently-abled Treaty 7 First Nations clients. The intent is to de-segregate the provision of supports provided to the average client, the client presenting with barriers, the client presenting with multiple barriers and those clients currently identified as disabled. The contention is that there are for the most part, very few clients accessing services through the employment centres in the Treaty 7 Region that do not present with multiple barriers.

We have the answers in Our Ways and Traditions.

## Vision Statement:

Treaty Seven day care programs provide quality, developmentally appropriate and culturally enriching programming for all children so that they develop skills and abilities to become future contributing members of their Nations.

## Mandate:

The primary mandate for childcare in Treaty Seven is to provide on-reserve day care services for working and training parents, as well to facilitate the development of the child and promote the employability and economic well being of families.

### Principles:

- Provide quality and developmentally appropriate programming for children ages 0 to 6 years old.
- Provide an environment for early language acquisition
- Provide culturally enriching experiences and opportunities.
- Ensure early childhood educators have access to necessary certification/accreditation.
- Establish linkages and partners within the community, related programs and other governmental agencies.
- Ensure fee structure allows for accessibility and affordability.
- **Treaty Seven Day Care Background Information:**
  - There are 10 day cares with a total of 509 licensed capacity spaces.
  - There are three day care/head start combined centers.
  - Each day care is annually inspected and monitored on a regular basis.
  - Staffing credentials range from Level I to Level III.
  - Funding sources are Department of Indian Affairs and Service Canada.
  - Childcare Coordinator provides administrative, financial and technical support.
  - Other services are advocacy, licensing liaison and monitoring for quality and cultural programming.
  - Host Annual Childcare Professional Development Training.

### Stoney Nation

- Main site – Stoney Band Community Day Care  
56 licensed spaces
- Sub-site #1 – Eden Valley Early Learning Centre Bears paw First Nation (Day Care/Head Start)  
31 licensed spaces
- Sub-site # 2 – Wesley Care Bear Day Care  
26 licensed spaces

### Siksika

- Main site – Siksika Children’s Centre  
60 licensed spaces
- Sub-site #1 – Cluny Day Care  
38 licensed spaces

### Blood Tribe

- Main site – Kainai/pokaiksi Child Care Centre  
43 licensed spaces
- Sub-site #1 – Kainai Child Development (DayCare/Head Start) Centre  
15 licensed spaces
- Sub-site #2 – Ninastako  
20 licensed spaces

### Piikani

- Main site – Piikani Childcare Centre  
80 licensed spaces

### Tsuu T’ina

- Main site – Tsuu T’ina Early Learning (DayCare/Head Start) Centre  
140 licensed spaces



# Business Development



## **Vision Statement**

**CFT7 vision is a leader in economic development, and employment and training best practices, supporting, advising and collaborating with Treaty Seven First Nations and their members to build on collective and unique strengths and successes, respecting cultural diversity and political autonomy.**

## **Mission Statement**

**CFT7 mission is to strengthen, encourage, and support the Treaty Seven economy through community economic development, financing and entrepreneur capacity building**

## **Overview**

**CFT7 holds an agreement with Western Economic Diversification (WED) for operations, lending and business support services for members of Treaty Seven. CFT7 has been a member of the Community Futures Development Corporation since 1989. The purpose of the program is primarily for business creation/start-up and expansion. The small business loans are for asset purchases, equity and joint venture participation. Loans that would not otherwise qualify at the traditional financial institution may be eligible if the loan meets the criteria. Emphasis is on loans that will generate long-term employment for on reserve residents or Treaty Seven members. Technical assistance is also available for reviewing business plans, identifying potential opportunities, business counselling and entrepreneurial Training.**

# COMMUNITY ECONOMIC DEVELOPMENT

## Community Economic Development

(CED) is action taken locally by a community to provide economic opportunities and improve social conditions in a sustainable way. An aspect of “localizing economics,” CED is a community-centered process that blends social and economic development to foster the economic, social, ecological and cultural well-being of communities. CFT7 has been active in the Treaty Seven communities as well as in the urban centres promoting CED and enhancing internal partnerships with both programs at CFT7, Business Development and Labour Market Development. Business Support and Resource Partnerships

