

CREE NATION OF CHISASIBI





INVESTING IN OUR YOUTH

Through

APATISIIWIN SKILLS DEVELOPMENT FUNDING



ASD PROGRAMS & FUNDING ACCESSED BY YOUTH DEVELOPMENT

- Youth Initiative Program – Community Service – YIP 15 – 30 year old
- Work Experience Program – WEP 15 – 30 year old
- Community Employment Skills Partnership – CESP 17 and up(including 30+)
- Summer Student Employment Program – SSEP 15 – 30 year old
- Adult Summer Student Employment Program – Adult SSEP 30+ year old
- Science & Technology Funding – Elephant Thoughts

WORK EXPERIENCE PROGRAMS OVER THE PAST 3 YEARS

Program	2017-2018	2018-2019	2019-2020
YIP	8	11	11
WEP	25	24	17
CESP	16	17	16
SSEP	88	119	105
Adult SSEP	7	13	9
TOTAL YOUTH (13-35)	144	184	158

OBJECTIVES OF THE WORK EXPERIENCE PROGRAMS

- Permit youth to obtain skills and experience necessary to enter the workforce under direct supervision by an experienced staff member
- Encourage the development of employability skills – communications, problem solving, and working with others and more
- Promote the benefits of education as an important asset to enter the workforce fulltime
- Encourage businesses, entities to participate and work tighter in harmony with the students/youth of the community
- Provide the participants the opportunity to learn all aspects of the entity, businesses, organization – how it runs, its function, etc
- Expose trainees to controls, procedures, forms, scheduling, terminology, etc which will help them when they go off to school (provides a clearer picture).

BEST PRACTICES

1. SUBMIT PROPOSAL to APATISIWIN
2. LETTERS OF APPROVAL
3. SEARCH FOR JOB PLACEMENTS
4. POST JOBS
5. INTERVIEWS
6. CHOOSE SUCCESSFUL CANDIDATES
7. A. PREPARE CONTRACTS AND INFORMATION PACKAGES
B. MEET WITH TRAINEES
C. MEET WITH SUPERVISORS
8. WORK PLACEMENT BEGINS
9. END OF CONTRACTS
10. FINAL REPORT

COORDINATION AND COLLABORATION WITH OTHER DEPARTMENTS WITHIN THE CNC OFFICE

1. Human Resources Department
2. Finance Department

FACTORS THAT AFFECT THE BUDGET

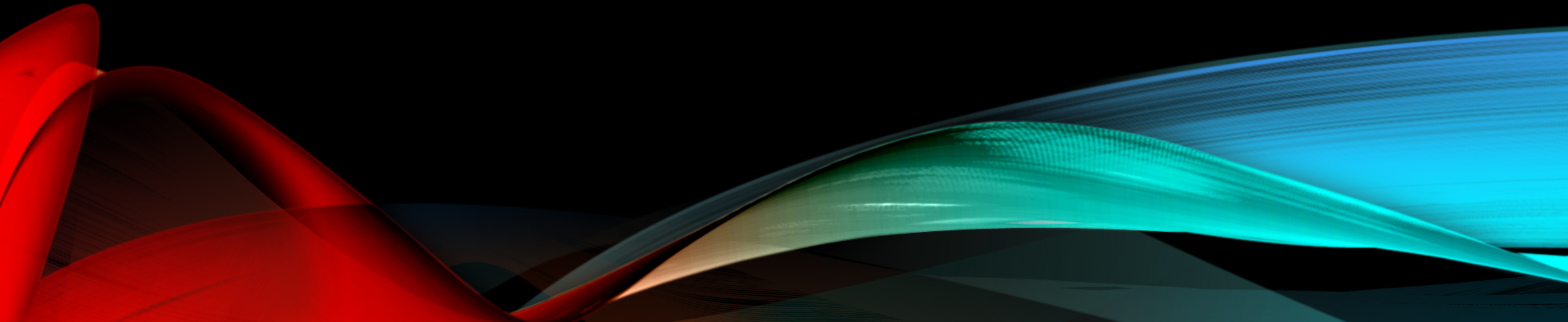
- Attendance (poor)
- Trainee quits
- Trainee dismissed

If the whole budget is not being spent, you can make a request to Apatisiwin to:

