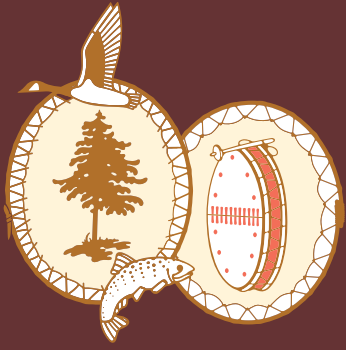


# Summit on Building Capacity for Eeyou Istchee

October 23 & 24, 2019

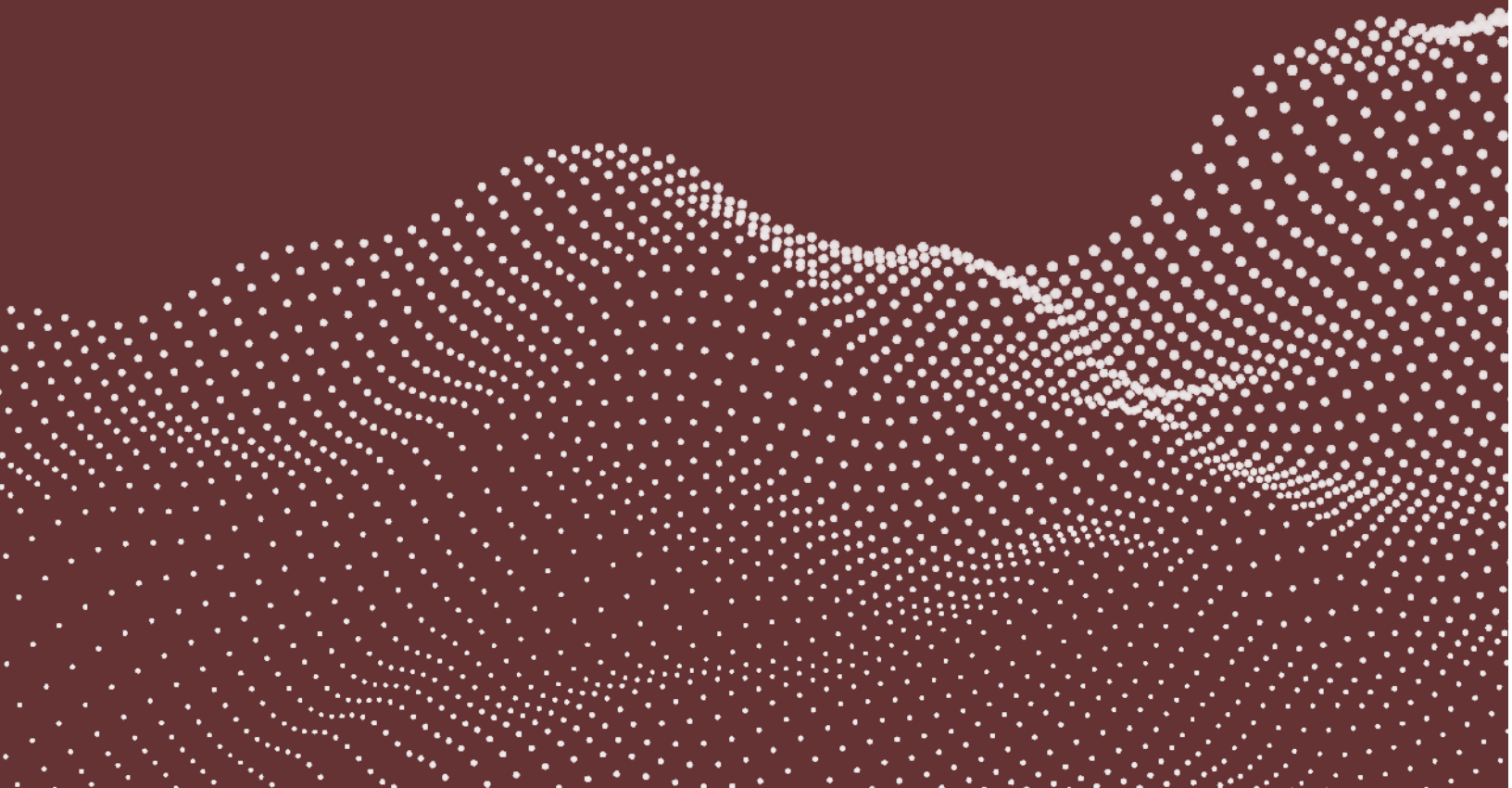


## Polling, Surveys and Cree Café



# Purpose of the Summit

**Gathering as Nations to discuss the capacity of our people, the future opportunities in Eeyou Istchee and a shared vision of how we can bring meaningful action back to our communities and Eeyou Istchee.**



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# 1. Introduction

The Cree Nation Summit on Capacity Building was a two-day conference. With over 250 people in attendance from 11 Cree Nations, the Summit offered a unique opportunity to share information and receive real-time feedback from a diverse audience.

## 1.1. Live Polling and Audience Participation

Throughout the two-day event audience members were given an opportunity to interact with information provided during the event on a ranging across a diverse range of topics including:

1. Education
2. Employment
3. Unlocking Wealth
4. Trade and Commerce
5. Youth Engagement and Achievement
6. Training and Employment Data

## 1.2. Quick Snapshot of Polling Interaction



### 2556 Responses from Audience Members

The highest rate of response and engagement being during the Cree Café sessions accounting for nearly 1000 responses with over 70% of communities contributing responses across each question.



### 41 Polling Questions

Audience members were requested to respond both as individuals and as a group for their respective community. Questions were structured as either multiple choice or open-ended questions.

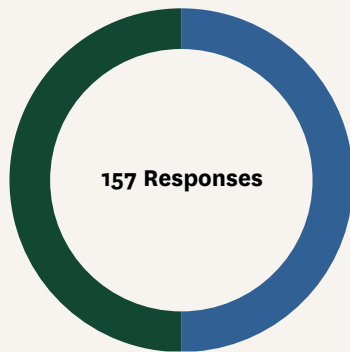


### Connecting Information as a tool for future events

All questions created and responded to are saved through our digital platform. They can be shared as a tool for future planning, and polling questions can be saved for use during future events.

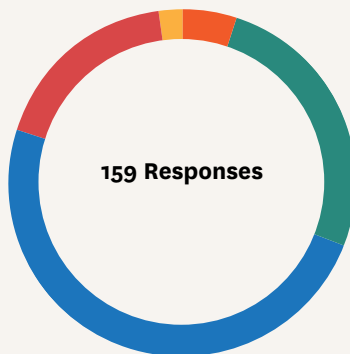
## 2. Audience Demographics

### Gender Distribution



- Male - 50%
- Female - 50%

### Age Distribution



- 12-17 (0%)
- 18-25 (5%)
- 29-39 (26%)
- 40-54 (49%)
- 55-69 (18%)
- 70-100 (2%)

### Community Participants

	<b>Cree Nation of Chisasibi</b>	<b>25</b>
	<b>Cree Nation of Ouje-Bougoumou</b>	<b>18</b>
	<b>Cree Nation of Nemaska</b>	<b>8</b>
	<b>Cree Nation of MoCreebec</b>	<b>4</b>
	<b>Cree Nation of Waswanipi</b>	<b>17</b>
	<b>Cree Nation of Whapmagoostui</b>	<b>10</b>
	<b>Cree Nation of Waskaganish</b>	<b>8</b>
	<b>Cree Nation of Wemindji</b>	<b>10</b>
	<b>Cree Nation of Eastmain</b>	<b>9</b>
	<b>Cree Nation of Mistissini</b>	<b>25</b>
	<b>Cree Nation of Washaw Sibi</b>	<b>25</b>

### 3. Response Rate

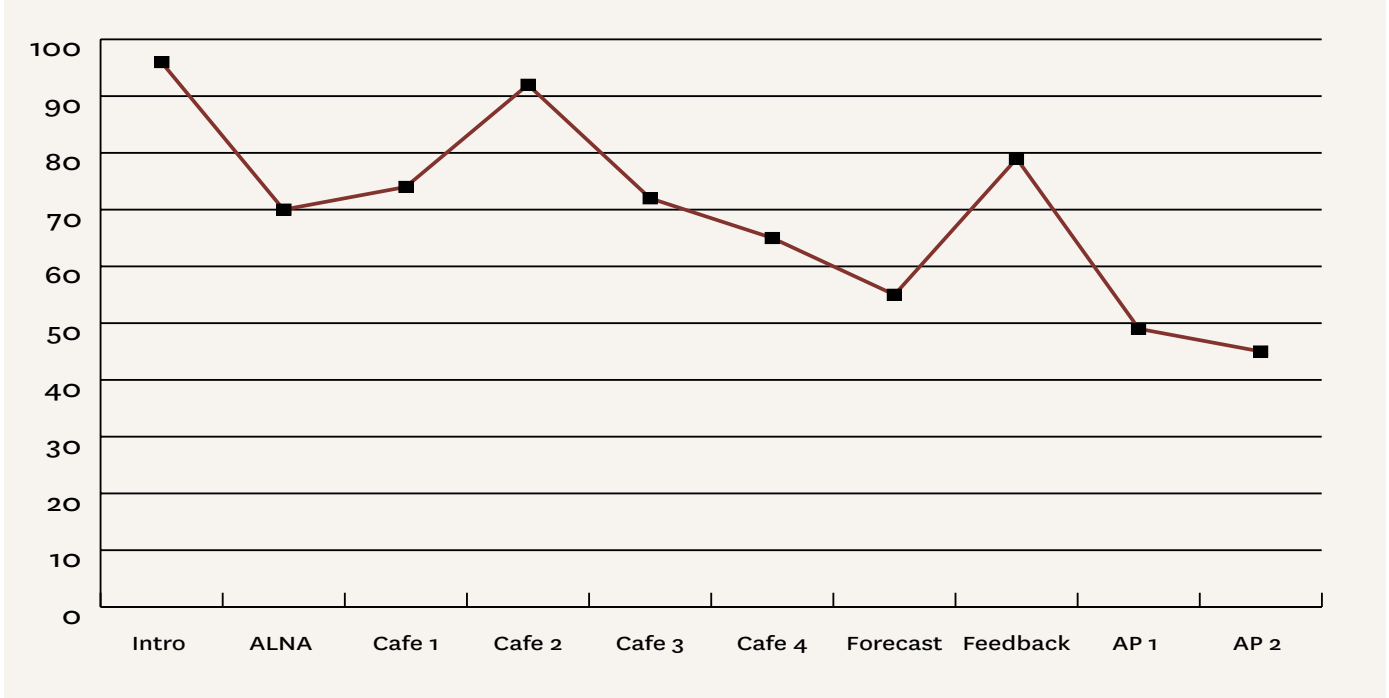
Response Rate is calculated based on the overall list of respondents for an activity as compared to the number that actually responded during the polling question that was live. It can be a useful indicator of receptiveness to individual questions, as a metric to understand overall level of interaction of an audience during a session.

Calculations of response rate are set against the individual activity that is being evaluated. This is necessary because the group size that responds in an individual activity fluctuated throughout the day. As an example, respondents during the intro questions were based on the global audience for the event whereas the Cree Cafe was based on responses from 11 Cree communities, a small pool of guest respondents and notetakers. Comparing two different sample sizes in the same set would yield misrepresentative results and for this reason, participation was set by activity.

The chart below shows the progression of participation across the two days. Participation by activity remains consistent, showing between 70-80% on the first day as an average but begins to decline as the event progressed. Some participants, and notetakers commented that the volume of questions was large, and this could have impacted audience interaction as the event progressed.

#### Graph of Response Rates between activities

Note: Cree Cafe topics were separated into four categories, and Action Plans (AP) by community and regional into two separate points.



## 4. Challenges and Feedback

### CHALLENGE # 1 - LENGTH OF CREE CAFE ACTIVITY

It was noted by some of the facilitators and notetakers that the number of polling questions was a bit long and this impacted response rate at the end of the activity as some communities did not respond to all questions.

### CHALLENGE # 2 - PROVIDING QUESTIONS PRIOR TO THE START OF THE SUMMIT

Communities noted that it would have been helpful to have the questions ahead of the summit meeting. This would have allowed a more thorough response to each of the questions asked.

### CHALLENGE # 3 - AVAILABLE SPACE FOR GROUP ACTIVITIES

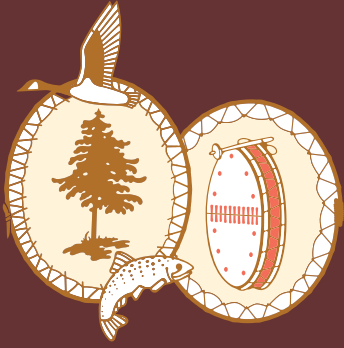
Several of the facilitators and notetakers commented because of the space used it could be difficult at times to hear dialogue and take effective notes during community activities.

### CHALLENGE # 4 - DROP-OFF OF RESPONSE BY SOME COMMUNITIES

Several communities had varying levels of response during the Cree Café due to relocating outside of the room, and notetakers changing user names during the exercise that resulted in drop-off. Despite these issues, most communities responded across all activities.

#### 4.1. Facilitator and Notetaker Training

Prior to the event a session was held to designate responsibilities for notetakers, facilitators and presenters of results during the event. It would be beneficial to build on the information that established during this event so that earlier training and orientation can be done with notetakers, facilitators and presenters. This will allow for more consistent results, less confusion and a more efficient recording of data.



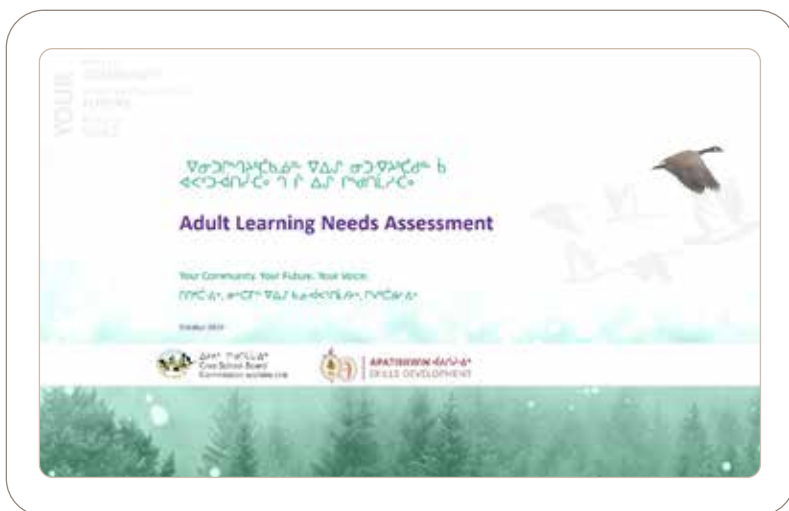
# **2. ALNA Presentation**

**Presented by Apatisiwin Skills Development and the Cree School Board. The Adult Learning Needs Assessment (ALNA) aims to provide an overview of community education and employment needs and priorities.**



# Introduction

## Adult Learning Needs Assessment



**Presented by:**

**Louisa Saganash,**

**Director of Apatisiwin Skills Development**

**Nian Matoush, Director of Sabtuan Adult Education**

**The Adult Learning Needs Assessment (ALNA)**

**is a wide-scale consultation and data collection effort that seeks to understand community needs in order to develop an overarching strategy for adult education programs and services across Eeyou Istchee.**

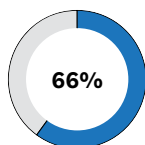


**Want to view the ALNA Presentation?**

[www.cngov.ca/events/summit-building-capacity/](http://www.cngov.ca/events/summit-building-capacity/)

## Audience Questions

	<b>Question 1:</b> What data revealed during this presentation was most surprising to you?	148 Participant Responses
	<b>Question 2:</b> How can we work with communities to develop local education and training plans?	111 Participant Responses
	<b>Question 3:</b> How can your community continue to support the ongoing data collection of employment needs?	87 Participant Responses
	<b>Question 4:</b> How would you like to access information on employment data and available workforce?	181 Responses
	<b>Question 5:</b> How would you like to receive the report on the Adult Learning Needs Assessment ?	101 Responses
	<b>Question 6:</b> How often do you feel these surveys should be conducted in your community?	103 Responses
	<b>Question 7:</b> What kind of information do you feel is important to include in future employment and education surveys?	72 Responses



### Average Participant Response Rate

Based on 128 participants that registered as respondents

## Question 1:

What in the data that was revealed to you did you find most surprising?

### 10 Most Common Responses

1

**Graduation Rate**

2

**Data Collected**

3

**Student Enrollment**

4

**Retention Rate**

5

**Increased Need of Professional Studies**

6

**Gaps Highlighted from Survey**

7

**Interest in Cree**

8

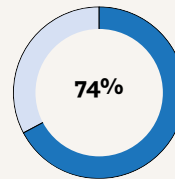
**High interest in pursuing Post-Secondary Studies**

9

**Job Needs**

10

**Non-Cree Jobs**



**141 Responses**

*Response rate to this activity from registered audience*

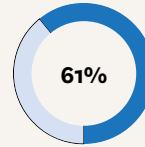
## Question 2:

How can we work with communities to develop local education and training plans?

### 10 Most Common Responses

1

**Greater collaboration between Government, Entities and Communities**



**111 Responses**

*Response rate to this activity from registered audience*

2

**More sharing of data and information**

3

**Provide more training**

4

**Provide support to teachers**

5

**Target and encourage student engagement and provide support**

6

**Parental involvement and Engagement**

7

**Keep collecting data through surveys**

8

**More partnerships**

9

**Get elders Involved**

10

**Listen to the Community**

## Question 3:

How can your community continue to support the ongoing data collection of employment needs?

### 10 Most Common Responses

1

**Collect data on the regular basis**

2

**Participation**

3

**Improve communication**

4

**More promotion and marketing on the importance of the survey**

5

**Get support from all HR departments**

6

**Keep the community and local organization informed**

7

**Provide multiple ways to complete survey (Online, USB, App)**

8

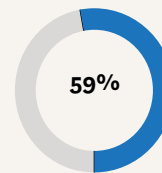
**Be encouraging by social media, local radio and news letter**

9

**ASD responsible for the project**

10

**Have entities work together**



**87 Responses**

*Response rate to this activity from registered audience*

## Question 4:

How would you like to access information on employment data and available workforce?