## Business Support and Resource Partnerships

CFT7 hosts quarterly meetings with the Business Development Officers of Treaty Seven. The focus is to bring resources to entrepreneurs whether it is business training, coaching or aftercare, the partners all have the common passion to assist treaty seven entrepreneurs. The Partners are: CFT7, AIIC, IBC, The Business Link, Futurepreneurs, MNP, Suncor, Pembina, Aboriginal Futures, Blood Tribe, Piikani, Tsuu T’ina, Bearspaw, Chiniki, Wesley, Siksika and new members SAIT and Junior Achievement Southern Alberta (JASA). In 2016/17 there has been 8 meeting meetings, and the Business Builders Series (BBS) was held in September, which was planned by the resource group. This year the BBS did some Strategic Planning to be more of a coordinated group and had more networking mixers to aid entrepreneurs in collaborating with other business minded people to market their business ventures and keep up with trends in their specific industry. In February CFT7 and the partners held a Mixer which saw 48 people attend and a continued recommendation was to hold more Mixers for the small business owners and entrepreneurs, this year the Keynote at the Mixer was Tammy Beauvais, International Designer who has a business called Beauvais Designs.

## FABLS & Junior Achievement Pilot Project

CFT7 entered into a letter of understanding to collaborating between CFT7 and JASA in 2015 to bring business and financial literacy to the schools in Treaty Seven. JASA will locate the schools and CFT7 will support the program and provide services to present at the workshops.

Up to March 31, 2017, CFT7 with JASA have provided support at Blood Tribe Middle School, Eden Valley Middle School, Chief Bearspaw Elementary School and Tsuu T’ina Middle School and Siksika Outreach School. Pincher Creek and Piikani Secondary School has shown interest in utilizing the JA program with CFT7 providing support to 94 students and delivering 7 trainings of the JASA programs.

CFT7 and JA, are currently planning to host the program in T7. CFT7 was instrumental in assisting JA hire an Aboriginal Coordinator. Meeting have been underway to plan workshops for T7 Schools.

All indicators were positive and indicate an interest by all stakeholders – FABLS, JA, schools – to continue to provide the training in the future. An action plan to address the need to refine the content and ‘iron out’ the volunteer facilitator and school system logistics have been presented as options moving forward and are being considered.

There is interest from other JA charters across western Canada, including JA Northern Alberta, to work from the results of this pilot project to combine resources to create Aboriginal learning programs with a degree of consistency across the 4 western provinces.

CFT7 Business Support will continue with follow-ups and to work one-on-one or with communities to deliver workshops in both business development and aftercare.

# COMMUNITY ECONOMIC DEVELOPMENT

## 2016 First Nations Business Builder Series

Community Futures Treaty Seven (CFT7) hosted the 2016 Business Builder Series (BBS) on September 16 and 17, 2015 at the Deerfoot Inn and Casino, in Calgary, Alberta. At the Business Builder Series there were 107 people that participated. The participants ranged from those whom are at the early/idea stage of starting a business to entrepreneurs who are currently in business and those looking to expand their businesses. That is how the BBS is designed to have workshops for those specific stages of business development. The BBS was a networking style delivery, which was well received. Also, at the BBS highlights successful entrepreneurs who have overcome and been successful in their different endeavors and stages of development.

The continued interest in the BBS indicates how motivated and interested the First Nations people in Treaty Seven are in starting their own small business.

## 18<sup>th</sup> Annual Youth Entrepreneur Symposium

CFT7 is proud to have hosted its 18th Annual FNYES at the Stoney Nakoda Resort in Morley Alberta on Aug 21 to 26, 2016. The camp since inception has trained over 439 youth from the Treaty Seven area ranging from 18 to 35 years old. The objective is to give the key fundamentals of small business ownership and operation. 21 individuals were selected to attend the symposium.

Workshops and guest speakers were scheduled from 9am – 5pm. Evenings were scheduled for and followed by a timeslot for the participants to utilize available business analysts to assist with additional efforts for business plan development.

Workshops included:

Banking for your business

Small Business Law

Finance and Accounting

Risk-taking Exercises

The Business Link Information Session

U of C Youth Leadership Program (5 Modules)

The symposium included some team building and risk taking

activities during the afternoons and evenings. The symposium agenda concluded with a banker's panel in which participants

presented on several different operational components of being self-employed, which was followed by a participant question and advisement opportunity. The 18th Annual symposium had 21 accepted applicants who successfully completed the training program.