- Have more trainees
- Extend the program

BENEFITS

1. EMPLOYERS (SUPERVISING ENTITIES)
2. TRAINEES
3. COMMUNITY



1. EMPLOYERS (SUPERVISING ENTITIES)

- No cost to the entities (organization & coordination done by the Youth Development Department)
- Larger pool of trained workers becomes available
- Need the extra help
- Can evaluate the trainees as potential long term employees and thus extend the contracts or put trainees on recall list
- Feel proud that they are contributing to the progress of the youth

2. TRAINEES

- Increase their potential for employment
- A relevant real-life learning opportunity through work experience
- Able to make more informed choices about their future
- Experience a different & diverse environment
- Come in contact with variety of jobs & careers around them
- Build positive relationships with employers, supervisors & co-workers
- Going back to Post Secondary school (in their field) & have graduated in which they are now permanent employees

3. COMMUNITY

- Pride in seeing their youth performing well in work & developing into reliable workers
- Many parents support the program and actively encourage their children to apply
- Keeps youth busy for 26 weeks and gets older participants back into the workforce
- Community entities profit as more youth have economic means to use local businesses and services
- Youth can identify community needs and perhaps eventually become an entrepreneur
- Successful work placements often in many cases help promote positive development and behaviour
- When the youth further qualify themselves we gain more qualified workers for our community

SUMMER STUDENT EMPLOYMENT PROGRAM

S.S.E.P

1. Recruit for Jobs – any job
 - a) Entity Request Forms
2. Inform Community of Program Dates
3. Students Apply
 - a) Application Forms
4. Place students
5. Prepare Information Packages
 - a) Confirmation of Admittance
 - b) Code of Ethics
 - c) Time Sheets, Payroll Enrollment Forms, Pay Schedule
 - d) Participation Declaration Forms
6. Evaluation Forms
 - a) Complete the last week of the programs
7. Final Report



INCENTIVE PROGRAMS (Optional)

- Trainee Christmas Party
- Men's Day
- Women's Day

YOUTH DEVELOPMENT PROVIDES ADDITIONAL COURSES OR WORKSHOPS:

- Microsoft Office Course
- First Aid Certificate
- Chainsaw Safety Course
- Career Development Workshop (provided by ASD)
- Health and Safety Construction Card



SUCCESS STORIES:

- Daniel Rodrique – Summer student under SSEP
- Linda Bearskin – Accounting Clerk Trainee with CNC, went back to school at Adult Ed completed in Accounting Course. She is now a full time permanent staff at CNC
- Zachery Bobbish – Mechanic Trainee with CNC, went back to school to pursue his vocational studies in Automobile Mechanics. He is now a certified mechanic.

SUCCESS STORIES CONT.:

Other trainees at CNC now permanent or on contract:

- Marlene House
- Anne Pepabano
- Patricia Tooktoo
- Annette Matches
- Karen Chakapash
- Marty Alisappi
- Harvey Erless

And more...

Trainees in other entities:

- Paul Bobbish
- Mark Sam
- Shayla-Grace Napash
- Sarah-Jane Wash
- Suzanne Tapiatic
- Harley House
- Delanna Dick
- Deborah Pash

And more...

TESTIMONIAL:

Daniel Rodrique – Summer student under SSEP

My name is Daniel Rodrique, from Chisasibi and I am a college and university graduate. Throughout my academic journey, I've been going back home to Chisasibi in the summer time to work.

I've really benefitted from the summer student work program that the Youth Development Department of the Cree Nation of Chisasibi has developed in Chisasibi.

Having this program has made me get a job easily during the summer and never gave me stress during the final exam periods thinking about looking for summer work.

As a student, I really wanted to work in an industry that relates to my college and university programs during the summer and after graduation. I believe signing up in the summer student program in Chisasibi really helped me find work in my related post-secondary field but more importantly helped me get to meet important contacts/employers throughout Eeyou Istchee.

Especially during my time in university, every summer I was able to work in a department that completely relates to my field. During those summers, I was able to get valuable experience and learn a lot of my community on economic development.

In conclusion, I believe the ASD (CHRD) funding has helped and continue to help critical programs such as the summer student work program. I think recent graduates have a real opportunity to easily enter the labour force under these programs because of their experience they gained already in summer work. The employer and student relationship gained during the summers has given our labour force in Eeyou Istchee a bright future. I felt really grateful to be able to be a part of the summer student work program and I believe all the summer students will benefit from these types of programs.

THANK YOU