### Multiple Choice Responses

# of Votes Multiple Choice Option

79

ASD Website

35

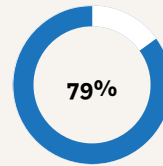
Local Information Sessions

35

Report Publication

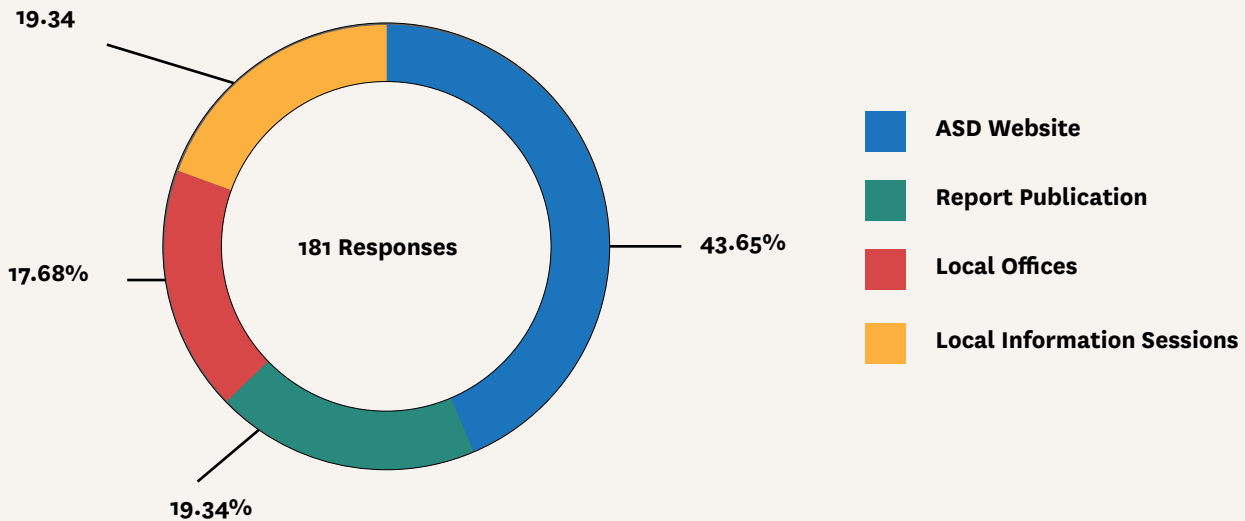
32

Local Offices



181 Responses

Response rate to this activity from registered audience



## Question 5:

How would you like to receive the report on the ALNA?

### 10 Most Common Responses

1 **Online via Website**

2 **Email**

3 **Presentation (Local Level)**

4 **Report**

5 **Publication**

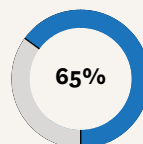
6 **Social Media (Facebook)**

7 **Newsletter**

8 **Broadcast**

9 **ASD Office**

10 **Send to major organizations**



**101 Responses**

*Response rate to this activity from registered audience*

## Question 6:

How often do you feel these surveys should be conducted in your community?

### Multiple Choice Responses

# of Votes    Multiple Choice Option

64

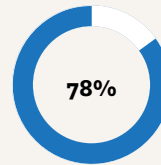
Once Every Two Years

34

Once Every Three Years

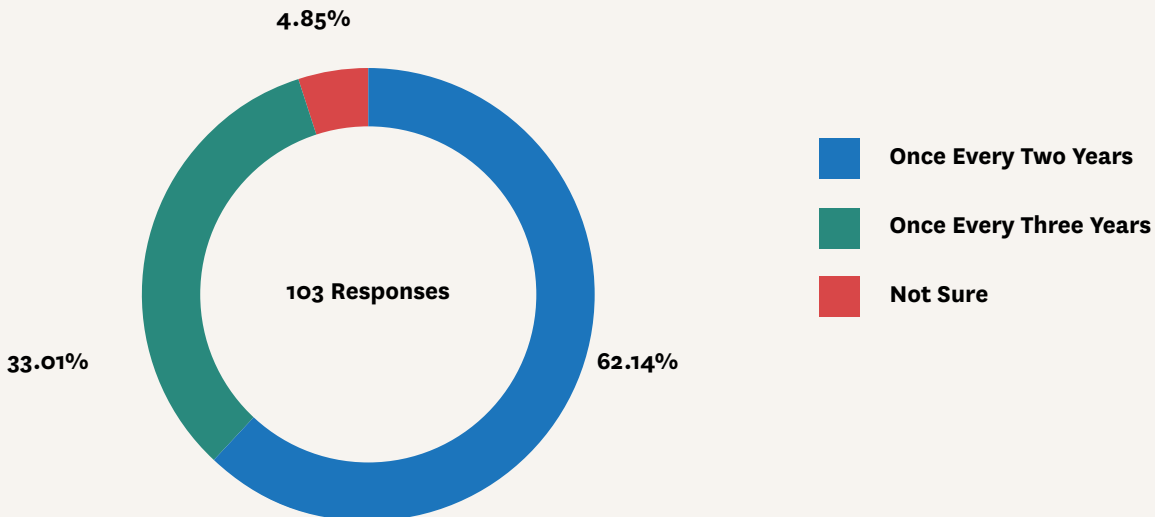
5

Not Sure



103 Responses

Response rate to this activity from registered audience

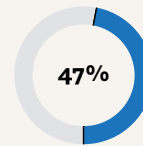


## Question 7:

What kind of information do you feel is important to include in future employment and education surveys?

### 10 Most Common Responses

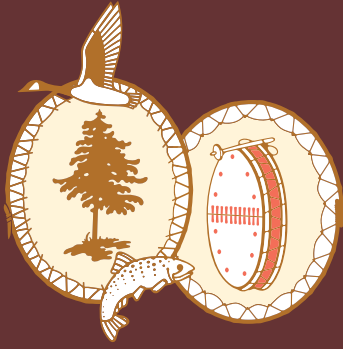
- 1 **More statistics on the employment market in Eeyou Istchee**
- 2 **Working with employers to understand the need and opportunities**
- 3 **More exposure on professional jobs that are needed and the education that is needed**
- 4 **Don't know or no comment**
- 5 **Education and experience**
- 6 **What kind of jobs are required in the next 5, 10, and 20 years**
- 7 **Discuss goals and aspirations**
- 8 **Availability of resources and support**
- 9 **Emphasis on Cree language**
- 10 **Making it easier to apply (online)**



**72 Responses**

*Response rate to this activity from registered audience*





# **3. Cree Café Responses**

**The Cree Café is a format inspired by the Roundtable on Capacity Building. It offers all communities to provide their insights on key issues that impact Eeyou Istchee. This session focused on Vocational and Adult Education, Employment, Unlocking Wealth as well as Youth Engagement and Achievement.**












# Vocational and Adult Education Questions

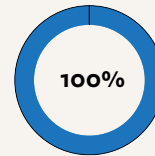
## Question 1: (Two-Part)

How would you qualify your level of awareness about Sabtuan Adult Education Services programs and services available in your community?

(1- Low; 2- Medium; 3- High; 4 Not aware at all)

### Community Distribution

	<b>Cree Nation of Chisasibi</b>	<b>Low</b>
	<b>Cree Nation of Ouje-Bougoumou</b>	<b>Medium</b>
	<b>Cree Nation of Nemaska</b>	<b>Low</b>
	<b>Cree Nation of MoCreebec</b>	<b>Not aware at all</b>
	<b>Cree Nation of Waswanipi</b>	<b>Medium</b>
	<b>Cree Nation of Whapmagoostui</b>	<b>Low</b>
	<b>Cree Nation of Waskaganish</b>	<b>Medium</b>
	<b>Cree Nation of Wemindji</b>	<b>Medium</b>
	<b>Cree Nation of Eastmain</b>	<b>Medium</b>
	<b>Cree Nation of Mistissini</b>	<b>Medium</b>
	<b>Cree Nation of Washaw Sibi</b>	<b>Not aware at all</b>



### Response Rates

All communities responded to this Cree Café Question

### Guest Responses

Guests are polling participants that were factored into the response set but were not voting as part of a community. Their responses have been colour coded in the data for this question.

- Guest 1: High
- Guest 2: High
- Guest 3: High
- Guest 4: Medium

### Common Themes

1. The need for more promotion of programs and services.
2. Aligning programs to needs and priorities of the communities.
3. Improving participant awareness and time to apply for programs.
4. Most respondents noted either medium to low awareness of programs and services offered through SAES.

# Vocational and Adult Education Questions

## Question 2:

If high, what does your community do to achieve this? If low, what do you feel the challenges are?



### Response: Low

1. We all know but we don't have the continuous information about the programs available
2. They don't do any local presentations, not much advertisement
3. Would help to have billboards, notices in the community newsletter (monthly), local channel (22)
4. Not enough collaboration with other entities
5. We are not aligning our priorities and our needs - we are going to have a new hospital, that is on our mind and there are a lot of requirements (home care, lab tech, medical secretaries). Seem misaligned between programs available and needs
6. No consultation with local employers etc.
7. Not enough advertising
8. Not enough collaboration from the other entities
9. Not enough promotion
10. Not offering the services
11. Not enough collaboration with other employers
12. No presentation or advertisement



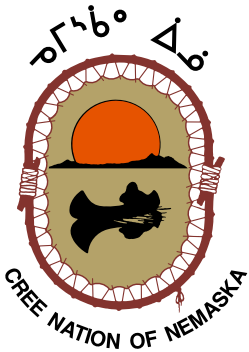
### Response: Medium

1. Communication could be better between ASD/CSB and the Band.
2. More facilities/space is needed for programs.
3. Social Media promotion should be stronger,
4. ASD and CSB are lacking visibility in the community.

# Vocational and Adult Education

## Question 2:

If high, what does your community do to achieve this? If low, what do you feel the challenges are?



### Response: Low

1. Put up a poster and hope for the best, not proactive
2. Lack of promotion
3. Communication is low/poor
4. No existing communication
5. Don't know what's offered
6. No one talks about what is offered
7. Not sure how to register for programs, what they need...
8. Currently, put up a poster and hope for the best
9. Ways to improve: Posters, email, Facebook, Online
10. Ways to improve: Info sessions
11. Ways to improve: Communication needed



### Response: Not aware at all

1. Challenges are access with Crees and opportunities
2. Need virtual connection with the use of technology
3. Lack of participants and lack of support
4. Location of community is the biggest challenge



### Response: Medium

1. More information needs to be provided
2. The people who knew about the information, heard about it from word of mouth or because they knew someone in the organization
3. One of the challenges is that there are too many Facebook accounts, not sure which one is the official site

# Vocational and Adult Education

## Question 2:

If high, what does your community do to achieve this? If low, what do you feel the challenges are?



### Response: Low

1. Medium level of awareness, need to know more about what we need
2. Not fully aware about what type of classes available
3. Campaigns to what types of programs are available
4. Too short notice about programs and deadlines
5. When someone applies to a program, they don't get feedback regarding their application. Therefore, it discourages people. Lack of communication
6. Media, spokesperson that speaks Cree on the radio
7. Youth chief is more aware based on her job and often googles to get her information. Usually see it via social media.
8. Make sure it's updated on their websites, because people often get their information through googling/researching.
9. We need to know before where people need to go?
10. Be clear of goals.
11. Stages, Individual students can go try in certain fields to have a hands-on experience.
12. Simplify what we're communicating. Be simple.
13. More awareness, be clearer with goals - shortage of students interested in certain fields simplify communications



### Response: High

1. The person responsible for Adult Ed related affairs constantly promotes and advertises services and programs available through different means (mail, social media, etc.) and is always accessible.
2. He also adds interesting elements to ensure that the information is well received and generally goes beyond expectations to achieve this.
3. He has also been identified as a reliable resource person and is well known within the community.

# Vocational and Adult Education

## Question 2:

If high, what does your community do to achieve this? If low, what do you feel the challenges are?



### Response: Medium

1. Most said medium
2. Radio
3. Posters
4. Know where to send people
5. More outreach
6. Face to face needed
7. More social media not just FB, IG, Twitter
8. School
9. General Assembly



### Response: Low

1. Not sure how programs are organized
2. No one applies to programs
3. Not enough community engagement
4. Isolation provides challenges
5. Facilities do not meet the needs



### Response: Medium

1. Training centre opening made the awareness high
2. Waiting list for students that want to take a vocational program outside of the community.
3. Difficulty communicating between ASD and SAES representatives.
4. More staff, assistants, etc. are needed.

# Vocational and Adult Education

## Question 2:

If high, what does your community do to achieve this? If low, what do you feel the challenges are?

**Guest Participants: Response: High**

1. I teach for SAES but there needs to be more local advertising on available programs.

**Response: High**

2. On-going Meetings, presentations to community, on-going communications

**Response: Medium**

3. More promotion

**Response: Low**




4. I don't know anything but I know where to go if I need information

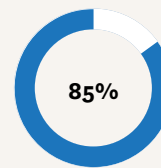
# Vocational and Adult Education

## Question 3: (Two-Part)

How would you qualify your level of awareness of Apatisiwin Skills Development Programs and Services available in your community?

### Community Level of Awareness

	<b>Cree Nation of Chisasibi</b>	<b>Medium</b>
	<b>Cree Nation of Nemaska</b>	<b>Low</b>
	<b>Cree Nation of MoCreebec</b>	<b>Not aware at all</b>
	<b>Cree Nation of Waswanipi</b>	<b>Medium</b>
	<b>Cree Nation of Whapmagoostui</b>	<b>Low</b>
	<b>Cree Nation of Waskaganish</b>	<b>Medium</b>
	<b>Cree Nation of Wemindji</b>	<b>Medium</b>
	<b>Cree Nation of Eastmain</b>	<b>High</b>
	<b>Cree Nation of Mistissini</b>	<b>Low</b>



### Response Rates

Washaw Sibi and Ouje-Bougoumou were absent from the data

### Guest Responses

Guests are polling participants that were factored into the response set but were not voting as part of a community. Their responses have been colour coded in the data for this question.

- Guest 1: Medium
- Guest 2: Medium
- Guest 3: Medium
- Guest 4: Low
- Guest 5: High

### Common Themes

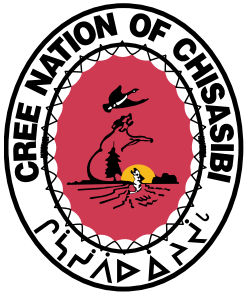
1. A greater need for promotion of programs and services
2. Present information at local assemblies and events
3. Turnover of local employment officers
4. The need for technology, social media and digital tools to promote programs, services and information to the public.



# Vocational and Adult Education

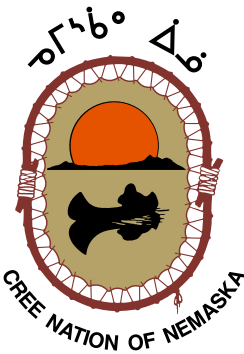
## Question 4:

If high, what does your community does your community do to achieve? If low, what do you feel the challenges are?



### Response: Medium

1. Learned a lot today but before didn't know much
  2. Present to local general assembly, more info sessions
  3. Use social media, use the local newsletter
  4. Invite the community to a social night, open house
  5. Career fairs locally - better, more visibility
- 



### Response: Low

1. Low, employment officer, just started, position unstable at the moment
  2. On a monthly contract for replacement, might not be motivated to do job properly
  3. More effort on communication
- 



### Response: Low

1. No tools or facilities for programs
2. Different entities need to get involved and work together
3. Employment counselor office location is hard to access for the public

## Question 4:

If high, what does your community does your community do to achieve? If low, what do you feel the challenges are?



### Response: Low

1. We work closely with our youth to promote these opportunities
2. We allow departments to attend events that can promote programs and services
3. Haven't researched the programs and services they offer. To be aware of ASD, people needs to go out of their way to get information by researching.
4. ASD Should promote to other entities (such as, band, different departments, local entities) to spread information regarding their programs.
5. A way to boost the awareness is through the training centre, by promoting the requirements for employment in specific industries.
6. Train and educate youth through training center and promoting about the future possibilities (employment)
7. Narrow to one department regarding programs to promote information. Intermediator. (Ex. Committee)
8. Don't often hear opportunities through radio.
9. Mostly non-Cree speaking. Need to speak more Cree through radio
10. Some people know more than others because of their job.  
(Ex. Youth Chief)
11. ASD should present to council about the services and programs they offer. Also job opportunities.
12. Needs more awareness. Be clear of goals.
13. Needs different forms of communication.
14. Stage, individual can get a chance to see what they're really getting into.
15. Can go try in certain fields. Be simple.

# Vocational and Adult Education

## Question 4:

If high, what does your community does your community do to achieve? If low, what do you feel the challenges are?



### Response: Medium

1. More communication between the band, ASD, and SAES is needed.
2. Employment and training committee is needed.



### Response: Not aware of all

1. Access to the Crees and the potential opportunities
2. Need a virtual connection to participate in programs with the use of technology
3. Lack of support- need community support to provide encouragement
4. The location of the community is the biggest challenge
5. Lack of participants in programs



### Response: Medium

1. Most people who knew about the services is because they worked for the organization
2. They would like to see more publicity done to help inform the general public

## Question 4:

If high, what does your community does your community do to achieve? If low, what do you feel the challenges are?



**Response: Medium**

1. Problem: high turnover in local ASD office, need to start from scratch each time
  2. Community presentations at AGA and in schools
- 

**Guest Participants: Response:**

1. I don't know the details but I know who to go to if I felt I needed information.

**Response: Medium**

2. Previous vacancy of Community Employment Administrators

# Vocational and Adult Education

## Question 5:

5-What link do you see or in your opinion, what's the connection between Adult Education and Apatisiwin Skills Development?



1. Training and education
2. Knowing the requirements of jobs - for example, what's coming in 5 years with the health board - collaboration, planning, what opportunities exist?
3. Training and employment should complement each other
4. Funding for vocational students and adult education students
5. Facilitating employment integration
6. Building confidence so the person can step out of their comfort zone
7. Building confidence in adults in general to prepare people for the workforce - preparing students by contributing to their awareness of employment
8. Engaging the youth - not just 18, but younger:
  - a. Plant the seeds.
  - b. We used to visit the facilities,
  - c. HR used to take us out of class to visit the nurses, the hospital, the dentist - more site visits to employers for awareness.
9. Life skills, resume writing etc
10. Training and education,
11. Funding student and vocational (adult education)
12. Facilitating employment integration,
13. Collaboration, planning, building confidence , job integration, collaboration with Sabtuan,
14. Engaging the Youth, compliment watch other, education awareness



1. One provides the courses or curriculum and the other helps with financial support
2. Direct support
3. Assessing needs
4. Follow-up

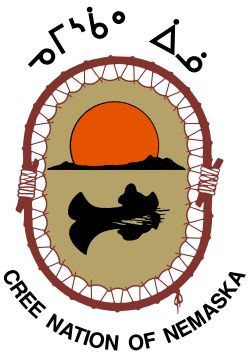
# Vocational and Adult Education

## Question 5:

5-What link do you see or in your opinion, what's the connection between Adult Education and Apatisiwin Skills Development?



1. There's a gap, Don't know if its improving
2. ASD needs to lead
3. Sharing info between organizations
4. Referrals between SAES and ASD
5. Drop out
6. Process Needs
7. Needs to be easier
8. Educated people need to sit on the committee



1. Goal and career setting, employer needs, interest of worker (fill the gap between)
2. Work experience and placement
3. Can lead to mandatory job placement
4. Part of building capacity
5. Training allowance (requirements between ASD and CSB need to be clear)



1. Funding and allowances
2. Students not getting paid and drop out
3. More facilities needed for training such as a training centre
4. Liaison person would be beneficial, better collaboration

## Question 5:

**5-What link do you see or in your opinion, what's the connection between Adult Education and Apatisiwin Skills Development?**



1. Young adults that want to go back to their school. But they have families. Can't work and go to school because they need to support their family. But no support from organizations in regards of financial needs.
2. People rather drop out of school to find work because of their families.
3. A need for support to students trying to back to school to get their diploma. Targeting young parents, because they can't be students the same time as being under welfare or E.I.
4. Two main classes: Professional studies, students are having hard time because of finances and Vocational, easier in terms of being close to their home.
5. Need to work on a program for students that aren't qualified under CSB (Ex. pilot program)
6. ASD and Sabtuan got their own mandates and maybe be clearer on the differences or combining their overall partnership.
7. Community members should be the ones to tell CSB or ASD the type of programs they want instead of the entities telling the people what they are eligible
8. Plan a pathway by guiding youth to reach their goals.
9. Opening a job position as Employment officer strictly for Mistissini community members
10. Identify students that are thinking of leaving and trying to guide towards a vocational program. (To catch patterns)
11. Band should be part of this instead of depending on others to come train the community members
12. Dropouts are starting families, they need to support especially single families. They work instead because they need to support their families. There will be funding for general education system

# Vocational and Adult Education

## Question 5:

5-What link do you see or in your opinion, what's the connection between Adult Education and Apatisiwin Skills Development?