2016 – 2017 was a very successful year for Community Economic Development and CFT7 will continue to be a leader in all areas of CED.

# LENDING SERVICES

In 2016/2017 Community Futures Treaty Seven (CFT7) assisted 5 individuals to start up or expand on their businesses, lending a total of \$82,848 creating 15 full and part-time employment opportunities. The loans disbursed were due to the concentration of increasing our lending activity in Treaty Seven.

CFT7 continues to devote attention to ensuring that business development staff provides timely pre-care with financial management assistance, business plan development and consultations regarding loan financing. This has led to an overall improvement in the relationships CFT7 has with its clients and resulted in a more positive perception of CFT7 in the community. CFT7 has also assisted clients with the aftercare in marketing and financial controls.

Collection has been at the fore-front of CFT7, as the financing of businesses relies heavily on the recycling of the money lent out, therefore recovering on delinquent loans has been a priority. To date the process has improved and monies are being paid back.

There has been a continued increase of clientele utilizing the business development services of CFT7, therefore, continued devotion of quality business assistance in pre and after care to Treaty Seven members has increased. Emphasis is on expanding our services to entrepreneurs in mentoring and aftercare, during the application and monitoring of the clients' loans. As part of the mentoring of our loan service, the CFT7 provides advice to borrowers on obtaining additional funding to aid in acquiring or leveraging financial assistance from other institutional lenders. The aftercare service that is being offered has strengthened the CFT7's ability to carry success rates.

To date we have successfully assisted over 3,500 clients in various stages of development in First Nations Economic Development, training, and education.

To date we have successfully assisted over 3,000 clients in various stages of development in

## **Economic Impact**

Business	Client Investment	Loan Leveraged	Sales- Yr one	Jobs created or maintained
Oil and Gas	\$83,000	\$6,470	\$468,000	3
Radio Station	\$11,000	\$34,464	\$58,500	2
Transportation	\$30,500	\$24,964	\$52,500	4
Mobile Blankets	\$30,000	\$12,246	\$46,300	3
Relaxation and Spa	\$9,000	\$4,704	\$31,275	3
<b>Totals</b>	<b>\$163,500</b>	<b>\$82,848</b>	<b>\$656,575</b>	<b>15</b>
				FT/PT

# BUSINESS SUPPORT SERVICES

In 2016 the continued highlight was the Business Plan Workshop Program which is proving to be very successful and is in great demand from the Treaty Seven members. A series of workshops held over two days up to eight weeks were created to introduce the basic fundamentals of creating a loan/grant ready business plan. The duration of each workshop is dependent on the request of each Treaty Seven Nation. The Business Support Officer of CFT7 works closely and meets with the Treaty Seven Nation's Business Support/Services from the Treaty Seven Nations Economic Development to deliver and promote programs, services and trainings. A basic overview of entrepreneurship can be provided in a one-day information session or a more in-depth course can also be delivered upon request.



The objective of these workshops is to assist Treaty Seven members in developing their own business plan with help of professionals as opposed to hiring a professional to complete their entire plan. With having the entrepreneur developing his/her own plan, CFT7 anticipates these entrepreneurs will know their business fully and completely and therefore become more successful entrepreneurs.

Several of the CFT7 workshops delivered were in partnership with Piikani Resource Development, Blood Tribe Economic Development, Tsuu T'ina Small Business Initiative, Tsuu T'ina Income Support, Bearspaw Trades Program, Chiniki Youth Summer Program, and Wesley Youth Program. Eighty-four workshops delivered that had a total of 717 participants from the Treaty Seven areas. A professional consultant was hired to assist in the area of business financial planning, social media and bookkeeping. Also, partnership with Business Link and MNP was established to assist in other trainings and information sessions delivered.

## CFT7 Pre-Care Program

The pre-care program encourages and facilitates loan submissions to the Community Futures Treaty Seven by meeting with potential CFT7 clients, prior to the client's formal application to CFT7, to discuss the proposed project and the client's relevant business experience. The CFT7 business support officer provides the applicant with preliminary assessment of the proposed project and issuing the client an application for assessment with credit check and viable tentative solutions in writing. The pre-care helps to identify and gather relevant information from the client and researching data from the appropriate sources. The Business Support Officer assesses the applicants need for additional education and /or on the job training or determining the need for other human resource training and evaluating the viability to the project, character and management capability; marketing potential, financial management, labour requirements, raw material and technological requirements and any other related factors affecting the economics of the project.

CFT7 Business Support will continue with follow-ups and to work one-on-one or with communities to deliver workshops in both business development and aftercare.

## The After-Care Program

The aftercare program is intended to provide professional support to new businesses that have obtained assistance from CFT7 business lending program in order to help improve the opportunity for success. Funding under this program is intended to allow the business to engage the services of a professional consultant to examine the operations of the business in order to identify areas that may require special attention. In order to ensure financial success for our clients CFT7 plans to strongly focus on after-care for all clients those require support for their businesses. These after-care activities include a planned proposal writing workshop to assist our clients in acquiring contracts and additional clientele, also financial planning, marketing, and general business management.

# 18TH ANNUAL FIRST NATIONS YOUTH ENTREPRENEUR SYMPOSIUM

Community Futures Treaty Seven is proud to have hosted the 18th Annual First Nations Youth Entrepreneur Symposium at Stoney Nakoda Resort and Casino, in Morley Alberta on August 21st—26th, 2016. Twenty one on and off-reserve treaty/status youth participated in an intense one-week training program designed to assist young entrepreneurs develop a business plan to become self employed.



The Motivational Speaker was Cowboy Smithx and the Youth Panel consisted of Melrene Saloy, Native Diva Creations, Jeffrey R Waterchief, Ponokaaki Floral Designs, Cameron Kootenay, Guy with a truck and Shantel Tallow, Aahksoyo'p. Each spoke of their journey to be self employed, the benefits but also the real challenges and how

they overcame to succeed. Workshops and guest speakers were scheduled from 9am – 5pm. Evenings were scheduled for and followed by a timeslot for the participants to utilize available business analysts to assist with additional efforts for business plan development.



Symposium Participates and Speakers 2016

## Workshops included:

- Banking for your Business
- Small Business Law
- Finance and Accounting
- Risk-taking Exercises
- The Business Link Information Session
- U of C Youth NAPI Leadership Program (5 Modules) Bronze Certification

The symposium included team building and risk taking activities during the afternoons and evenings. The symposium agenda concluded with a banker's panel in which participants presented on several different operational components of being self employed, which was followed by a participant question and advisement opportunity. The 17th Annual symposium had 21 accepted applicants who successfully completed the training program.



# BEST PRACTICE 2016

## Calvin Plain Eagle



Calvin Plain Eagle is owner of Plain Eagle's Transportation, he is from the Piikani First Nation, one of the Treaty 7 Tribes in Canada. He is married to Tamara Plain Eagle together they have been blessed with four children and two precious grandsons. He is the sole proprietor of his business. Calvin always had a vision to someday own his own business. Having a career for the past 20+ years as a wild land fire fighter, Calvin worked his way up the ladder. From being an emergency fire fighter, a leader, a sub leader, a fire tack crew boss, a helletack crew boss and leader, a hoover exit instructor, aboriginal liaison within the forestry office and currently a fire engine crew boss operator. Calvin continues to put in his fair share of duty saving and protecting mother earths greatest possession the land and forestry. Calvin pursued his vision in 2014-2015 to own his own

business, along with Tamara they worked hard at making this vision a reality. Today Plain Eagle's Transportation's clientele includes the following; Government of Alberta Agriculture and Forestry, B.C, Fire Tack, CCI Wild Fire Service, Piikani Nation Organizations and the surrounding communities.

Calvin was inspired to become an entrepreneur by the vision and thought of owning a business to make money and become self sufficient. Seeing the need for a service in transportation for the wild land fire fighter's and the community based organizations. There were very little contractor's and businesses out there providing the service. He witnessed first hand being an employee for over 20 years for the government of Alberta forestry division that the opportunity was there to offer this type of business. One of the main pro's of owning his own business was seeing it become a reality and securing a contract with the government of Alberta providing transportation. Also, providing the service to the Piikani Community and surround areas. One down side to offering this type of business, mainly within the government contract, is it being based on the weather conditions. If it is a cool and raining season this can have an impact on transporting the employees.