1. Like to see local ceo take on role-helping you connect with employment
2. Like to see more involvement
3. Youth chief -did not even see that they linked until now
4. They should connect if they want to know-through orientation counselors
5. More promotion-through visiting secondary 5 students-directly speak with the youth since the students won't speak alone
6. Youth are seen at the building-they are more comfortable at the youth centre. Through youth council. We tried motivational speaker. Had a hard time finding someone to speak. Post sec. someone to talk about the program. Not clear who to contact
7. Providing access and information to match graduates with jobs



1. They have their own Apatisiwin program from federal dollars
2. No access to ASD
3. One is for funding
4. Not a priority to ASD or Mushkegowuk- hard to secure funds



1. Working with students, without having a barrier of funding.
2. Students need to have less barriers because of policies.



# Vocational and Adult Education

## Question 5:

5-What link do you see or in your opinion, what's the connection between Adult Education and Apatisiwin Skills Development?



1. There is a link in the community, between education and training. But we would like to have a survey done to establish the needs and wants of the community in regards to the training programs.



1. One is for funding

### Guest Participants:

1. I would see them being linked with regards to employability of people, as different steps along the same path
2. Both are preparing students for success after graduation from their respective programs.
3. Employment, training and education
4. They need to compliment one another. One produces qualified skill and the other produces workers.

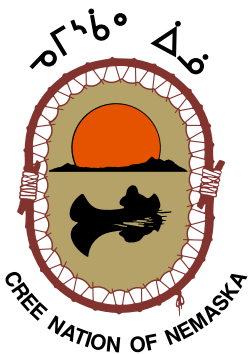
# Vocational and Adult Education

## Question 6:

In your opinion, what is an effective way to promote interest and awareness of adult education, training, and employment opportunities in your community?



1. Social media
2. Outreach
3. Reliable resource person
4. Conferences and outreach events
5. Hearing local people who have gone through it and are success stories to incite others to become a success story also
6. Educating youth in financial awareness and responsibility
7. Promoting success rates
8. Offer support systems
9. Constant encouragement
10. Outreach through community social life such as using sports as an incentive for success



1. No more poster with hope of interest – need to do more
2. Dialog/communication
3. Database at community level – compare to CNG and other community level
4. Expansion of team at local level – need more people to focus at local level
5. Career fair with Adult Ed. staff + guidance counselor (local level)
6. Guide towards programs + guaranteed employment – need stronger/ clearer guidance counseling at local level
7. Maybe communication on other programs – expand to other programs



1. ASD doesn't receive all the local and regional job listings, some job postings are on FB
2. Need better communication between employers and ASD for job openings
3. Need an up-to-date central website for job postings

# Vocational and Adult Education

## Question 6:

In your opinion, what is an effective way to promote interest and awareness of adult education, training, and employment opportunities in your community?



1. Visit high schools
2. Field trips to the employers and entities
3. Career fair for younger students - young people are asked what they want to do when they grow up. How are we directing and educating them?
4. Career days where people share work opportunities
5. Work together, promote literacy, have all generations value education
6. Best of both worlds, traditional and educational
7. It's not also for education, it's also work ethic - employees sometimes just take off without informing us, we need to plant the seed at an early age and lead by example to teach how to behave as an employee
8. Job shadowing
9. Visit high school, elementary
10. Student visit fields,
11. Career fair for elementary/Career Day
12. Promote literacy in every generation
13. Job shadowing,
14. Internship



1. Make exciting campaign videos through social media.
2. Radio interviews of success stories.
3. Radio announcements regularly.
4. Gathering the clientele and provide a meal.

# Vocational and Adult Education

## Question 6:

In your opinion, what is an effective way to promote interest and awareness of adult education, training, and employment opportunities in your community?



1. One common voice
2. Centralized publicity
3. Increased community events where all organizations can be part of a common objective



1. Inspirational videos of people who have succeeded in their endeavors.
2. Self confidence in the people needs to be built.
3. Motivational speakers could come into the community to inspire the youth/community.
4. Local career fairs
5. Stronger social media strategy outreach.
6. Local capacity building committee.
7. Orientation trips for Adult Ed. students.
8. Work with schools, promote careers and educational programs



1. Would like one- next stepping stones
2. Open discussions and to find solutions
3. Want to become more integrated with Cree Nation
4. Opportunity with partnerships
5. Need more hands on experiences- also channel through current partnerships such as Northern College

# Vocational and Adult Education

## Question 6:

In your opinion, what is an effective way to promote interest and awareness of adult education, training, and employment opportunities in your community?



1. Social media
- 



1. Human contact interaction
  2. During Annual General Assembly, have a booth
  3. Facebook page
- 

- Guest Participants:**
1. Use graduates as spokespeople
  2. Regular radio show with post-sec reps
  3. Radio interviews with current post sec students and graduate
  4. ASD events in the community

# Vocational and Adult Education

## Question 7:

Does your community currently have a local training and employment committee? (Two-Part Question)

**Chisasibi:** No

**Nemaska:** No

**MoCreebec:** No

**Eastmain:** No

**Whapmagoostui:** No

**Waskaganish:** No

**Waswanipi:** No

**Wemindji:** No

**Ouje-Bougoumou:** No

**Guest Participant 1:** No

**Guest Participant 2:** No

**Guest Participant 3:** No

**Guest Participant 4:** No

# Vocational and Adult Education

## Question 8:

If yes, how does it function? If no, how would you like it to function?



1. Job postings
2. Strategic planning for the community - they are sharing the priorities for the communities, but those will change. When we fill capacity in one area, we will have other needs.
3. They should have a billboard at the commercial centre with all the local trainings
4. Collecting data (ALNA) every 2-3 years
5. Working with employers - recruitment, identify jobs, identify necessary skills, benefits
6. We should have a Cree version of LinkedIn that promotes Cree professionals to show the labour pool
7. List of skilled labour available in Chisasibi
8. Job analysis - showing how to get high positions, succession planning to help students pursue leadership roles
9. Human resources insights
10. Promote training
11. Job postings
12. Strategic plan on the community
13. Billboard at the commercial center
14. Update the CENA/ALNA every 2 years
15. Work with employment to identify the jobs
16. Provide training
17. Promote ppl in a professional way
18. List of skills/ labour in Chisasibi
19. Human resources provide job/training



1. Promote pre-requisites for job openings
2. Need to align training and job openings early on
3. Use Social Media in a positive way

# Vocational and Adult Education

## Question 8:

If yes, how does it function? If no, how would you like it to function?



1. Currently, there is no Local Training and Employment committee active in the community.
2. A great interest in setting up a committee was expressed by the CNE representatives present. In discussing this interest, they also envisioned its functions as follows:
  - a. Bring together the key stakeholders in the community. In sum, a broad representation would be necessary to ensure that all perspectives are brought to the table and the information is well distributed;
  - b. Determine the needs of the community in terms of training; Identify potential job openings to facilitate the integration of individuals into these positions (ex. new positions, upcoming retirements, etc.)
  - c. Ensure knowledge and experience is being transferred and shared. To achieve this, the committee should be involved in finding ways to ensure this.



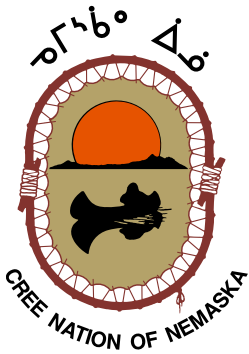
1. Quarterly meetings with data analysis.
2. Having members that work in the fields of training required, Council representation.
3. Develop a community profile, to collect data.
4. Ouje is a small community with limited resources, but would still like to address the lack of training and employment committee.
5. Regular reports from committee.



# Vocational and Adult Education

## Question 8:

If yes, how does it function? If no, how would you like it to function?



1. Yes, with Nemaska Lithium mine, but no with local committee - more to come
  2. Yes, with Lithium mine but no otherwise
  3. There is a fund for training with the mine
  4. Nemaska Lithium committee worker with community
  5. They can use this as a model for local committee
- 



1. Creation of a strategic plan.
  2. To produce data.
  3. Brainstorming sessions to review and adopt policies.
  4. Recommending body of changing and/or adopting policies.
  5. To have one voice and one vision between local and regional entities.
- 

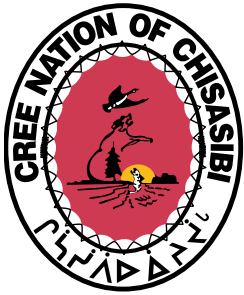


1. Social service, justice, personal journey. Try to have an umbrella of representatives
2. Have a representative from all major organizations participate on the committee
3. Regular meetings
4. Make sure youth are represented

# Vocational and Adult Education

## Question 9:

Who do you feel should be part of a local training and employment committee?



1. I think there should be a community relations committee, where we have a representative of every entity - the Eastmain model. Cree health, Cree school board, CNG, youth council, parents committee etc. We can share information together with all.
2. Local chamber of commerce
3. Economic development should be part of this - Ec. development officers



All key stakeholders within the community:

- Cree Nation of Eastmain;
- Health Sector;
- Education Sector;
- Business Sector;
- Youth,
- Etc.



1. HR from Band
2. Youth chief
3. ASD career employment officer
4. Niskamoon
5. Council member
6. School teacher
7. Elder
8. Consultant

# Vocational and Adult Education

## Question 9:

Who do you feel should be part of a local training and employment committee?



1. Youth sector.
2. Cree Health Board.
3. Cree School Board
4. Apatisiwin Skills Development
5. Local business people
6. Council portfolio holder
7. Economic development officer



1. HR reps from different entities eg. CSB CHB, BAND HR personnel
2. Observer status for youth and elders



1. Human Resources managers
2. Employment counselor
3. CSB Commissioner
4. Training
5. Development Officer
6. Band Councilor
7. Youth Employment Coordinator.



1. CSB Rep.
2. ASD
3. Youth Coordinator

# Vocational and Adult Education

## Question 9:

Who do you feel should be part of a local training and employment committee?



1. All major organizations:
    - a. ASD
    - b. CSB
    - c. Youth Council,
    - b. Health Board, etc.
- 



1. Council member
  2. College/university rep
  3. Employer
  4. Elder
  5. Youth
  6. Someone in the education system.
  7. Regional entities: school, health, CTA, etc.
- 



1. Major employers
  2. Guidance counselor
  3. HR reps.
- 

### Guest Participants:

1. Business Owners
2. Human Resources personnel from all local entities
3. HR Directors of all local entities
4. HR, Ec. Dev., Regional Reps, Councilor

# Vocational and Adult Education

## Question 10:

What support does an employment and training committee need to function?



1. First you need a mission and goal
2. Secretary and good notes
3. Structured environment - know the mission, recording secretary, report back
4. Support of the leadership, the community
5. Meeting frequency defined by their goals - maybe just a committee to help with the studies 2-3 years, maybe more involved in day to day like career fairs
6. What are their priorities?
7. Long-term and short-term vision to guide meeting frequency, number of roles
8. Cree Health Board is coming up with a regional hospital. We will have employment opportunities. We must announce to the youth what is happening and what is coming.
9. We must work together - ASD, Cree Health to fill needs
10. Set mission/goal and mandate, how to function, should be structured,
11. Need to determine the priorities, report back to the community.



1. Financial support;
2. Possibility to assess needs of the community;
3. Access and sharing of current available resources.

# Vocational and Adult Education

## Question 10:

What support does an employment and training committee need to function?



1. Financial Support
2. People that are dedicated
3. Vision and goals by a governing structure
4. Data informing and data sharing at a local and regional levels
5. Communication tools



1. Need clear mandate and accountability
2. Support from chief and council
3. More funding provided by CHB, CSB and ASD
4. Committee needs educated and experienced people
5. Direct access to Director of Operations
6. ASD needs to take the lead and administer the committee for action items and follow up
7. Each representative needs to bring and to the committee and take info back to their organization



1. More regional funding because of isolation, and honorariums for committee members
2. Training for committees
3. Funding contributions for various organizations on committee

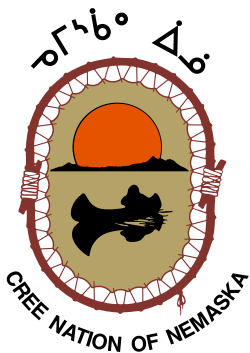
# Vocational and Adult Education

## Question 10:

What support does an employment and training committee need to function?



1. Chief needs to support the committee
2. Pass a resolution
3. Have representative of economic development to see where the jobs are
4. Need to have people who will actually do the admin work. Lots of voices around the table, however they cannot always do the ground work
5. Need to have access to employment opportunities



1. Financial (budget), part of workload (from someone),
2. Reference (facilitator, structure),
3. Guideline, action plan,
4. Data, stats
5. Financial, budget
  - Honorariums
  - Workload where a member HR attends
  - Facilitator lead to start developing the action plan, structure, etc.
  - Time
  - Passion
  - Commitment
  - Create action plan
  - Terms of reference
  - Data/Stats
  - Dreamers/Doers needed

# Vocational and Adult Education

## Question 10:

What support does an employment and training committee need to function?



1. Regional support such as regional entities
- 



1. Support from the chief and council
  2. Office space and funding
- 

- Guest Participants:**
1. Information on available options for clients
  2. Budget and direct access to local council, DO and Treasurer
  3. Council and Regional Employers support, community support



# Vocational and Adult Education

## Question 11:

What is your vision for the training centre in your community and how can they most benefit your community?



1. Mentorship programs
2. Those in the last year of their program should be on-site at the job, job shadow, or get a mentor for work integration
3. Train current employees not just new ones
4. Students who stay home, don't go to post secondary, they can use the training centres to provide more capacity building training
5. Certified Cree trainers
6. Preparatory programs for CEGEP etc.
7. In the construction field, we need Cree certified engineers
8. Explaining how the ed system works (DVS, DCS, Bachelor, etc - differences and needs)
9. Mentorship program for professional placement,
10. Train future/current employer,
11. Provide supplement,
12. Specify Cree training/Cree trainers,
13. Explaining education,
14. Specify and know where we are lacking



1. Training related to natural resources and fields such as mining
2. Training in fields such as HR, administration, finance, management, local business people, accounting, booking—some of the people in position do not have all the skills. Need to evaluate what is missing to help them out.
3. Specialized training for skills and trade



1. Start focusing on local needs for the betterment of the Cree Nation Government

# Vocational and Adult Education

## Question 11:

What is your vision for the training centre in your community and how can they most benefit your community?



1. New building for the training centre,
2. Attractive building (welcoming),
3. Hands-on space, technology,
4. Distance learning, equipment for specific training programs, vocational centre-New building
5. Attractive building, adult ed + vocational training
6. Lights, physically welcoming
7. Hands on facility
8. Storage
9. Technology –distance learning (for those that don't want to leave)
10. Own vocational centre –can serve others as close to other communities



1. Renovations to make the centre bigger
2. College programs being offered
3. More vocational programs and introduce them to younger students
4. Cultural programs
5. Land-based programs, theory in class and practice on the land



1. Communities need to have the ability to bring their employment needs forward and see responsive programming that can meet those needs.
2. Communities should be able to run local programs through the training centre that align with the mandate of the centre

# Vocational and Adult Education

## Question 11:

What is your vision for the training centre in your community and how can they most benefit your community?



1. Training Centre should be membership driven; include university/ CEGEP programs and preparatory courses;
2. Tailored training;
3. Afterschool programs/daycares to be provided for students at the training centre.
4. Online courses should be available.
5. Mining programs; financial budgeting; “Train the Trainer” programs.
6. Take ownership.



1. Training that meets the needs of the community
2. Upgrading current employers
3. Identify long term needs and offer training



1. Increase number of students attending
2. Offer prep to college courses
3. Visit schools
4. Reduce pre-requisites
5. Diversify programs offered

# Vocational and Adult Education

## Question 11:

What is your vision for the training centre in your community and how can they most benefit your community?



1. In the process of building Living Learning Centre- language, culture, arts & crafts
2. Eventually, want own elementary school, and learning center



1. French and English training services (Cree and Algonquin)
2. Transportation for students
3. On-line training service
4. Build a Training Center in Amos (Washaw Sibi)

- Guest Participants:**
1. The training center should not be a transition from school to work, it should be a place for upgrading even once in the workforce.
  2. Help graduates find their place under their fields of expertise
  3. It should have a pulse on local employment needs.
  4. Lots of work done already by local working group

# Vocational and Adult Education

## Question 12:

**How should the local training centre collaborate with the community, with SAES, and with Apatisiwin Skills Development?**



1. It would be nice if everyone was in the same building - would be easier to build those relationships
2. CSB, HR, and ASD should work in the same place
3. Find a way to integrate welfare recipients into the training centres - courses, programs for those individuals
4. Those who need additional support to get into a “larger” program should be able to get it
5. Putting stakeholders in a committee - incubating in the training centre: something like a think tank
6. We all have to be transparent and share our strategic plans together, ensure alignment. Use committee to do this.
7. Stop talking and start doing
8. Training centers
9. Band
10. Integrate welfare recipients
11. Local training and community development, incubator of good ideas, collective plan with the community, stop talking- action implementations

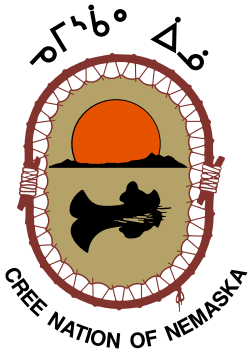


1. In forecast of a potential training centre, the CNE is hoping to hold consultations with its target community members during which the needs and interests of the people will be assessed. Certain areas have already been targeted but a few missing information that will be obtained through community consult to tailor the center to their needs;
2. Data collection and sharing to determine these needs and justify them.

# Vocational and Adult Education

## Question 12:

How should the local training centre collaborate with the community, with SAES, and with Apatisiiwin Skills Development?



1. Partnership agreements – otherwise not clear
2. Joint ventures/same purpose/same clientele
3. Engagement strategy
4. 90% of people in prisons are illiterate – how to offer programs to them
5. Literacy + move to other programs



1. Promote more
2. Find out what students want
3. Perform a needs assessment
4. Diverse programs
5. Speak to local entrepreneurs to see what opportunities exist
6. Talk with employers to set up mentoring program
7. Collaborate with Band and ASD to see what gaps exists and offer training to fill these gaps



1. Preparation programs for more demanding programs in colleges & universities
2. It is important to prepare before going out to school
3. Mini med schools are offered to High School Students
4. Organizations should send employees to training interventions



1. They have to work in collaboration with all the entities/ businesses

# Vocational and Adult Education

## Question 12:

How should the local training centre collaborate with the community, with SAES, and with Apatisiwin Skills Development?