In order for Calvin's business to become profitable it took about 2 years. Steady work was being offered from the Government of Alberta contract while his main priority of service was transporting fire fighters from one end of the province to the other. Until it became fully advertised and noticed within the Piikani community and surrounding areas. He encourages anyone out there wanting to start their own business to work hard at it and seek all of the resources you can. If its something you really want to do, it can be done. Your vision can become a reality, through hard work dedication commitment and the will to succeed. There is a lot of contracts within the government sectors and other areas that can be utilized to assist in moving a business forward. If you have an idea, make it your goal. Some of the highlights have been seeing Plain Eagle's Transportation become fully operational, securing first time funding and expanding the business within 3 years. Most importantly, providing employment to Piikani members.

# TREATY SEVEN BUSINESS RETENTION AND EXPANSION (BRE) PROJECT

## Activity Report: For the period April – June 2016

<b>Grant Name:</b>	Flood Recovery Business Retention & Expansion
<b>Organization:</b>	CFT7
<b>Submitted by/ title:</b>	Dale Springchief – Project Manager
<b>Report start date</b>	April 1, 2016
<b>Report end date</b>	June 30, 2016
<b>Note:</b>	Extension given to BRE Project June 30 – Aug 31, 2016 to close out remaining funds on the Project.

## Work accomplished/Progress to date

### April

Attended Business Resource Meeting and it was determined that there is a need for Facilitators for the Junior Achievement curriculum to be carried out to the elementary and high schools in Siksika. Signed up for training for this program.

Met with client regarding accounting software for expansion of gas station. It was determined that there was a need for a class in Siksika, informed MNP of a possible collaboration. Will need to confirm a location and funds for instructors. Last update was to try secure a location provided free of charge however none was confirmed by end of August 2016.

Met with client regarding new information for his business (Siksika's requirements for submitting bid on tender for housing construction)

Telephone meeting with client on his needs for building Quonset next to his house for expanding their Business. Referred to Patrick at IBC, will follow up regarding any other needs they may have.

### May

Met with new client regarding new start up business. Sent templates for proposal and business plan. Also discussed other potential new business: Quarter Horse Instruction – to follow up with on requirements and assist with business plan.

Facilitated "Our Business World" in Siksika at Chief Old Sun School for grade 6. – May 12

Attended Business Mixer at the Coast Plaza in Calgary on May 10.

Attended the Annual Disability Employment and Training Workshop and Career Fair at Coast Plaza May 10-11.

Met with existing clients in Siksika during week of May 16-20.

### June

Met with all Siksika Clients to assist before project ends June 30. Worked with approximately 15 clients to ensure all their needs are met before project ends, many referrals given to IBC, AIIC and Business Link.

Referrals and templates given to new clients in Siksika: Carpentry, Housing Construction, Arts & Crafts & Aboriginal Research Company.

### July

Invited by MNP to present CFT7 services to his Entrepreneurial class in Siksika.

Met with new client that has existing business currently being operated out of her home in Siksika. She wants to expand by purchasing a pre-made Quonset to situate beside her home. Gave her information on business plan development as well as recommended she see Siksika Land Management regarding land use. Follow up includes ongoing support with her business plan as she plans on applying for loan with CFT7.



# TREATY SEVEN BUSINESS RETENTION AND EXPANSION(BRE) PROJECT

## Work accomplished/Progress to date

### August

Met with existing clients on assisting with their financials component within their business plan. Also ensured current clients have updated business plans and was able to show past projections compared to current revenues.

Attended Annual Youth Entrepreneurial camp as a trainer for the last week in August. Camp was held at Stoney Nakoda resort with a total of 21 participants from all Treaty 7. Each group consisted of 5-6 participants with a total of 4 trainers.

### Objectives (ongoing)

- Provide information services to clients (personal or business) by phone, in person, by email or through information sessions.
- Provide courses, workshops, seminars relating to enhancing community capacity that offer significant value-added services.
- Encourage participants in courses, workshops, seminars relating to enhancing community capacity that offer significant value-added services.
- Ensure full-time equivalent jobs are created, maintained or expanded (part-time job into a full-time job) through business services.
- Provide business so that businesses can be created, maintained or expanded.
- Work to leverage dollars through:
  1. Financial institutions
  2. Other government
  3. Owner equity
  4. Venture capital, Aboriginal Capital Corporation, etc.
- Provide business information services to clients by phone, in person, email, at information sessions, etc.
- Deliver courses, workshops, seminars relating to improving business productivity that offer significant value-added services in a group setting beyond what is offered through information services.
- Encourage participants to attend business training sessions that offer significant value-added services in a group setting.
- Provide value-added services to an entrepreneur or business on an individual basis (business needs assessment, business plan assessment, loan application review, mentoring sessions, etc.) by phone, in person or through video conference.
- Conduct a business visitation program to understand economic status of businesses and identify issues and opportunities
- Refer businesses in need of financial assistance to CFT7.
- Ensure businesses are registered in CFT7 business directory.

# AUDITOR'S REPORT

## Independent Auditors' Report

To the Shareholders of Community Futures Treaty Seven:

We have audited the accompanying financial statements of Community Futures Treaty Seven, which comprise the statement of financial position as at March 31, 2017, and the statements of operations, changes in fund balances and cash flows and the related schedule for the year then ended, and a summary of significant accounting policies and other explanatory information.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards for government not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### *Opinion*

In our opinion, the financial statements present fairly, in all material respects, the financial position of Community Futures Treaty Seven as at March 31, 2017 and the results of its operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards for government not-for-profit organizations.

Calgary, Alberta

July 27, 2017

*MNP* LLP

Chartered Professional Accountants

# STATEMENT OF FINANCIAL POSITION

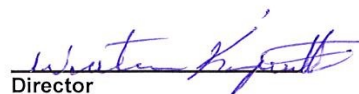
## Community Futures Treaty Seven Statement of Financial Position

As at March 31, 2017

	Operating Fund	Investment Fund	Capital Asset Fund	2017	2016
<b>Assets</b>					
<b>Current</b>					
Cash	1,287,156	38,163	206,524	1,531,843	990,687
Band allocation advances	201,617	-	-	201,617	343,435
Accounts receivable	849,849	-	-	849,849	1,027,220
Current portion of loans receivable (Note 4)	-	68,214	-	68,214	117,460
	<b>2,338,622</b>	<b>106,377</b>	<b>206,524</b>	<b>2,651,523</b>	<b>2,478,802</b>
Long-term loans (Note 4)	-	529,003	-	529,003	496,096
Tangible capital assets (Note 5)	-	-	581,028	581,028	498,773
	<b>2,338,622</b>	<b>635,380</b>	<b>787,552</b>	<b>3,761,554</b>	<b>3,473,671</b>
<b>Liabilities</b>					
<b>Current</b>					
Accounts payable and accruals	160,373	-	-	160,373	191,601
Band allocations payable	902,584	-	-	902,584	972,279
Deferred revenue (Note 6)	867,120	-	-	867,120	415,076
Current portion of long-term debt (Note 7)	-	19,032	92,717	111,749	682,513
	<b>1,930,077</b>	<b>19,032</b>	<b>92,717</b>	<b>2,041,826</b>	<b>2,261,469</b>
Long-term debt due on demand (Note 7)	-	-	528,851	528,851	-
Deferred contributions related to capital assets (Note 8)	-	-	16,192	16,192	22,784
	<b>1,930,077</b>	<b>19,032</b>	<b>637,760</b>	<b>2,586,869</b>	<b>2,284,253</b>
<b>Net Assets</b>					
Share capital (Note 9)	7	-	-	7	7
Externally restricted (Note 10)	-	1,094,009	-	1,094,009	1,094,009
Unrestricted	408,538	(477,661)	149,792	80,669	95,402
	<b>408,545</b>	<b>616,348</b>	<b>149,792</b>	<b>1,174,685</b>	<b>1,189,418</b>
	<b>2,338,622</b>	<b>635,380</b>	<b>787,552</b>	<b>3,761,554</b>	<b>3,473,671</b>