1. Training that meets the needs of the community
2. Upgrading current employers
3. Identify long term needs and offer training



1. Would like to be involved with Cree Nation & ASD
2. Need a permanent learning facility structure.
3. Community relocation to be more accessible

- Guest Participants:**
1. They have to work in collaboration with all the entities/ businesses
  2. It the infrastructure the organizations need that deliver training
  3. Establish committee with key stakeholders

## Question 13:

Where do you believe the future opportunities for employment are going to develop in your community/Eeyou Istchee?



1. Health Board - regional hospital
2. Construction
3. Food industry - we have to feed people at new hospital
4. Tourism - ecotourism
5. Laundry - various spin-off SMBs related to the hospital
6. Gambling/casino
7. CEGEP
8. More jobs = more need for daycare
9. Teachers, incl special needs
10. Law firms
11. Recycling
12. Local production of uniforms etc
13. Higher professional level people
14. We should look at the private sector too - less contracts and shopping in val-d'Or etc. For example, some bring dry cleaning to Val-D'Or. Need for local businesses
15. Transportation
16. Hunting equipment repair
17. Food services
18. Treatment centres
19. Educator
20. Daycare
21. Retail
22. Small business-private sector
23. Local transportation
24. Bus, patients, city bus



# Employment

## Question 13:

Where do you believe the future opportunities for employment are going to develop in your community/Eeyou Istchee?



1. Cree Health Board (new clinic)
2. Cree School Board,
3. Business development,
4. Trades



1. Professional level jobs- need our people in these jobs
2. Had a partnership with Alberta Institute of Technology which helped own people
3. Partnership with Queens University for Nursing
4. Need to use own people and resources in order to avoid leakage



1. 150 mining jobs will be available exclusively to the members of Eastmain in the near future
2. Business, management and entrepreneurship
3. Management

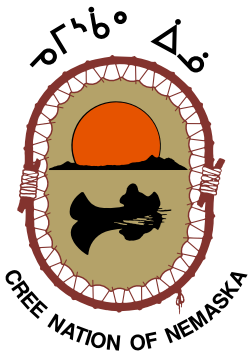


1. New hospital
2. Construction both in housing and new facilities
3. Tourism
4. Mining sector/activities in the area
5. New businesses such as the hardware store
6. Private entrepreneurs because of the FTA

# Employment

## Question 13:

Where do you believe the future opportunities for employment are going to develop in your community/Eeyou Istchee?



1. Mining, trades,
2. Cree Health Board
3. Cree nation of Nemaska,
4. Environment sector,
5. Trades on building development
6. Tourism/ cultural tourism
7. Technology needs in Eeyou Istchee (software dev., data bases, etc.)



1. Mining
2. Support to start small businesses
3. Students need to know what the requirements are to practice their chosen profession, before they even start, e.g. lawyer, nurse, teacher. If trained outside of Quebec they will have more hurdles when they try to practice in Quebec.
4. Need to work with guidance counselor to know education and work requirements
5. High school need to provide courses like entrepreneurship, business, Health Sciences



1. Mining, technology, health,
2. Education to cover the need for teachers
3. Specialized trades-carpentry, electrician
4. Starting a business
5. Area of consultant to allow people to work from home-bookkeeper

# Employment

## Question 13:

Where do you believe the future opportunities for employment are going to develop in your community/Eeyou Istchee?



1. Education
2. Health
3. Justice
4. EEPF Police
5. Promote jobs in community than mines to keep community members in the community
6. Influence high school students by providing classes such as biology, physics, etc.
7. Take advantage of the developments that's happening in Eeyou Istchee
8. Fiber (Cree owned. Train other Crees)
9. Education, health, justice, mining, forestry
10. Industries take advantage of separating families for wok. Industries are Stornoway, Eleonore, etc. that are located in the Eeyou Istchee. Protect our grounds the Cree way. Mining and forestry destroys land. Protect biodiversity. We need a CEGEP to be there for us, for the programs. Lots of development in Eeyou Istchee. Open more doors to our people.



1. For the Cree Nation of Washaw Sibi all departments
2. Construction course and Northern Heavy Equipment Operator

## Question 13:

Where do you believe the future opportunities for employment are going to develop in your community/Eeyou Istchee?



1. Construction
2. Nurses
3. Doctors
4. Teachers
5. Physiotherapists
6. Allied health professionals
7. Medical administrative
8. Geologists
9. Mining and forestry
10. Restoration
11. Engineers and architects
12. Surveyors
13. IT professionals
14. Special Needs technicians
15. Personal Support Workers
16. Post-Secondary job creation and mentoring programs.
17. Internal promotion.

- Guest Participants:**
1. Finance is a great field where we need more graduates.
  2. Regional Hospital
  3. New Schools
  4. Construction specialists
  5. Outfitting camps
  6. Tourism and community development
  7. Entrepreneurship (small businesses), CREECO & Subsidiaries (medium sized) and Local Development Corporations, Basic Industries: Mining, Forestry, Energy, Tourism
  8. Housing and construction

## Question 14:

**How can we help youth to establish career goals that will fill the needs of your community?**



1. Explaining to them how important these opportunities are - it is important for them to fill the positions. They are our future!
2. Don't just provide the information - make them understand the importance
3. Educate youth on capacity building - it's not just jobs, it's nation building and critical to keep in the community. Also, make the jobs we need to fill seem more interesting
4. Identifying strengths
5. Parental involvement in schools
6. Bring back the value of helping professions - compassion, helpers, etc. Connecting strengths to jobs. It's not just leadership!
7. Explaining to them that it is important to fill positions
8. Identifying positions:
  - a. What's available
  - b. Building capacity
  - c. Identify and build strength
9. Hunting, equipment repair
10. Parental involvement in school



1. Currently, local and regional Career Fairs are one of the main ways to outreach to the youth. During these career fairs, the potential employers such as those in mining are involved and come and present. It was suggested that this fair be hosted twice a year instead of once. Science fairs are also hosted
2. Share of experience and information in regard to career path and prerequisites
3. Summer Student program (Experience and exposure, catered to the fields of interest of individuals, foster introspection, helps assess interests and what they want to do)
4. Shadowing program for positions such as DG, Chief, Admin., etc, for students to ensure they make a choice they like for their studies

## Question 14:

How can we help youth to establish career goals that will fill the needs of your community?



1. Guidance, develop an action plan, mentorship and story sharing, motivational workshops, parents need to be involved
2. Develop a comprehensive action plan/succession plan with the following parts/ components:
3. Capacity building
  - Guidance counselor
  - Guaranteed employment
  - Program path
  - Mentorship + Story telling
  - Motivational workshops
  - Personal budgeting
  - Irene Neeposh
  - Parental involvement
  - Advocacy – workshops for parents, tools for parents
  - All students need a champion – even if parent is not involved



1. Develop a strategy to maintain student enrollment
2. Career guidance from a councilor
3. Increasing capacity in education
4. Mini orientations of potential trades
5. Local people collaborating with the local schools
6. Creating programs from the solidarity funding
7. Start while they're at school
8. Inform them of the opportunities
9. Help them seek the opportunities
10. Increase in Counselors
11. Local Career Fairs

# Employment

## Question 14:

How can we help youth to establish career goals that will fill the needs of your community?



1. High school guidance counselor to help with career choice and life skills
2. 1 year prep before college in Eeyou Istchee
3. Job shadowing program for self discovery



1. Workshops based on the way you think or holding yourself back from the goals you'd like to reach
2. School visits
3. Identity crisis with youth, teach them who they are, so they will know what type of career they'd like to pursue.
4. Bring elder in
5. Simple questions like what your career goals are to engage youth to be interested in their future
6. Youth exchange program (other communities that's struggling so they will be more thankful)
7. Training for youth, career maps to set up goals. - adults need to be more involved with their children. - Involve success stories to encourage students, self of pride.



1. Used intervention dollars for heavy equipment training courses-5 week program
2. Have annually career fairs
3. Expose youth to opportunities - need to capture an audience
4. Need participation and promotion of employers
5. Have more co-op for high school students

# Employment

## Question 14:

How can we help youth to establish career goals that will fill the needs of your community?



1. Field trips; career fairs;
2. Create awareness of the opportunities that are coming;
3. Home life is important(safety, basic human needs, stability, parental structure);
4. Artistic recreational programs;
5. Students who come home for the summer should be employed in their field of study (Summer student program).
6. High school students could rotate in different fields to find out what they like.
7. Career exploration for secondary three students so they can learn what they are interested in sooner.



1. Having well informed career counselors
2. High school position vacant (they should have been here at session) engaged
3. Mentorship both for students and people at a cross roads
4. Parental support and family assistance
5. Parents mentoring their children-encourage them to go to school. Parents need the support on how to support their children
6. Law not needing to go to school at 16, parents need support



1. Students not aware of career counseling at high school level
2. Students lack guidance counselor



## Question 14:

**How can we help youth to establish career goals that will fill the needs of your community?**

- Guest Participants:**
1. Information on available options for clients
  2. Budget and direct access to local council, DO and Treasurer
  3. Council and Regional Employers support, community support

## Question 15:

**How can Apatisiwin Skills Development work with communities to engage or facilitate the hiring of graduates in your community/Eeyou Istchee?**



1. Summer student programs
2. Post-secondary connections, work placement
3. More mentorship and on-the job training
4. Program called RAISE (in the States) - it starts when you are young
5. Don't wait for them to be graduates. Encourage them in a career field
6. Hire guidance counselors
7. Cree succession planning
8. Identifying who the youth are, what skills they are - facilitate those connections. We need to know who those soon-to-be-grads are. Help us identify potential hires so we can approach them.
9. Unions + seniority may be standing in the way of youth potential
10. Draft students
11. Incentivize employers to hire new grads

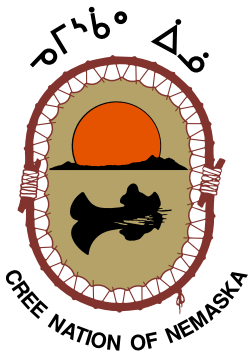


1. Invest in the community (i.e. local building which will allow to hire, manage and employ). Otherwise good collaboration between ASD and CNE is already in motion
2. Fund programs
3. Promotion of programs

# Employment

## Question 15:

How can Apatisiwin Skills Development work with communities to engage or facilitate the hiring of graduates in your community/Eeyou Istchee?



1. Job shadowing, internship programs, would like to know what programs students are studying, database type, action plan
2. Job shadowing
3. Job sharing with graduates
4. Mentorship
5. Communication needed on who is studying and what program they are studying to create a bank of candidates + a plan for local career opportunities/succession planning



1. Communities have the summer student employment program but this can be expanded at the regional level – place them in their field of study
2. Share the results of their surveys – data sharing
3. Implement shadowing/mentorship programs



1. Communicate with PSSS to identify students to recruit
2. Job shadowing
3. Additional financial support

# Employment

## Question 15:

How can Apatisiwin Skills Development work with communities to engage or facilitate the hiring of graduates in your community/Eeyou Istchee?



1. Summer student programs.
2. On the job training,
3. Mentorship program
4. Guidance counselors
5. Succession plan-organization
6. Identify Youth skills
7. What's lacking the community
8. Get rid of the sonority, drafting students
9. Incentive program-employers to hire graduates



1. Would like to see a process and accommodation
2. Need to know where our own people need to be skilled and where is the need
3. The need to be immersed in Cree nation culture



1. Human Resources department has to be aware of programs and training available.
2. Outreach program to gain the trust of the youth.
3. Give data to the Cree School Board so they know who is doing what and where.
4. Networking, sharing of information between ASD and the community, entities for regional opportunities.”

## Question 15:

How can Apatisiwin Skills Development work with communities to engage or facilitate the hiring of graduates in your community/Eeyou Istchee?



1. Recommend make them more aware of the funding available
2. Integration program is on the right path-need to showcase the programs. felt disconnecting from the community-keep engaged with PSSS students to encourage them. keep the lines of communication open. too many social media
3. Christmas diner with PSSS students-this is good
4. Head hunting should happen
5. Copy of diplomas goes to band, what do they do with that. they don't know what to do
6. More recognition of graduates and more awareness"



1. More promotion
2. Clients sometimes don't go see ASD counselor, to do a needs assessment, they try to go directly to see Ernie to take a course, ASD referral process should be strictly followed.
3. People want ASD to come to high school to inform students about their programs but ASD clientele is 18 years and over

### Guest Participants:

1. Make it easy for employers to access programs
2. Access the list of graduates from PSSS
3. Summer Employment for students
4. Committee, Liaison person

## Question 16:

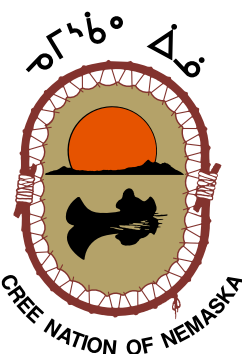
How can ASD work with your community to prioritize the hiring of Cree workers?



1. Invest in capacity building - train people with the qualifications we need, and make sure they are hired
2. Start early - high school students, youth - identify strengths and interests and connect those with work experience
3. Cultural safety training
4. Chisasibi has construction bylaw - majority Cree hires. If a non-native is going to bid on work, the Cree entrepreneur gets priority. That Cree entrepreneur hires local and must ensure the hires get their safety cards
5. Eliminate CCQ
6. Questions about union influence
7. Youth training program with youth development - internships



1. Find ways to adapt the structures and processes to ensure the hire of Cree workers
2. The mention of Unions as being restrictive was also discussed, notably its inflexibility. Ensure good working spaces and representation by our own people;
3. By-laws that clarify the procedures for hiring Cree and having outsourcing as a final option.



1. Database on education and interest, connecting between graduates and employers, a profile of the candidate communicates with the employer, LinkedIn type network (Eeyou Istchee LinkedIn)
2. Database of job opportunities – most see postings on Facebook only
  - Profile of candidates – ASD develops a database that connects to employers
  - Eeyou Istchee LinkedIn
  - Develop a training plan for jobs you want Crees to take – if community needs: teachers, engineers, etc (model after programs that work in Eeyou Istchee – i.e. teachers, educators)

## Question 16:

How can ASD work with your community to prioritize the hiring of Cree workers?



1. Data sharing – have a list available
2. More employment and training investments for individuals in the community



1. Be aware of labour market
2. Ensure outside contractors are hiring locally in accordance with collaborations agreements
3. Surveys



1. More funding
2. ASD hiring process
3. Housing is an issue
4. Cree first (hiring)

# Employment

## Question 16:

How can ASD work with your community to prioritize the hiring of Cree workers?



1. By-law
2. Policy
3. Partnership Agreements



1. Low-end management and need own people in these positions and also in the hiring process
2. Diverse demographics
3. Need to work with other entities



1. Updated of list of who is qualified in what within the community (what degrees, certificates etc.);
2. ASD funds should only be for Crees;
3. Sharing privileged information, agreements, understandings with ASD so we can figure out strategic planning (IBA agreements);
4. Negotiate with the Union, Cree employees should be prioritized in the workplace.



## Question 16:

How can ASD work with your community to prioritize the hiring of Cree workers?



1. If you are a member, you should get hired
2. Hard to find workers-create a network-bank of available workers
3. Database-who has what-but that needs to be updated and shared with others-
4. ASD to present to high schools-resume writing
5. Network with existing companies with a data base of opportunities coming up-this is ASD's responsibility-close relationship with CSB so that they know which graduates are coming up



1. ASD database is not always up to date
2. Graduate lists should be shared with ASD to help them help students find a job
3. Confidentiality is an issue, if students signed consent for disclosure it would allow ASD and SAES to work together easier"

### Guest Participants:

1. Ensure employees are efficient and committed to their trade
2. Encourage higher education
3. Promote training programs
4. By applying conditions for outside contractors to apply a transfer of knowledge process and give the youth the opportunity to explore their business interests.
5. Work closely with HRs (Band and Development Corp) and educational institutions.

## Question 17:

**What are the challenges you face when trying to hire Cree local workers? How can we work together to solve those problems?**



1. Unions - dictate requirements for some positions, for example if someone doesn't belong to a professional order we can't even look at their CV
2. Credentials - someone could have the capacity and experience, but not the education/background (or vice versa)
3. We can't hire people right out of university because they need certain experience to take jobs in Cree Health
4. Who is making hiring decisions? Some people making hiring decisions may not trust Crees
5. Housing is an issue - social housing, how to hire local to avoid need to find housing for hires
6. Absenteeism, reputation from previous employer
7. Work ethic
8. Solution - training, promoting, provide housing for special workforce
9. Language (Ex. French as an asset):
  - need trilingual education and promotion
  - Option of giving in house training for basic skills in the language
  - Tutoring, extra activities
  - Provided in house and local training centre
  - Cree – Non-native language
10. Punctuality:
  - Evaluate progression of the employee
  - Adjust job description
  - Ensure that they are motivated and don't hit a dead end at work
  - Promoting a supportive environment
  - Encouragement, positive-reinforcement, work on areas of improvement
  - Clarify their role and value
11. Lacking knowledge and skills in certain positions
  - More course trainings need;
  - Opportunities to upgrade qualifications.

# Employment

## Question 17:

What are the challenges you face when trying to hire Cree local workers? How can we work together to solve those problems?



1. Many don't have diplomas, so they don't try even if they have the experience
2. Job experience programs
3. Gave example of agreements, like Paix de Brave and Mining – not clear on how jobs are prioritized for Cree and what's needed to enter a program...etc. Many don't have pre-requisites or a plan for entering programs to gain qualifications
4. Lack of motivation for different reasons (don't have experience, training, minimum qualifications...)
5. Need more job experience programs to give them opportunities to start getting experience



1. Issues often encountered are lack of experience and qualifications. Emphasis was made not to give up on these people – put measures in place to help them obtain their certifications (Example: CCQ)
2. Training should be made available such as job readiness, skills development, resume/cv writing
3. Instead of bringing non-natives to offer trainings, look into your pool of people and help qualify them (example was the water safety course that was given)
4. Outside companies not respecting what was originally agreed to



1. Housing, overcrowding can lead to problems with maintaining employment
2. Lack of support to deal with personal issues to maintain employment

## Question 17:

What are the challenges you face when trying to hire Cree local workers? How can we work together to solve those problems?



1. Housing (no community yet - CN of Washaw Sibi)
2. Discrimination
3. Limited in funding”



1. Work Ethics
2. Educate our people value of work and contribution
3. Public enterprises has lower wages compared to private enterprises that has student programs. Therefore they expect higher pay. Which will lead to disappointment”



1. Need mentorship
2. When training is created- this training runs out and was not successful because they didn't gain a lot
3. Competition from other entities and federal organizations which pays better and better benefits
4. Unity

# Employment

## Question 17:

What are the challenges you face when trying to hire Cree local workers? How can we work together to solve those problems?