Approved on behalf of the Board

  
Director

  
Director

The accompanying notes are an integral part of these financial statements

# STATEMENT OF OPERATIONS

## Community Futures Treaty Seven Statement of Operations

For the year ended March 31, 2017

	Operating Fund	Investment Fund	Capital Asset Fund	2017	2016
<b>Revenue</b>					
Aboriginal Skills and Employment Training Strategy	11,078,874	-	-	11,078,874	9,337,935
Skills link	335,266	-	-	335,266	-
Capacity enhancement	92,448	-	-	92,448	123,264
Government contributions	798,457	-	-	798,457	797,677
Interest and fees	-	26,090	-	26,090	30,988
Other income	22,493	-	67,475	89,968	142,752
Rent	-	-	225,404	225,404	232,530
Deferred revenue - from prior years	284,812	-	-	284,812	532,890
Deferred revenue - future expenditures	(542,271)	-	-	(542,271)	(284,812)
	<b>12,070,079</b>	<b>26,090</b>	<b>292,879</b>	<b>12,389,048</b>	<b>10,913,224</b>
<b>Expenses</b>					
Administrative	29,386	-	-	29,386	-
Advertising and promotion	6,098	-	10,023	16,121	10,808
Amortization (Note 8)	-	-	22,153	22,153	25,349
Bad debts (recovery)	-	53,000	-	53,000	(2,755)
Band allocations - ASETS	8,367,089	-	-	8,367,089	6,975,390
Board expenses	15,458	-	-	15,458	29,987
Business and property taxes	-	-	64,957	64,957	55,994
Business support	96,964	-	-	96,964	175,271
Capacity enhancement	62,265	-	-	62,265	40,813
Disaster recovery	30,284	-	-	30,284	84,310
Insurance	270	-	9,037	9,307	9,988
Interest and bank charges	2,516	-	325	2,841	2,083
Interest on long-term debt	-	-	26,696	26,696	37,277
Office supplies	39,766	-	11,481	51,248	35,139
Professional development	24,278	-	-	24,278	28,430
Professional fees	109,064	-	6,910	115,973	396,646
Project funding	1,676,045	-	-	1,676,045	1,338,819
Rent	103,400	-	-	103,400	98,004
Repairs and maintenance	1,531	-	74,487	76,018	94,536
Smaller urban programs	435,900	-	-	435,900	365,220
Telephone and internet	23,208	-	-	23,208	27,249
Travel and subsistence	136,962	-	-	136,962	111,617
Utilities	-	-	61,390	61,390	57,177
Wages and benefits	833,338	-	-	833,338	842,837
Youth entrepreneur	69,500	-	-	69,500	113,575
	<b>12,063,322</b>	<b>53,000</b>	<b>287,459</b>	<b>12,403,781</b>	<b>10,953,764</b>
<b>Excess (deficiency) of revenue over expenses</b>	<b>6,757</b>	<b>(26,910)</b>	<b>5,420</b>	<b>(14,733)</b>	<b>(40,540)</b>

The accompanying notes are an integral part of these financial statements

# CFT7 PHOTO GALLERY OF SPECIAL EVENTS



**18TH ANNUAL FNYES**



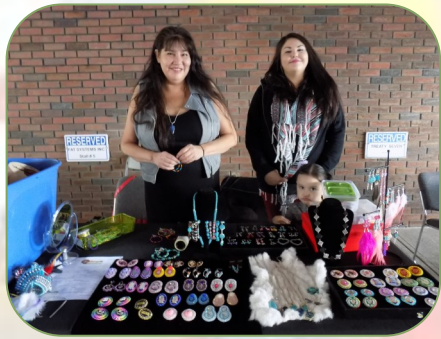
**FNBS 2016**



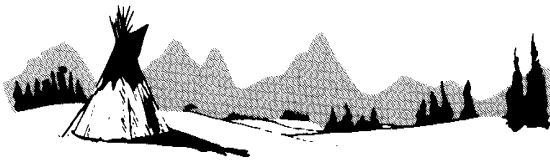
**BUSINESS SHOWCASE & MIXER 2016**



**STAMPEDE BBQ 2016**



# *Supporting Quality Entrepreneurship And Training & Employment Services In The Treaty 7 Territory*



*Alberta*  
Government



Human Resources and  
Skills Development Canada

Ressources humaines et  
Développement des compétences Canada



Western Economic  
Diversification Canada

Diversification de l'économie  
de l'Ouest Canada