1. Seniority list-unions also hinder hiring who is qualified
2. Availability
3. Absenteeism-lack of work ethic
4. Band needs to be careful when giving pay scale rates-small business cannot compete because the mines are paying higher rates
5. Equal pay is a challenge-lack of engagement-lack of motivation to be self sustaining
6. Workers to understand that they need to build a name, build experience-unionization is a struggle
7. Staff that rule-clean up at the bigger organizations-band closes too often-for holidays



1. CHB recruiting needs to be simplified, its so complicated to the point that people don't want to apply there, they go for non-unionized jobs instead
2. Only recently has the health clinic allowed high school students to work at the clinic, this should be encouraged

### Guest Participants:

1. Taxation for off community positions
2. Competing with rates paid by mining companies
3. Lack of competent works - need more training and development and encouragement to go or stay in school

# Unlocking Wealth

## Question 18:

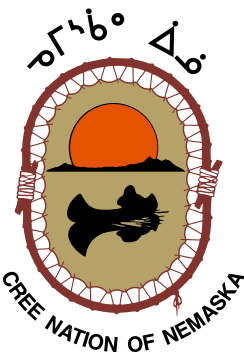
What would your community need to achieve sustainable economic development, therefore “Unlocking Wealth”?



1. High quality, premium education system
2. CEGEP, college, education - post secondary in Chisasibi
3. A good entrepreneurship
4. Retail space for business development
5. No limit on grants to start own business
6. One entity has 50/50 model - 50% grant, 50% loan for entrepreneur. Grace period for repayment
7. Providing support for business startup
8. Business incubators - education incubators - empowerment models
9. Work with banks so individuals can borrow against their property to start businesses
10. Long term planning
11. Community development
12. Encourage youth and empowerment



1. Pushing into homeownership and real estate;
2. Course, workshops, trainings – include financial planning at a young age (awareness and responsibility);
3. Sustain success in terms of education and pursuit of higher qualifications;”



1. Most businesses are under band – NDC
2. Increase awareness of funding programs
3. Only one private business in community
4. More training
5. Small business programs (how to start a business etc)
6. Home ownership program”

# Unlocking Wealth

## Question 18:

What would your community need to achieve sustainable economic development, therefore “Unlocking Wealth”?



1. Funding to create and/or maintain economic development
  2. Capital
  3. Support local entrepreneurs by providing more funding opportunities
  4. More accounting services
  5. Maintain and sustain businesses by providing more training opportunities”
- 



1. Housing
  2. Basic life needs not being met because of overcrowding
  3. Can't develop small business because of lack of space/buildings
  4. More subsidy due to higher isolation costs
- 



1. Joint venture with other Cree or non-Cree communities
  2. Economic Development Corporation
  3. Need more businesses and more partnerships
- 



1. Looking at the leakage of dollars

# Unlocking Wealth

## Question 18:

What would your community need to achieve sustainable economic development, therefore “Unlocking Wealth”?



1. Abolish call for tender-
2. Local business conference to stimulate business growth
3. No support for local small business-no hotel, no restaurant-if you are local, you cannot compete with bigger communities
4. Need a trade agreement-
5. We need to empower individuals-expect more from them not to rely on band
6. Help local artists financially
7. Skilled labor force access-opportunity-access to-what is the goal for Waswanipi-where do we want to go-what is our vision
8. Local business conference coming up-mini mall-
9. Bed and breakfasts not permitted in community”



1. Getting rid of the Northern Store allowed more entrepreneurs to open businesses
2. Jobs with the mine have stabilized. It's a lean operation now
3. Investing in SME will improve local economy

### Guest Participants:

1. Support Cree companies
2. Develop businesses that are complimentary, not just competitors
3. More training programs
4. Increase entrepreneurship program and services, expand local Economic Development Corporation and services, take advantage of opportunities in the Basic Industries



## Question 19:

What type of business is missing (or needs major growth) in your community?



1. Dry cleaning
2. Civil engineers
3. Children's activity centre
4. Pre-fab construction
5. Pre-fab construction - can sell to Inuit
6. Casino, gaming
7. Sports bar
8. Laundromat
9. Tourism
10. Store with traditional items, crafts, tools
11. Lumber/sawmill
12. Ecotourism
13. Food related businesses
14. Appliance repair
15. Spa/beauty
16. Electricians
17. Refrigeration, heating and cooling
18. Youth centre (better than current)
19. Greenhouses, food security
20. Transportation
21. Airlines/pilots

## Question 19:

What type of business is missing (or needs major growth) in your community?



Currently, there is a mini mall project being discussed by the representatives of the community. Within this building, they hope to include businesses such as the following:

1. Better grocery store for better community health;
2. Self-care (ex. hairdresser, estheticians, etc);
3. Social based (ex. coffee shop out of the 9-5 format, arcade, etc.);
4. Clothing– with original clothing line like Ouwah of Tawich;
5. Cleaning Service;
6. Lumber;
7. Home renovation;
8. Flower (in spirit of home deco and living wellness);
9. Laundromat;
10. Franchised (ex. Tim Hortons)



1. Garage for the public (oil change, tire change)
2. Lumber based business
3. Expand hardware store
4. Laundry mat
5. In-door track and field
6. Clothing store (children + Adults)
7. Car wash
8. Tire, oil change
9. Construction
10. Lumber yard
11. Coffee shop

# Unlocking Wealth

## Question 19:

What type of business is missing (or needs major growth) in your community?



1. Expanding the tourism industry
2. Furniture store
3. Clothing store
4. Healthy restaurants
5. Small engine repair shop
6. Hair salon
7. Landscaping
8. Hardware store
9. New gas station
10. Real estate
11. Movie theatre
12. Ventilation company
13. Pool hall
14. Bowling alley
15. Household appliances
16. Car wash
17. Surveying company



1. They have no businesses, all on Inuit and non-native side

# Unlocking Wealth

## Question 19:

What type of business is missing (or needs major growth) in your community?



1. New community that they can call ours
2. Relocation of community
3. Starting from scratch



1. Small grocery/co-op
2. Hardware store
3. Taxi services
4. Garage (Hugo)
5. Greenhouse
6. Pharmacy
7. Spa
8. Clothing store
9. Gas station
10. Construction company
11. Dog kennel/grooming
12. Indoor park for kids
13. Hair/aesthetics/barber salon
14. Cultural tools
15. Bank

# Unlocking Wealth

## Question 19:

What type of business is missing (or needs major growth) in your community?



1. Grocery store-garage-fruit stand-fresh fruit and vegetables-hotel-restaurant (not just fast food).
2. Tim Hortons
3. Need a business to help students find part time jobs
4. Housekeeping
5. Babysitting
6. Be innovative and work with what we have
7. Economic development. Office needs to take a more active role-this month we will do landscaping, clean yards, babysitting. Promote busy work
8. Hair dressing-seamstress
9. Too many the same types of equipment and machinery-they need more than just a loader, but they know a loader means more work



1. Missing spas, hairdresser, marijuana dispensary, winery
2. Prohibition limits our economic development
3. Bar should be introduced in a socially responsible way
4. Grocery store
5. More depanneurs and less junk stores
6. Pharmacy
7. Accounting firm
8. Housecleaning
9. Duct cleaning
10. Air conditioner cleaning
11. Dog sitting, dog walking, vet services
12. Office space
13. Commercial space
14. Local merchants association

## Question 19:

**What type of business is missing (or needs major growth) in your community?**

- Guest Participants:**
1. Ouje-Bougoumou, Grocery store
  2. Costco
  3. Restaurants
  4. Small renovation
  5. Appliance repair
  6. Bus service (not school)
  7. Groceries store
  8. Real estate (housing, office space rental, industrial lots leasing)
  9. Increase support of local businesses

## Question 20:

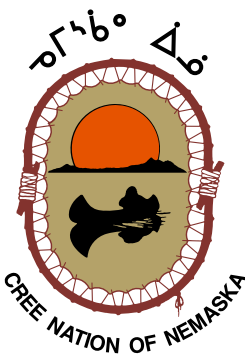
How could we work together as a community or with other communities to establish prioritization of local and regional enterprises over outside enterprises?



1. Free trade agreement
2. Sustainable things in Chisasibi - we need to figure out how to keep business here first
3. Negotiate with the post office to have more affordable inter-community shipments (preferred rates for Eeyou Istchee)
4. Create a registry of labour pool, businesses, vendors, etc. so we can shop within Eeyou Istchee
5. Train between communities, better paved roads
6. Priority list for vendors, contracting services



1. A clarification and standard format of the hiring procedures is necessary.
2. By-laws necessary stating to hire local first before outsourcing (established process from Local to Outsource);
3. Free-trade amongst the Cree communities.



1. Promotion of businesses/enterprises in the area to all communities
2. Create a Facebook page for Cree entrepreneurs/businesses
3. Build a railway to lower travel/delivery costs
4. Permit for those who come from outside to sell in the community - % of profit to go to local programs, so not all profit goes outside of community

# Unlocking Wealth

## Question 20:

How could we work together as a community or with other communities to establish prioritization of local and regional enterprises over outside enterprises?



1. Sharing information of what each community has in terms of businesses
2. Promoting Eeyou businesses at local and regional events
3. Cost sharing of bringing in other Eeyou businesses



1. Joint ventures with other Cree and Inuit communities so sell products such as Labrador tea, berries, crafts



1. Partnership with other Cree communities



1. Do not fit in regional circle
2. Agree with the idea of working in cooperation of each other



# Unlocking Wealth

## Question 20:

How could we work together as a community or with other communities to establish prioritization of local and regional enterprises over outside enterprises?



1. Cree Business directory for all communities
2. Local and Regional Chamber of Commerce
3. Cree Trucking Association
4. Create our own system having a Cree approach
5. Need procurement By-Laws
6. Temporary housing for outside workers, transit units, trailers (camps)



1. Trade agreement that has a win-win scenario. Don't want to just hire a Cree if they are not going to show up or do a good job
2. We need to ensure quality of service if we are hiring locally
3. Ensure and help local workers get all of their papers and certificates- they do not have insurance or cannot be bonded, makes it more difficult
4. They need papers, maybe vocational can help students get papers
5. Start trainings that help local workers-example life guards for swimming pools
6. Bring in workers from other communities-life guards



1. Wemindji has Construction Bylaw that favours local then Cree companies (50 +1%) but it doesn't enforce it
2. Need to share info
3. Need to advertise between communities
4. Wemindji gives lots of business to Chisasibi , need to find ways to bring business to Wemindji
5. Tourism will bring business and outside money
6. Need to host events in the communities
7. Want business exchange event involving only Cree companies
8. Dev Corps are competing with small businesses

## Question 20:

**How could we work together as a community or with other communities to establish prioritization of local and regional enterprises over outside enterprises?**

- Guest Participants:**
1. Our local and regional companies need to be competitive and build relationships with major clients.
  2. Certify workers
  3. More partnerships within the Cree Nation. For example: CREECO subsidiaries working with the Communities and their Development Corps. Also partnerships with Cree Entities such as CSB, CBHSSJB, etc.

# Unlocking Wealth

## Question 21:

**Cree Nation has tools to attain economic prosperity. Are you aware of these tools? What more is needed to encourage people to consider starting a business?**



1. Not as aware as we should be
2. This should be clearly on the website
3. Media plan for Chisasibi - communications department
4. Direct mail could be part of the media plan. Use flyers - simple advertising methods.
5. Local assemblies, information sessions
6. Business conferences and incubators locally
7. Success stories, best practices



1. Low to medium awareness. Question led to discussion of these needs:
2. Determined as a matter of individual initiative to seek out these tools if starting a personal business;
3. Local Commerce Chambers to include more diverse stakeholders. Currently it is in care of the EDO with minimal inclusion of the Business and Entrepreneurs;
4. More promotion, notably through shareable video adverts and social media
5. Have display billboards such as the ones in Ouje and Mistissini to constantly promote opportunities;
6. Improve waves of communication.”



1. Boot-camp for entrepreneurship
2. Workshops (how to's)
3. Increase awareness on funding programs and tool/resources
4. Support/coaching
5. Mentorship
6. Help struggling business owners

# Unlocking Wealth

## Question 21:

**Cree Nation has tools to attain economic prosperity. Are you aware of these tools? What more is needed to encourage people to consider starting a business?**



1. Providing support for entrepreneurs (i.e. payroll support, accounting support)
2. Providing information on where support can be found (i.e. proper guidance)
3. Develop a business guide



1. Not aware of tools
2. More people coming in to inform them of regional services available
3. Moral support
4. More information on tools at local job fairs



1. Business training (workshop)
2. Presentation on funding programs for Washaw sibi



1. Rejection from Cree Nation
2. No access

# Unlocking Wealth

## Question 21:

Cree Nation has tools to attain economic prosperity. Are you aware of these tools? What more is needed to encourage people to consider starting a business?



1. No awareness within the community
2. Local economic officers should promote these tools”



1. More specific trainings
2. Most people are not aware-its only after digging. Economic officer should be promoting what is out there. More visibility
3. Offer workshops from economic officer
4. Funding is stopping people from going into business, also the number of steps and complication, and paper work needed to start
5. 4-5 applications to fill out - overwhelming - EDO
6. Need funding for economic development office



1. Individuals have trouble getting loans, banks will provide loan easier if individuals could get long term contracts (e.g. snow removal-seasonal)
2. Provide infrastructure, lots, buildings
3. Support mentorship
4. Subsidies

- Guest Participants:**
1. Training on entrepreneurship to give people the tools to succeed, and knowledge of the risks and rewards associated with owning your own business
  2. Yes, more communication, more HRs to provide assistance, identify the opportunities that exist and future

# Youth Achievement and Engagement

## Question 22:

How can we maximize and encourage parents in motivating their children to obtain their high school diploma and pursue other education and training?



1. Media/communications blitz - radio, social media, direct mail, newsletter
2. Challenge all communities to prioritize children's education
3. Show and tell, bring parents into the classroom, have them share their jobs with the students (career days etc)
4. Bring your kid to work day
5. Motivate parents with positive reinforcement
6. Inter-community challenges - share data and encourage improvement
7. Radio is big in our community, encourage parents there
8. Support groups
9. Incentive awards for being a good parent, just like how children get things for graduating we should honour the parents when their kids graduate
10. Involve parents in all career activities

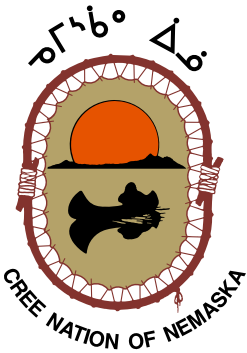


1. Community has a good understanding of the role of parents and where they play an active role. Assessing the children's needs to better know what is required from parents to ensure success
  - (ex. 2013 student CNE + A. Thornton determined children of Eastmain needed more and better sleep. Parents better enforced curfews as a result)
2. From CNE graduation success rate presentation: Parents help WES address behavioral issues: Thanks to Parents WES has a low absenteeism rates
  - Parents show support and attend to school activities
  - High attendance for Parent Nights & Report Cards
  - Many parents visits the school regularly
  - WES has good communication with Parents.
3. Role of parents is well identified, promoted and supported by community.

# Youth Achievement and Engagement

## Question 22:

How can we maximize and encourage parents in motivating their children to obtain their high school diploma and pursue other education and training?



1. A parental training program, motivational speakers/workshop
2. Parental workshops/Advocacy
3. Role models – have them talk
4. Mentorship
5. Community activities – parents + Students
6. Secondary 4 + 5's – talk with parents about requirements to graduate + talk about what's on the exams
7. Post attendance data of community
8. TOUGH QUESTION BECAUSE NOT ALL PARENTS' HOMES ARE THE SAME
9. Motivational workshops with speakers
10. Parent + student activities at school that are not even school related, so they are welcomed into the school in a different way, non-threatening way
11. Transparency, state of results for a community



1. Parents' involvement
2. Be a role-model (i.e. setting the right example)
3. Mentoring at home
4. Communication between the school and parents to better collaborate
5. Always put education first
6. Bringing children to the training centres
7. Identifying passion to nourish a child's goals

# Youth Engagement and Achievement

## Question 22:

How can we maximize and encourage parents in motivating their children to obtain their high school diploma and pursue other education and training?



1. Walk the talk
2. Be a role model
3. Parenting skills training
4. Be involved at school (committee)
5. Good communication with child
6. Love and support
7. Take them to school



1. Youth Achievement award
2. Youth General Assemblies (Education workshops)
3. Parenting skills workshop
4. Orientation trips for parents with students



1. Find what interests them
2. Motivate them to be financially secure- give ultimatums
3. Understand real life skills
4. Accountability and responsibility



1. Parents need to set the example, a child will want to follow their parents accomplishments
2. Parents can attend adult education to help show an example to their children (if they don't already have a diploma)
3. Teach the value of education by setting the example.



# Youth Engagement and Achievement

## Question 22:

**How can we maximize and encourage parents in motivating their children to obtain their high school diploma and pursue other education and training?**



1. Effects of residential schools, local engagement strategy, identify workshops, information sessions, communication strategy but more engaging and needs to be ongoing, consistent and feel connected to a system. It needs to be Cree oriented.
2. Constant involvement with curriculum, see monthly calendar, what they are learning-subjects, more awareness of what is going on, especially in high school, work more with youth councils
3. Feed information on how to stay engaged. Find ways for parents to stay engaged, parent night but not just for report cards, how to encourage the parents to get involved-workshops-how to set up extra table at parent-teacher night with parenting information. Should start at day care level, get grandparents involved as well.
4. Questionnaire on how day care and parents can be more involved
5. Head start type of program- but longer than just 5 years old
6. Support on how to stay involved with teen students, how to encourage teens
7. Baby college, how to be parents, regional initiative

# Youth Engagement and Achievement

## Question 22:

**How can we maximize and encourage parents in motivating their children to obtain their high school diploma and pursue other education and training?**



1. Parenting Skills Workshop
2. Therapy
3. Family counseling
4. Needs partnership between parents and schools
5. Only time parents are called in to school is when there is a negative situation
6. Need intentional positive interactions
7. If teachers do not have high expectations of students...
8. Cultural sensitivity training orientation
9. Parent of high-schoolers should get orientation of high school credit system, high school expectations
10. Need involved parent
11. Parents' attitude towards education and post-sec is important, kids hear everything
12. Cultural trips with students, their parents and teachers to foster good relations

- 
- Guest Participants:**
1. Parents have different way of thinking, some may not see the value of education
  2. Communication and involvement with teachers
  3. Parenting workshops
  4. Giving them positive opportunities to engage with the school, so the parent and the teachers become a team. Team building exercises and activities and teachers.
  5. Be the example, and talk to them about the history of the Crees and the opportunities that exist or will exist in the future. Teach them about the important of money

# Youth Engagement and Achievement

## Question 23:

In which ways are you creating opportunities to foster the interest of the youth to further their social and personal development goals?



1. Calendar of activities each month
2. Having conversations with youth, letting them share their interests, exchange of information
3. Information sessions with the youth chief/department; youth conferences,
4. Motivational speakers
5. Traditional medicine workshops
6. Social nights for young parents with cultural activities
7. Info sessions with Elders to get ideas and parenting tips
8. Give youth gigs that involve them in large events and hosting, such as hiring Sec. V students to serve food to the Ministry, more visibility for the youth and involvement for them in various events
9. Invite youth representatives to more meetings like this one
10. Motivate youth to come to events - food, door prizes

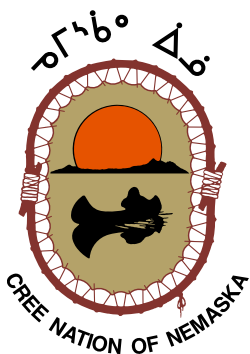


1. In terms of cultural education and reinforcement of identity: programs such as fish harvesting, students interacting with elders.
2. Use of sports as education success reinforcement;
3. Active youth centre;
4. Need identified: value other forms of skills that are non post-secondary related- ex. cultural workers, arts, etc.

# Youth Engagement and Achievement

## Question 23:

In which ways are you creating opportunities to foster the interest of the youth to further their social and personal development goals?



1. Training and workshops
2. Make it easier for youth who to contact for resources”
3. Social issues and mental health issues – workshops
4. Open programs to community
5. Resources available – not known to all
6. YES program with justice
7. Bullying – tackle the issue
8. Not just at youth level, but on community level
9. Transparency
10. State of results shared – absents, attendance”



1. Cultural programs
2. Land-based education to nourish the Cree way of life
3. Seasonal programs (e.g. canoe brigades)
4. Building the child’s self-esteem to nourish the youth’s cultural identity and to build a sense of empowerment
5. College prep. programs
6. Gathering the youth by bringing former graduates and/or current students from PSSS to share their experiences for motivation



1. Camping excursions for youth, self-help workshops (self-esteem)
2. Guest motivational speakers in school (graduates, police)
3. Traditional life skills workshops

# Youth Engagement and Achievement

## Question 23:

In which ways are you creating opportunities to foster the interest of the youth to further their social and personal development goals?



1. Expose from a young age
  2. Everyone has a role and responsibility when out on the land
  3. Remind them they have a purpose
  4. Create morals and values
  5. Lead by example
- 



1. Give them the opportunity to learn from their mistakes
  2. We should have ongoing programs for the youth to encourage them to explore their opportunities
- 



1. Youth achievement awards
2. Orientation in trades and exploration
3. Life skills workshops
4. Youth and elders' gatherings

# Youth Engagement and Achievement

## Question 23:

In which ways are you creating opportunities to foster the interest of the youth to further their social and personal development goals?



1. Lots of opportunities out there, a lot of programs by the youth council, participation is very low, AGA 12 youth attended, low attendance out of 600 possibilities, tried weekends evenings, same people attend, youth camp and fishing, more traditional activities attract more people
2. Cree culture class are working with them, youth council is now trying to work seasonally
3. Losing culture, so more focus needs to be learned-traditional can be a read way to learn modern ways of working-up early, etc.
4. Give life skills and work ethic workshops-basic life skills and information
5. Losing culture, so more focus needs to be made for traditional/cultural activities, this can be a great life skills to incorporate into other areas of life



1. Work experience
2. Trips, youth doing things together is good for youth, other than sports
3. DO stuff outside their comfort zone
4. EG Adult Ed students worked with North Bay college for student visit, they sat in a course lecture gained confidence, they could see themselves in college, it made things more real
5. Trips should not be limited to Sec 5 students
6. More community activities
7. Internship

### Guest Participants:

1. Exchange trips and visiting other communities.
2. Exchange trips
3. Promoting the local and regional development corporations as the economic engines. Promote the careers and business opportunities.

# Youth Engagement and Achievement

## Question 24:

How is your community involved in promoting the success of Youth Education, Adult Education, and Post-Secondary since they are the future workforce?



1. Leadership is visiting schools, colleges with students to encourage them
2. Incentive program
3. Monetary awards for those pursuing post-secondary
4. Banquet celebrating their success
5. Sending encouraging messages from chief, deputy chief to graduates
6. Summer student program
7. Linking graduates with roles related to their program of study
8. Driving school incentive programs
9. Having a career fair that is exclusive to Chisasibi



1. Education is set as one of the main and highest priorities of the community;
2. Good use of the complimentary efforts and results of CSB, CNE, school and parent collaboration;
3. Bringing in successful programs such as Literacy Camps, Youth Fusion, etc.
4. Constant monitoring and active involvement.
5. Promotion of local achievements and success rates.



1. Incentive when complete studies
2. Posters/videos of role models
  - o Doctors, environment, business, etc
3. Promote successful people – employers, business owners, employee that graduated
4. Christmas banquet
5. Recognize and celebrate them
6. Offer temporary placement jobs”

# Youth Engagement and Achievement

## Question 24:

How is your community involved in promoting the success of Youth Education, Adult Education, and Post-Secondary since they are the future workforce?



1. College prep. is led by the Youth Council
2. Promote higher awareness of student success through social media
3. Recognize students' success by providing incentives



1. Not really involved. Leaving it up to the school. More community involvement and commitment needed
2. Youth week - promoted education



1. Can do more
2. Once involved with CSB can provide more momentum
3. Need community banquet for graduate



1. We have youth achievement awards, with incentives and honorariums
2. Vocational programs should also be recognized in the community.



# Youth Engagement and Achievement

## Question 24:

How is your community involved in promoting the success of Youth Education, Adult Education, and Post-Secondary since they are the future workforce?



1. Nothing is being currently done-except you get a check when you give your diploma to band
2. Need someone to reach out to graduates-should have a recognition
3. How else could we recognize-band supper and invite graduates to celebrate them. Awards could be given
4. There are youth awards-there is an education award. Looking at recognizing the students who have graduated. Have to be careful it's not a popularity contest.
5. Economic development career fair-there was job shadowing-this could be done to encourage job opportunities and awareness.



1. Local career fair
2. Business exchange
3. Guest speakers share success stories
4. Reactivated local curfew bylaw this year
5. Local general assembly
6. Relationship with Joint Ventures creates opportunities”

- Guest Participants:**
1. Promote through Economic Development, Training and Development, Education in partnerships with CSB and ASD

# Youth Engagement and Achievement

## Question 25:

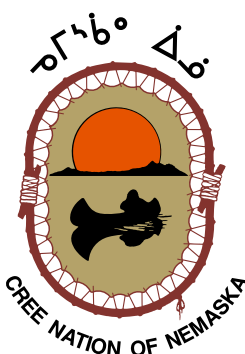
How do you act on the input and feedback given by the youth in your community?



1. Firstly - be more active about collecting feedback and consider youth in projects
2. We include the youth chief in council meetings
3. Mental health and social issues are what the youth are raising - we should engage them so they feel welcome.
4. Teachers who care are helping us respond, we are listening to youth by considering what types of teachers and guidance counselors they have
5. Inviting youth chief as a spokesperson - he is the proxy
6. Social media, posters, announcements, youth centre
7. Radio show
8. Achievement awards specifically for youth
9. Social nights for youth
10. Galas



1. Generally, the youth are well heard and integrated within the functions of the community. A good system of communication is present between the local leaders and the youth representation. Through resolutions they make things happen and generally leave the youth feeling heard and included.
2. Need assessed: Necessity of youth tailored space as they often get hand-me-down spaces.



1. Local AGA – notes and ideas
2. Town hall
3. Go over with them
4. Youth bring up issues at AGA
5. Survey to gather info and results
6. Have school share their student town hall and student engagement survey results with others

# Youth Engagement and Achievement

## Question 25:

How do you act on the input and feedback given by the youth in your community?



1. Planning sessions are held to look for recommendations of potential activities
2. Youth gatherings
3. Youth are active in the decision making within the community



1. Support funding request from youth
2. Collaborate with other community entities to secure more funding
3. Motivational speakers



1. Learning from youth chiefs
2. How to overcome hurdles



1. Chief and Council could improve on this situation.
2. Youth Leadership needs to improve dialogue with the Chief and Council as well.

# Youth Engagement and Achievement

## Question 25:

How do you act on the input and feedback given by the youth in your community?



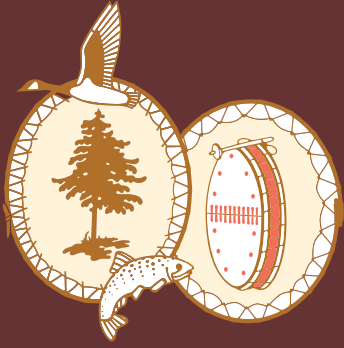
1. Youth chief and council
2. Youth should have a seat at their local Chief and council



1. Not enough happening right now-but get involved more-youth recognition awards
2. Information booths, but not willing to support because of after-hours problem
3. General assembly-there was a session with the youth
4. Given a specific table to just youth at the general assembly-feedback was included into the annual report and should go in the strategic report (not sure what was done)
5. Strategic plan not yet out (January 2020)



1. Youth Council recently started sessions with Chief and Council and local Youth Dept (2-3 X per year) resulted in improved communication defines roles and provides more direction
2. Youth AGA
3. Lots of chances to engage
4. Youth express what want
5. Youth has a budget
6. Youth have a space- the youth centre”



# **4. Forecasting Opportunities Presentation**

**Presented by the Department of Commerce and Industry, this presentation highlighted current and future opportunities for employment, business development and training from a sectoral perspective.**

# Introduction

## Forecasting Opportunities



**Presented by:**

**Anthony Macleod, Director of Commerce and Industry**

**Michael Petawabano, Deputy Executive Director**

**Paul John Murdoch, Corporate Secretary**

**The industry forecast provided a broad overview of opportunities in governance, housing, mining, hydro, transportation, forestry and telecommunications.**



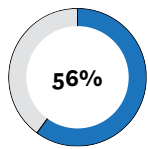
**Want to view the Cree Initiatives and Developments Presentation?**

[www.cngov.ca/events/summit-building-capacity/](http://www.cngov.ca/events/summit-building-capacity/)

## Audience Questions

	<b>Question 1:</b> Which trades and professions do you feel are lacking in your community/Eeyou Istchee?	62 Participant Responses
	<b>Question 2:</b> In your opinion, what link do you see between capacity building and free trade?	23 Participant Responses
	<b>Question 3:</b> How can we as communities prepare to ensure that workers, homeowners, and our communities are ready to meet the demands of housing development?	24 Participant Responses
	<b>Question 4:</b> In your opinion, how can we promote the development of skilled tradespeople in the territory?	33 participant responses

**Total Number of Responses**  
**142**



**Average Participant Engagement**

*Based on 47 Participants active during the presentation*

# Summary of Polling Results

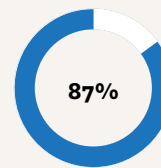
## Question 1: Which trades and professions do you feel are lacking in your community/Eeyou Istchee?

### Most Common Responses

1

#### Health

- a. Professionals (doctors and nurses)
- b. Specialists (dentist, physiotherapist, pharmacist)
- c. Mental Health Therapist



**62 Responses**

*Response rate to this activity from registered audience*

2

#### Construction

- a. Specialized trades (electricians, plumbers, carpenters)
- b. Estimators and Engineers

### Common Themes

3

#### Education

- a. Teachers
- b. Counselors

1. There are diverse workforce needs across multiple sectors including healthcare, education, construction, finance, HR and more.
2. Trades Certification was mentioned as a priority as well as the need for more specialized trades people
3. Healthcare professionals across multiple disciplines were considered a priority
4. There is a need for professionals in multiple fields including Human Resources, Finance, Legal and Technical (programming).
5. Almost all of the mentioned needs were for positions that require continued education and training beyond a High School Diploma.

4

#### Business and Industry

- a. Finance
- b. Accounting
- c. Human Resources
- d. Mining

5

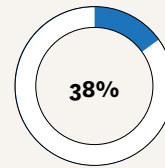
#### Science and Innovation

- a. Engineers
- b. IT (High tech - Programming)
- c. Technical level jobs and professionals

## Summary of Polling Results

### Question 2: In your opinion, what link do you see between capacity building and free trade?

1. Working together within the Cree Nation
2. Workforce mobility
3. Access to bigger market and better opportunities

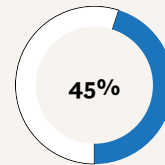


**23 Responses**

*Response rate to this activity from registered audience*

### Question 3: How can we as communities prepare to ensure that workers, homeowners, and our communities are ready to meet the demands of housing development?

1. Educational Workshops and industry awareness (general population)
2. Business/investment and training (industry)
3. Protection (laws and regulation)

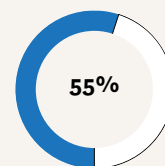


**24 Responses**

*Response rate to this activity from registered audience*

### Question 4: In your opinion, how can we promote the development of skilled tradespeople in the territory?

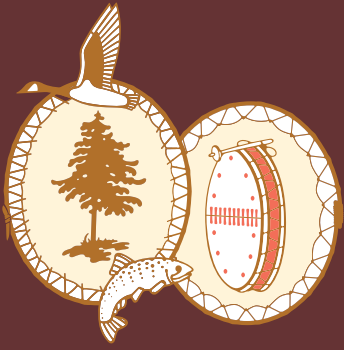
1. Continuous awareness campaigns early-on in school
2. Courses and training offered locally
3. Strategic alliance with industry



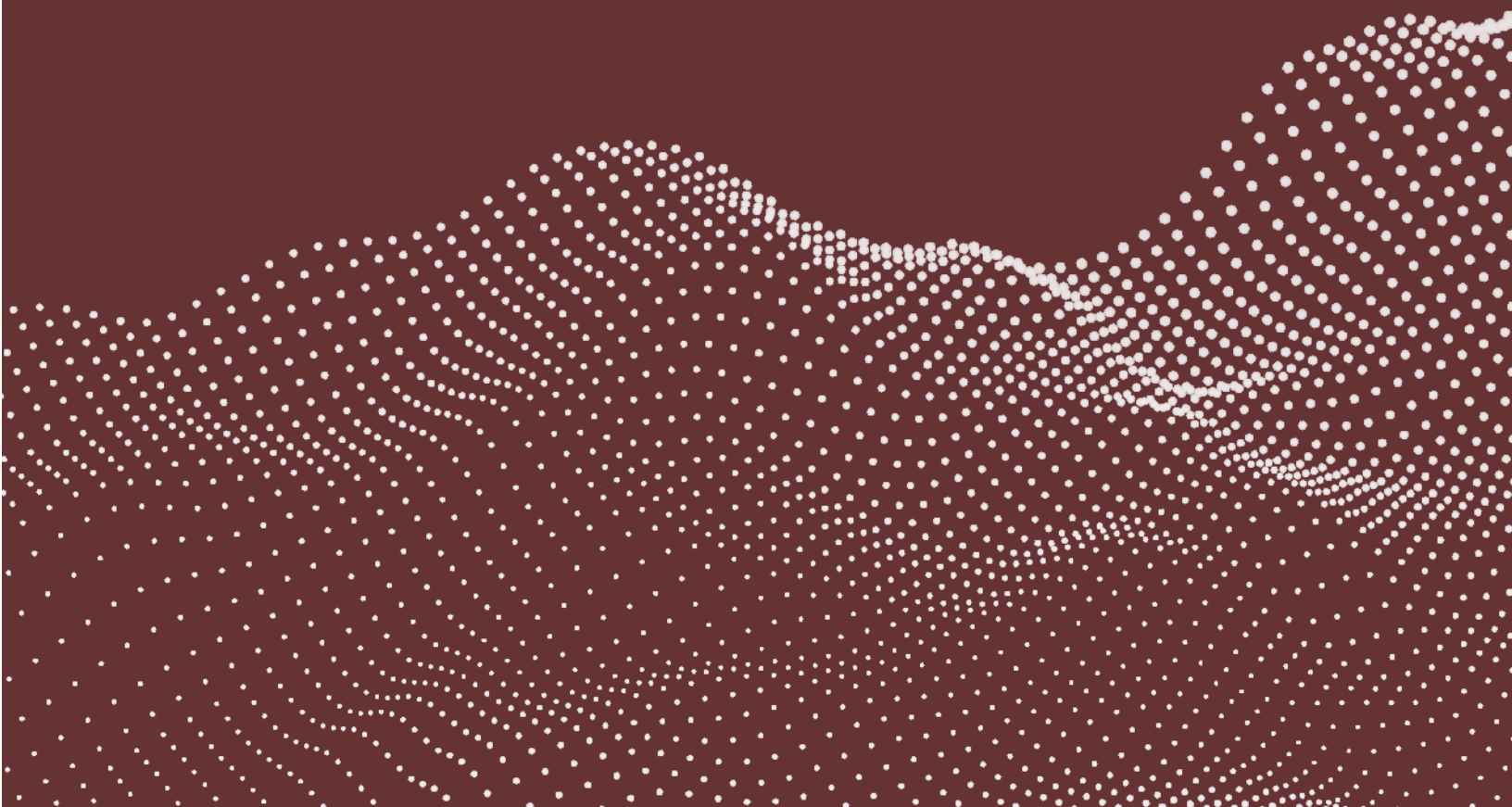
**33 Responses**

*Response rate to this activity from registered audience*





# 5. Feedback and Action Plans






## Feedback, Community and Regional Action Planning

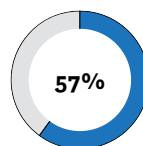


Members of the delegation were asked as a final exercise to provide their input on the format, and information provided during the event. Each community organized at the end of the event to answer questions about how we could use the information shared during the two days to develop local and regional action plans.

### Audience Questions

	<b>Question 1:</b> What is your feedback or takeaway from this event?	68 Participant Responses
	<b>Question 2:</b> How does your community plan to use the information shared at this summit for current and future community action plans?	101 Participant Responses
	<b>Question 3:</b> What actions should be taken on a regional level to make use of the information shared during this summit?	111 Participant Responses

Total Number of Responses  
**280**



Average Participant Engagement

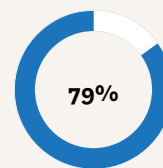
Based on 47 Participants active during the presentation

## Question 1:

### What is your feedback or takeaway from this event?

#### Most Common Responses

- 1 **Interesting Event**
- 2 **Follow-up is Important**
- 3 **Presentations were informative**
- 4 **Promising opportunities for the future for our youth**
- 5 **Calls to Action Require a commitment to follow through**
- 6 **Partnership between communities is important**
- 7 **Helped to establish a vision**
- 8 **There is a need for succession planning**
- 9 **Great discussions**
- 10 **Good to sit as communities instead of working separately**



**68 Responses**

*Response rate to this activity from registered audience*

#### Common Themes

1. Education is an important focus of this session. We need to work together as organizations and communities to support our youth.
2. Follow-up on the issues discussed is going to be important. This includes promotion of upcoming jobs, creation of task forces and a need to communicate at a local level.
3. There is a great opportunity to empower our people, especially our youth. However, we need a strategic plan that allows us to capitalize on the future.

## Question 1:

### What is your feedback or takeaway from this event?

1	Prepare for succession plans-would like to offer service as mentor- people who are leaving would like to contribute
2	We are fortunate to see many doors opened or opening
3	I will bring what I learned back to the company, and we will continue trying to connect to graduates to get some internships going.
4	Hard to answer on behalf of the whole table
5	Now let's get started in informing our community.
6	Polls were nice-instant feedback-Questions could have been better structured but like the concept
7	Learn to work together, share our resources as a Cree nation. Learn from other communities, willing to help in areas that are needed. Exchanging information and ideas.
8	Feedback: Such sessions should be longer. It is great to receive all this information, however we need to make more space for open dialogue.
9	There's a lot of useful information and there's much work to be done at the community level.
10	Very informative and encouraging
11	Liked to sit as a community instead of all over the place-nice to have dialogue as a community
12	Bring physics, chemistry higher levels of Math to our Cree so our students have the curriculum to get into medical school, civil engineering etc
13	Very informative. Enjoyed listening to JP about the Free Trade Agreement, how much potential the crews have in employment
14	We have to Push to get our own community
15	There needs to be a follow up in the future to see where everyone is at and what has worked for some.
16	It was very informative
17	Everybody has a pull to return to their roots - we need to embrace those who return, no matter how long they are away. They have something to share and are a part of us.
18	Very informative and interesting!
19	How will each community bring this information back and share with their community?
20	Lots of good information, hope for the future for our youth. A guide to better plan for our youth.
21	We are still in the early stages of developing our potential, however we are on the right path. There is a general feeling that entities are working together a lot more to reach common goals.

## Question 1:

### What is your feedback or takeaway from this event?

22	Great discussions, excellent information and now the action must take place
23	Have presentations available on USB or print out
24	Have a Task Force to ensure implementation of Calls to Action
25	To be able to follow up with material
26	Answers don't reflect to all communities. Some are bigger than others. Importance of reflecting to each community. Including the communities.
27	Pamphlets-number of jobs-concrete
28	Gives us hope and vision
29	Learning experience and very beneficial for our people (youth)
30	Good to have event but good to have something to walk away with as both a parent and a community member
31	We need to communicate and collaborate instead of competing with each other.
32	I was happy to see many familiar faces. Sometimes I feel that we have too many meetings and not enough results.
33	Great event but need all entities to follow up and make a strategic plan to implement all of these ideas we came up with
34	We need to apply capacity building at the local level
35	Focus and encourage our youth to pursue higher education and receive training and skills
36	Great information from all speakers
37	Great presentations
38	Much of valuable information that I was not aware of! Great to know , now it's up to us to take care of our needs where it's most important.
39	Great event, now we need to find a way to take back all of this information and pass it on to our people.
40	Very interesting
41	Happy that we are focusing on education, but a focus on Cree language and culture is missing. As Matthew Coon Come said in the opening video of this event, Cree youth should have two paths: Education and Cree Way of Life-- we need to seek a balance as we move forward.
42	A lot of opportunity for empowering for our people
43	Develop and continuously communicate the jobs that are available

## Question 1:

### What is your feedback or takeaway from this event?

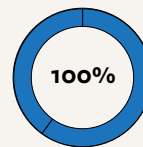
44	I hope there is a task force that will implement the Calls to Action
45	Eventually everyone experiences a pull to return to their roots and as Caroline Mark we should be welcoming and ready to embrace what they learned and try to retain thke
46	Enjoyed this event
47	Didn't plan properly, the need to include local communities for this summit.
48	Very informative
49	A lot information on education
50	Encouraging
51	It was a very informative 2 days, a lot of great presentations. Great opportunities for empowering our young people!
52	Focus on our youth to pursue higher education and receive training
53	We need to be strategic when recruiting and retention
54	Enjoyed the opportunity- learned a lot
55	We bands have our jobs cut out for us
56	A good start towards empowering our people
57	Succession plans
58	Very informative about the services and the work of the community and people
59	Implementation to the vision of capacity building for eeyou istchee
60	Information is great
61	Emphasis on Cree employment and professional decisions and building local family and regional
62	Lots of information about education
63	Having all entities open to finally work together.
64	I agree with that statement
65	Awareness and a roadmap to each career opportunity must be developed in partnership with all institutions
66	We need to form a strategic alliance to ensure the "Calls to Action" are being implemented
67	A collaboration between all the organizations is essential.
68	Very informative, we have the vision, let's implement it,put it into practice for the benefit of our Cree Nation.

## Question 2:

How does your community plan to use the information shared at this summit for current and future community action plans?

### Most Common Responses

- 1 **Information sharing events at a local level**
- 2 **Use presentations to develop local action plans**
- 3 **Create local calls to action that reflect the needs shared**
- 4 **Local capacity building sessions**
- 5 **Calls to Action Require a commitment to follow through**
- 6 **Partnership between communities is important**
- 7 **Increasing student engagement and success**
- 8 **There is a need for succession planning**
- 9 **Greater use of technology**
- 10 **Share the information with band staff and departments**



**101 Responses**

*Response rate to this activity from registered audience*

### Common Themes

1. Communities need to be able to define their vision of how to utilize this information. This will require sharing information with staff, departments and community members.
2. There will be a need for information to be shared on a local level. This requires multiple platforms of communication including information sessions, radio announcements, social media and general assemblies.
3. Supporting learners in our communities to achieve educational success and advancement is essential. This requires support for youth, parents and partnership with the Cree School Board.
4. Partnership needs to facilitate the sharing of information that helps communities, departments and members understand the opportunities and issues in front of them.

## Question 2:

How does your community plan to use the information shared at this summit for current and future community action plans?



### Cree Nation of Chisasibi

1	Be more strategic - prioritize what we are going to target and how. Youth, parents, community, entrepreneurs - we need an action plan with action items for each entity. Who is responsible for what?
2	Collaboration - plan events together. A big event that touches on many things - like a "World Cafe" format discussion on various subjects - results oriented
3	More discussions with entities - Cree school board, Cree health
4	Have something like this summit on a community level back home
5	Share event with clients, council, students, family, community
6	Use the radio to share information about what was discussed
7	Share at local assemblies
8	Chief and council will write to parents and teachers - sharing through local schools and intergenerational sharing
9	Adjust local education conference to take into account this information so info is disseminated
10	Prioritize parental and student engagement
11	Communication, communication, communication
12	Career choice courses for sec level students to help them make decisions - resumes, employment skills, career orientation
13	Challenge everyone to do their part - parents, guidance counselors, teachers, leadership (council etc). Everyone has a role to help grad rates.
14	Identifying who needs help the most and supporting them with tutoring, supporting them by better understanding success factors (social, family) and interventions. Help them be successful!
15	Mentorship programs
16	Incentive program ("stay in school" program) - in the school as part of curriculum
17	Outreach to those at risk. We should see what is going on, get involved.
18	Partnerships - we need more personnel for youth protection, social services. We have an argument to put more support (through health board?) in place for youth



## Question 2:

How does your community plan to use the information shared at this summit for current and future community action plans?



### Cree Nation of Chisasibi

- 19 Need different parents committee for elementary and secondary school - this may be possible if we lower apathy rates. More people involved = more effective committees and specific committees
- 20 Prioritize literacy



### Cree Nation of Nemaska

- 1 Create local capacity building committee
- 2 Create community based action plan on capacity building
- 3 Talk with other communities to collaborate to together
- 4 Empower the youth and bring them together and create a space where they can share their ideas and voice
- 5 Include the local members to create communication
- 6 Opportunity to create a strategic housing plan with the locals
- 7 Create awareness for secondary students and adults about the opportunities that we have in eeyou istchee and encourage them to attend higher education
- 8 Public meetings to share what they have learned at outside meetings and conferences
- 9 Let youth leader to do a presentation at the local school about what was covered at the meeting and the opportunities
- 10 Announce on local radio what was learned from this meeting
- 11 Share presentations at the meeting with the community
- 12 Have a youth only session with the committee to share info from the meeting
- 13 Use the samples from the presentations to develop and local action plan
- 14 Have a local capacity building session with community members.

## Question 2:

How does your community plan to use the information shared at this summit for current and future community action plans?



### Cree Nation of Mistissini

- 1 Hold local capacity building, conference to share.
- 2 Create local task force
- 3 Use our resources why the local school has low success rates.
- 4 By providing programs to help the community members,
- 5 Programs to support parents, therefore it'll pass encouragement to students to succeed.
- 6 Consistent programs
- 7 Once committee is established, review the type of programs that's needed in the community.
- 8 Programs needs to be community driven
- 9 Assess assistance programs to see if they are working or not.
- 10 Change administration perception, that they are working for the community and not just staff
- 11 Take advantage of technology,
- 12 Bring experts, elders, professional job holders, etc, to speak to the classes locally. Provide knowledge and inspiration to the youth



### Cree Nation of MoCreebec

- 1 Bring awareness back to our people
- 2 Educate them about the history and future plans as a nation
- 3 Let youth know about jobs that will be available in the near future
- 4 To inform and to get a better understanding of the different entities
- 5 The right thing is happening and it is the matter of supporting each other
- 6 Putting treaty into effect, and have that link- complimentary agreement
- 7 Use the same concepts
- 8 We had an evolution of the capacity building, economic development, everything is in progress moving forward

## Question 2:

How does your community plan to use the information shared at this summit for current and future community action plans?



### Cree Nation of Ouje-Bougoumou

- 1 We will create local committees for training and employment to mobilize our people; Use it as a foundation to build on and capitalize for the future; Create partnerships with other entities (CHB, CSB etc.) and create a strategic action plan.
- 2 Share the information we learned with our community members.
- 3 Adopt a local mission statement, and set up a realistic timeline.
- 4 Constant awareness in media
- 5 Sharing partnership data
- 6 Member driven awareness
- 7 "I CAN'T TAKE THIS NO MORE" momentum
- 8 Share with our communities all the data recorded for the different surveys
- 9 Bring the information to the members
- 10 Creating local committees
- 11 Mobilize our people
- 12 Maintain partnerships with CSB
- 13 Information sharing
- 14 Will use on how we're gonna get to where we want to go

### Cree Nation of Washaw Sibi

- 1 Local committees on capacity building
- 2 Capacity building event at our community
- 3 Share it at the AGA



### Cree Nation of Waskaganish

- 1 Waskaganish has a Strategic Plan. The data and information will bonify our strategic plan. Get HR ready for future jobs. But data needs to be shared to W first.
- 2 Share with the other organizations
- 3 We will use it for our local strategic plan



## Question 2:

How does your community plan to use the information shared at this summit for current and future community action plans?



### Cree Nation of Waswanipi

- 1 Big jobs-take it to general assembly
- 2 There was already an action plan last year in Waswanipi. People shared economic hopes. this is now a framework for partnerships
- 3 It is inspiring to see so many representatives working together
- 4 Share the information within the community. We need to get people aware.
- 5 Administration to follow up on all of the different proposals-
- 6 Individuals to follow up at council meetings
- 7 Still need to have the WHO we are to report to. We need to ask at council who they will elect or delegate to follow up
- 8 Provide opportunities to preserve culture and language. Have a NATIONAL Strategy regarding language and culture.
- 9 Have our own calls for action locally. What can we commit to

### Cree Nation of Wemindji

- 1 Inform staff of that was shared these two days
- 2 Host a local capacity building event with CSB CHB local staff
- 3 Present at the general assembly about services offered by different organizations and different personnel
- 4 Go directly talk to the students days , evenings, weekends in the youth centre, schools,
- 5 Dialogue with key stakeholders, strategic plan between various entities, local employment and education committee (include HR reps when needed) promote awareness about the upcoming labour force needs, attach names and organizations to action items of an action plan, more outreach by every local organization within their mandate, put the value back in positions, continue to build affordable houses for small families, for people can afford private homes- they should do so, invest more into current entrepreneurs, invest in infrastructure for them like lots, office space, look into providing incentives for students and graduates, reactivate employment and education, miyapsitun committees
- 6 Local committee members should be doers, have relevant education and relevant experience



## Question 2:

How does your community plan to use the information shared at this summit for current and future community action plans?



### Cree Nation of Whapmagoostui

- 1 Delegates report information to community by radio
- 2 Information night with youth
- 3 Social media posts
- 4 Use to the information to increase vocational programs
- 5 Revise the strategic plan
- 6 Take all the data/Information back to the community and share it with the youth and at the school



### Cree Nation of Eastmain

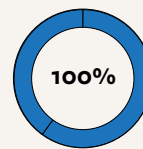
- 1 More collaboration with the entities present (ex. ASD) with the intention of improving the use of their services within the community.
- 2 The information that was provided here will help us link from local to regional (and vice versa) in terms of reaching capacity building goals.
- 3 Information received helps us with local planning process and to improve the strategy used locally. Allows us to identify key people of certain interests for focus groups for community involvement. Our role will be now to disperse this information within our community. More information from CNG needs to be shared also for us to better know which areas to target.
- 4 Allows us to begin thinking of having Capacity Building sessions at a local level. Getting a board picture of what is happening at a regional level is encouraging us to be strategic locally and align ourselves. We must focus on promoting awareness of such information and opportunities within our community.
- 5 Gives us an opportunity to prepare ourselves to receive the post-secondary students that will be coming back or leaving soon for their education and ensure their integration once they come back. This encourages us to start having that dialogue within our community. Brings awareness also to the different areas (ex. entrepreneurship, culture, etc.) that need to be touched upon.

## Question 3:

What actions should be taken on a regional level to make use of the information shared during this summit?

### Most Common Responses

- 1 **Increasing Awareness of Programs and Services**
- 2 **A need to follow-up for all issues discussed**
- 3 **More communication between governance and communities**
- 4 **Community Capacity Building Sessions**
- 5 **A shared commitment to recruit and mentor graduates**
- 6 **Work with the communities**
- 7 **Information from this summit should be shared with the youth**
- 8 **Take action on resolutions and implement what is being discussed**
- 9 **Centralize and Share Information**
- 10 **A plan is needed to promote and preserve our language & culture**



**111 Responses**

*Response rate to this activity from registered audience*

### Common Themes

1. Communities need to be able to define their vision of how to utilize this information. This will require sharing information with staff, departments and community members.
2. There will be a need for information to be shared on a local level. This requires multiple platforms of communication including information sessions, radio announcements, social media and general assemblies.
3. Supporting learners in our communities to achieve educational success and advancement is essential. This requires support for youth, parents and partnership with the Cree School Board.
4. Partnership needs to facilitate the sharing of information that helps communities, departments and members understand the opportunities and issues in front of them.

## Question 3:

What actions should be taken on a regional level to make use of the information shared during this summit?

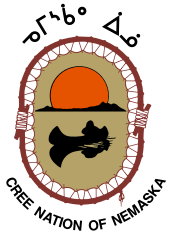


### Cree Nation of Chisasibi

1	Communication channels, social media, CNG Facebook Page - share the information so any way we can
2	The Nation, billboards
3	Strategic alliance group\
4	Talking to teachers
5	Follow ups
6	Integrated planning processes on a regional level - a Regional staffing plan that all the entities and communities + CNG contribute to
7	Targeted education and training based on feedback from interconnected groups (entities, communities)
8	Make a directory of all the available jobs and the requirements - ask entities to compile every job and what is needed. Use the strategic alliance group to develop these resources.
9	Give people the resources to develop learning/education/career plans
10	Projecting job futures for the territory and in each community
11	CNG newsletter
12	Website, workshops - sharing information
13	Give students workshops (include younger people in information sessions so they will know what the action plans and future outlook is)
14	Youth chief can share information through the radio show, youth council can be part of this
15	More local control - for schools, CEAs. Chisasibi vs Eastmain are very different. Plans need to be adapted to the communities. Analyze needs for schools based on populations and allocate funding.
16	Increase retention premium for teachers. Substitutes make more than teachers - review this system to incentivize long term and trained teachers
17	Teachers + students become fatigued January through May, we need to look at mental/ physical health and support during this period to maintain engagement year round

## Question 3:

What actions should be taken on a regional level to make use of the information shared during this summit?



### Cree Nation of Nemaska

- 1 Create a regional website to tap into programs
- 2 Awareness posters about programs and services they offered
- 3 Community tour, once every 5 years
- 4 Take and talk about the programs and services to schools in the community - to increase awareness with students
- 5 Have a college level school in the Cree nation
- 6 Needs it's own department/office for capacity building
- 7 Have the same summit but with youth, and students
- 8 A program to preserve our Cree language
- 9 Develop a Cree and French language courses in and for the work place
- 10 FRENCH language development classes
- 11 Create a follow up system between regional and local - follow up in-progress
- 12 Post info from the summit on Facebook and other social media
- 13 Create social media posters to engage with people
- 14 Success quotes from leaders and post on social media
- 15 Create a presentation for the youth and students about future opportunities, programs, and services

### Cree Nation of Eastmain

- 1 Be visible in the communities instead of bringing a small selection people out of the territory for sessions such as these. This would ensure more involvement, outreach and local input for regional purposes. This allows for information and networks to trickle down in all the places that it should.
- 2 Have more availability on the website. Needs for better promotion such a captivating video that can be distributed to our youth touching on opportunities and the historic achievements that allowed us to have such opportunities.





## Question 3:

What actions should be taken on a regional level to make use of the information shared during this summit?



### Cree Nation of Eastmain

- 3 Keep in mind important dates (such as renewal of major agreements). Whatever information is being gathered right now can help the next generation taking over to properly negotiate for the future of the Cree nation. To achieve this, younger people need a better understanding of our history and politics so that they can carry on the work, adapt and build the future of the Cree nation.
- 4 A lot is happening regionally, but now it is important to ensure that the resources are trickling down where they should be at a local level and ensure that the communities are taking ownership. A more bottom-up approach and de-centralization is necessary. We need to restore a better balance between local and regional.
- 5 In terms of representation, coastal and inland realities need to be taken into account for effectiveness. Equality is necessary, because there is an over-representation of inland representatives in the key positions. Review the structures in place and ways people access these positions
- 6 CNG needs to work, at a policy level, on ways of overcoming issues which stem from Provincial and do not reflect our Cree realities, notably the imposition of hiring based on seniority)



### Cree Nation of Mistissini

- 1 Support local governance (local communities)
- 2 Each community is different, adapt to this
- 3 Accessibility, need to centralize information. Continuously add new information.
- 4 Downsize regional governance
- 5 Transfer technology, meaning to bring technology knowledge to the community.
- 6 Bring students into contracts for researching instead of consultants
- 7 Importance of consistently communicating to local governments
- 8 Local governance need to be brought into agreements, such as Cree free trade.
- 9 Importance of working together throughout Eeyou Istchee. Such as, businesses. Some communities have a business that others doesn't. Need relations.
- 10 Reduce bureaucracy
- 11 Implement what's being discussed.
- 12 Maintain communication with the communities

## Question 3:

What actions should be taken on a regional level to make use of the information shared during this summit?



### Cree Nation of MoCreebec

- 1 Educating our members about who we are
- 2 Accept that we are in CNG
- 3 Take action on resolutions
- 4 Official as a mandate



### Cree Nation of Ouje-Bougoumou

- 1 More communication, create a linkage between each local band and regional entities, and CNG to make the representatives all accountable to the community and to the CNG.
- 2 Grassroots information; our community has created a local newsletter and we would like to see this being done at the regional level as well.
- 3 Cree School Board needs more qualified teachers and not rely on unqualified substitutes to teach our children full-time.
- 4 Ensure there are Cree Language teachers to teach the students our Cree Language. Regional entities could combine their resources to ensure people are trained in the Cree Language (to teach our students).
- 5 Compile a good summary of the documents that have been presented at this Summit; or have an audio file for the documents for the people who prefer to listen, instead of read. ; Online Cree Language classes. Teach our real Cree History/Ouje-Bougoumou History in the school curriculum. Include important subjects in our schools such as Physics, Chemistry to broaden the students capabilities. ; Follow-up with the community, school committee and share this information. Local AGA's should include the Youth, townhall sessions where quorums are not required should become regulated. ; Continuous feedback between band and CSB will help give an understanding of each communities needs.
- 6 Set up partnerships with local and other institutions
- 7 Communication is valuable, to make accountable on each representative, to know what decisions are being made outside our community.
- 8 Gathering information from important community events
- 9 Share ideas amongst communities, teamwork
- 10 Make information accessible to members
- 11 Grassroots to upper level - get members input to guide the regional levels

## Question 3:

What actions should be taken on a regional level to make use of the information shared during this summit?



### Cree Nation of Washaw Sibi

- 1 Make youth forum to the community
- 2 Bringing more information to the local communities by having gathering or updates or social media (face book or news letters)
- 3 Having something like (conference or summit ) this for youth (capacity building for our youth)



### Cree Nation of Waskaganish

- 1 Work with the communities
- 2 Meeting with the community
- 3 Information sessions
- 4 More discussions for other entities between councils



### Cree Nation of Waswanipi

- 1 Our grand chief to visit communities to present to follow up
- 2 Directors of all of the different organizations to visit with administrators to follow up
- 3 Timely response to get information
- 4 Organization of data-not just locally but regionally-timely information is key getting it out to each community
- 5 Opportunities for like-minded organizations to sit together and share ideas-subject specific ideas
- 6 Local entrepreneurs to give feedback, best practices both locally and regionally about solutions and what can be improved
- 7 Bring together other professionals and experts (Cree) to share ideas. So much time is spent on travel, if we could use local professionals, this would allow us to put plans into action quicker.
- 8 Have to work on keeping professionals locally. So many leave the community because of lack of opportunity.
- 9 Would like to hear more testimonials from people who have already been through the challenges and experience. Have a general assembly where people who have already been through similar experiences share.

## Question 3:

What actions should be taken on a regional level to make use of the information shared during this summit?



### Cree Nation of Waswanipi

10	Stay in contact with students. newsletter. keep the students connected to the community even if they are away studying.
11	Make students who are back on school break feel reconnected to community
12	Present to students WHAT jobs are available on a regular basis.
13	Make sure that the career counselors are promoting local jobs and encouraging students to stay or return to community
14	Encourage students to be creative and do as much as possible to gain the experience. this will help the students to think globally.
15	Remind students the benefits of remaining locally (hunting, being on the land).
16	Revisit the laws allowing companies to hire Cree that are living OFF community but are still Cree. This might encourage them to eventually return home
17	Actively Recruitment: guarantee a job to those who graduate.
18	Students do not know what to do, so if we actively tell them what's available, it may help them choose something that they might not other wise choose
19	Help youth know what jobs are coming up from succession plan
20	Have a quick turn around for the report to be prepared, presented and delivered to each community, allowing us to see the call for actions
21	Find a bridge or a way that both cultures can co-exist as not to hinder access to opportunity but also not to hinder culture and language
22	CNG needs to create a mining policy to be careful of development projects. Make sure that the Trade agreement has a clause that protects culture. (IBA) Develop an agreement with the mining companies of Québec to protect Cree lands, culture. No clear guidelines in mining like there are in forestry.
23	Have more workshops, conference (economical, social, political) to provide how to improve
24	NATIONAL strategy to preserve and promote language and culture. Make sure that our way of doing things is respected in negotiations

## Question 3:

What actions should be taken on a regional level to make use of the information shared during this summit?



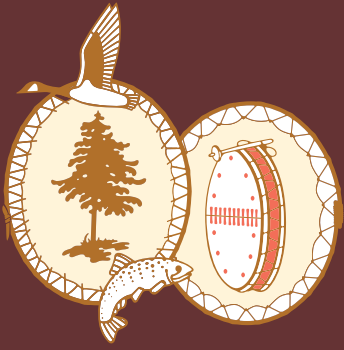
### Cree Nation of Wemindji

- 1 CNG needs to do follow up , too many gaps, need more continuity, not just one department should be in charge
- 2 More community visits , MOU with eg CSB, CHB, stakeholders on how they will work together, how will they build capacity so we can be more strategic, to allow us to be more autonomous, CNG depts need to assess what was discussed and see how it affects their dept,
- 3 Create hybrid CNG team to mobilize and implement initiatives that were discussed at the summit, good communication is very important, how do will fill the current vacancies that we struggle to fill and then be expected to fill the upcoming jobs , explore, Job sharing, share expertise (IT, HR) , hire our consultants instead of from outside,
- 4 Share best practices eg Chisasibi youth department is very successful in accessing resources (funds and people) others could benefit from their experience.



### Cree Nation of Whapmagoostui

- 1 Have another community consultation round table regarding capacity building
- 2 Same promotional items for every community to be distributed everywhere
- 3 Create a regional task-force
- 4 Set priorities based on individual community needs such as resources and financial.
- 5 Longer community consultations to maximize interaction with community members
- 6 Create local task-force to work with regional task-force



# **a. Appendices**

*Adult Learning Needs  
Assessment (ALNA)  
Polling Results*

## Question 1:

What in the data that was revealed to you did you find most surprising?

1	Zero dropout rate of students in Eastmain
2	CSB organizational priorities
3	10 jobs within the next 5-10 years
4	Honouring community voice
5	New initiative on data driven measure
6	High percentage of adults who desire to pursue post-secondary studies
7	Data about the high per
8	Job needs
9	The number of jobs available but there's a shortage of workers
10	Graduation rate
11	Graduation rate
12	Student graduates
13	The struggles they encountered
14	Data on students enrollment
15	Graduation rates
16	Eastmain's graduation success rate
17	Community needs
18	That student success and retention is improving which is great for our future generations.
19	Amount of people who want to continue Post secondary education
20	Results of surveys
21	Online
22	Future jobs & opportunities
23	Interest in Cree
24	High number that wants to go to post-secondary
25	Graduation rates by community
26	The amount of information that is being compiled

## Question 1:

What in the data that was revealed to you did you find most surprising?

31	Students rate
32	Participating and communication with one another
33	The alignment between preferences and needs.
34	Interest in Cree
35	Perceived visibility on employment opportunity
36	Success rates with respect to the graduations rate
37	The need of increase of diplomas
38	Not enough people interested in professional fields
39	Post secondary enrollment
40	That only 5 students are listed in the education field
41	Percentages in communities, very interesting
42	The percentage of changing jobs by community.
43	Success rate of secondary five students. We need to address the barriers
44	Graduation rates
45	Lack of some information and data gaps but becoming more knowledgeable about gaps
46	Population students
47	Top programs
48	The trend on enrollment. Also the graph/timeline of success rates in a timeline format
49	How we need to be prepared for the graduates
50	The statistics were interesting from the school board survey
51	The number of students and the percentage of graduates.
52	Idk
53	Student success rates - youth sector
54	The non Cree jobs
55	Do not know
56	The percentage of changing jobs. By community



## Question 1:

What in the data that was revealed to you did you find most surprising?

57	Gap on individual interest and employer need
58	Capacity building
59	Top programs
60	Success rates
61	Interest in Cree
62	Retention
63	Student Retention
64	There were not professional positions members were interested in
65	The graduation rate
66	The gaps or ratios between high school college and university versus other regions native and non native
67	Collection of valuable data
68	Working together as a whole nation.
69	The Data Warehouse! Good job CSB!
70	The graduation rate is still low
71	That the cashier jobs are held by non Crees in one community
72	Graduation
73	Jobs identification. Needs for the future
74	Employment needs
75	Employer needs
76	Graduation rates,
77	CSB
78	Graduation rate
79	Graduate rates since 2010
80	The number being retained
81	Success rates
82	Number of graduates across Eeyou Istchee

## Question 1:

What in the data that was revealed to you did you find most surprising?

83	Student enrollment
84	Statistics and data, we need to do more of this!
85	Graduation
86	3 challenges
87	90% of the enrolled students leave without a diploma or qualifications
88	Eastmain great success, it is not the size of the Community that counts
89	Student enrollment
90	The needs of education
91	Eastmain's graduation rate
92	Interest in Cree language and Cree culture
93	A lot improvements
94	Student enrollment
95	Retention and graduation
96	The student retention rate
97	Cree School Board
98	Grad rate
99	Graduations , data
100	?
101	Student Graduation
102	Student Graduation
103	The student enrollment numbers and how many are being retained.
104	Graduation
105	Student enrollment
106	Success rates and interest in specific career paths
107	Graduations of students
108	The retention rate

## Question 1:

What in the data that was revealed to you did you find most surprising?

109	Grad Data
110	Student retention
111	The increase in secondary 5 student enrollment and how it's trending upwards
112	Graduation rates
113	Commissioners role in the community is more defined
114	Having student allowance for adult Ed
115	Gap between health and social position needs and wants
116	Graduation rates
117	Downward trend on the kindergarten enrollment
118	The rates of enrollment of adult learners
119	Student enrollment
120	Graduation rates
121	How many graduates we have
122	Number of graduates in Eastmain
123	Statistics
124	Graduation rate
125	The graduation rate
126	Data students graduations rate
127	Student retention
128	Success rates
129	Graduation rate
130	Not enough Cree teachers
131	Graduation rates
132	Student graduation
133	Graduation
134	Graduation

## Question 1:

What in the data that was revealed to you did you find most surprising?

135	Success rate
136	Number of graduates
137	Data
138	The percentages of each categories such as secondary diplomas, vocational diploma and job percentages.
139	26-54% of employees thinking about changing jobs
140	Most jobs mentioned are in the trades and helping professions
141	The priority of cultural, traditional and language based learning opportunities

## Question 2:

### How can we work with communities to develop local education and training plans?

1	Listen to the community
2	Listen to the local community
3	More meetings, consulting by all shareholders
4	Develop local capacity building and community profile
5	Community survey and interviews to address community needs
6	It needs to be on a community approach. Working together
7	To have a community councilor to attend school community meetings
8	Through a main coordinator/team leader working with a representatives from the various sectors. Also supported through a mandate/established structure supported by the chief and councils along with the regional entities.
9	Community assessment and needs in terms of jobs
10	Identify main employers in the Cree nation and ask them their needs
11	More presence in the communities to work with local entities
12	Now instead of later.
13	Provider on line training
14	Overall numbers - very good see where training now needed
15	Target the students
16	Meet with local entities
17	For homecare workers
18	Be involved and provide support to our students.
19	Information
20	We need to align what is being built in the communities and be strategic for instance if we are expecting an old age home then have more training acaipnle
21	Planning
22	Interconnected links to be created
23	Community enrollment
24	Ensure housing is available for teaching professionals or other professionals

## Question 2:

### How can we work with communities to develop local education and training plans?

25	Parental involvement
26	Round table and strategizing events
27	Develop collective work plans in community according to needs
28	Community environment
29	Keep collecting data and ideas
30	Get communities to identify their needs and priorities.
31	Through continuous engagement and evaluation.
32	Get them involved
33	Work with the employment counselors
34	I'm not sure
35	Collaboration amongst out Bands and entities
36	By collaborating together and sharing of information with local governments by regional entities
37	To work closely with the communities, more than just the local employment officers.
38	Promote parental volunteering
39	Ensure the funding is in place for all levels
40	Community environment and participation, asses community needs and plans
41	Give permanent employees CSB housing
42	Look at entities' 5 year strategic plans for employment opportunities
43	Team work
44	Pairing organizational needs with trainings
45	More partnerships
46	A course that travels to each community
47	Capacity team building workshop
48	Ask the students what they want to see in their schools
49	Sitting down with the locals, youth, working individuals, and elders to discuss what they need in their communities and how to start them

## Question 2:

### How can we work with communities to develop local education and training plans?

50	By communicating and being proactive in sharing our plans
51	Find out where the jobs are and what education or training is needed within that field
52	To work together with our CHRD
53	We must all work together!
54	By constant communication to community members.
55	Partnership with band council
56	Working with Economic development department, youth departments, school committee
57	Work closely with the ASD counselor
58	To present the statistics to the Councils of the Cree Nations.
59	Exchange information
60	Promote local capacity building and also each community should develop a community profile
61	Promoting the awareness on what is being needed for future work
62	Work closely with CSB
63	Local Education Conferences with students, employers and employees
64	Support the teachers
65	Exchange information
66	Work with the Community, Chief and Council, school committees
67	Meet with each community including Observer Status communities.
68	Meet with entities and education sector members on a regular basis to develop action plans and review data together to monitor plans.
69	Support the schools
70	Communication is key
71	Come and visit our community
72	Communication, consultations
73	Work with the data information that is available
74	Engage more efficiently to students directly

## Question 2:

### How can we work with communities to develop local education and training plans?

75	Have Human Resources professionals involved
76	Identify the jobs needs for the future.
77	Strong relationships with the band and the schools.
78	Sharing the data collected for communities to make future plans
79	Work as a team
80	Ask what is reality
81	Work with all local committees, get people involved in the school directly...create more Cree employment to support students
82	Strong dialogue
83	Participate in local strategic planning sessions
84	Develop sustainable programs and have interesting teachers
85	Training Committee
86	By survey
87	Greater collaboration
88	All Regional Entities and Local work together
89	More job on trainings with entities like CHB
90	Community campaign
91	Focus on parent engagement
92	Ask the various entities in each community what they want
93	CSB mandate, work with local councils
94	Partnerships
95	Aim real attainable goals
96	Partnerships
97	Parental involvement
98	Work closely with the teams in charge of training and development to align and get in house trainings recognized



## Question 2:

### How can we work with communities to develop local education and training plans?

99	More communication and consultations
100	Contact the local entities that are involved with the school, School committees, band council and youth councils
101	Meet with focus groups in community to meet their needs
102	Provide access in the community directly and online as well as facilities and trainers
103	Community profiles and demographics
104	Meeting and working with a local committee which would include members from various local organizations:, chief and council, development corps, youth councils, elders, women's and school committees, local health center, justice and policing etc..
105	Working with the youth
106	Start local training courses
107	Provide more courses to communities
108	Teamwork
109	Gather educators and teachers then you will get your feedback
110	Visit the high schools and the elders
111	Honour Cree values and use our history

## Question 3:

**How can your community continue to support the ongoing data collection of employment needs?**

1	Online
2	Regular evaluation our the training needs n what training has been provided
3	Youth data collection
4	Working closely with our Regional workforce database coordinator. Alex Coonishish. Continuing to update the information and share with employers based on their request.
5	HR Department has to be more active
6	Working with CHRD
7	Annual data collection
8	Create partnerships and build relationships by ensuring meetings happen more often.
9	To have the often
10	Revisiting all business entities
11	Work with them
12	Designate point of contact in each community and increase ongoing promotion of its importance
13	Hiring a local data collect
14	Promote importance
15	Continuous data collection
16	Communities developing and completing their own community membership profiles.
17	Give it to teachers, use Facebook for data collection polls, do it at community assemblies
18	Community survey
19	Collaboration and partnerships and even agreements between CSB and Cree organizations
20	Take part in the data collection. Your input is important.
21	Provide online surveys
22	Make sure everyone participate
23	Be supportive
24	Looking at the possibility of sharing data.
25	To have the support from all HR departments

## Question 3:

### How can your community continue to support the ongoing data collection of employment needs?

26	By providing a venue and time for employees, students and general populations to go take the survey
27	A separate survey for unemployed, we need to know why these people are not working or why they continue to live off of welfare
28	Keep people informed
29	Ensure that communities know what kind of information is gathered; so communities can gather proper information for proper assessment
30	By providing a continued survey stations and reaching out to various community members different ages
31	Share data that is collected locally with regional bodies
32	Be encouraging
33	To encourage individuals to do it
34	By consistently collecting data to keep it updated.
35	Marketing and sharing the importance of the data.
36	USB desk, online
37	Communication & working together
38	Be involved
39	Do 2-3 surveys and interviews per year to have that on-going data and provide open communication lines
40	Keep the surveys coming
41	By maintaining close communication with Cree communities.
42	Leaders need to encourage people to participate
43	By encouraging community members By Social média, local radio and newsletter
44	The data needs to be updated every year and the data to be published for the community members
45	Promo, video, local presentation from local workshops
46	Work together
47	By consistently collecting data
48	Entities work together
49	A visit to our community Mocreebec
50	Local HR has to be committed

## Question 3:

### How can your community continue to support the ongoing data collection of employment needs?

51	Give directive to all that need to participate.
52	Create partnerships to collect and share results
53	Community sessions
54	Encourage all entities
55	Provide information for participation
56	Continue the great work
57	Start with you doing the survey
58	Publicize on radio, posters, etc...with help of EO
59	Communicate communicate communicate! The purpose, the goal, the results, and how to participate
60	Encourage our people to participate
61	The Chief can speak on the radio informing the community
62	By communication
63	Market the importance of obtaining data
64	Have support with employers to be able to interview employees during working hours
65	Inform concerned entities/organizations when data collection will be conducted
66	Work with local governments
67	Promotions, be more involve in the Community for advertisements
68	Do the survey
69	A stronger communication plan between both CSB and Cree Nation Communities
70	Top notch communication plan
71	Participating
72	Participate in all surveys
73	Need people to interview through surveys
74	Community member to participate
75	ASD surveys and reports
76	More local promotion.

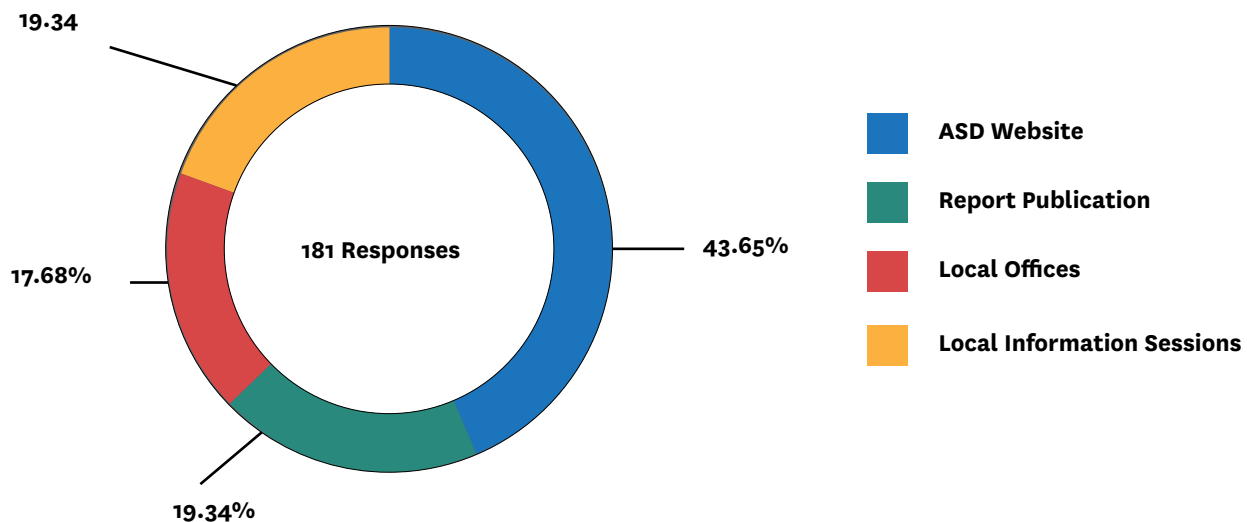
### Question 3:

How can your community continue to support the ongoing data collection of employment needs?

77	ASD involvement with employers
78	Community to have their stats
79	Create an app. Have it available online.
80	Providing input, supporting the data collection, open door, communication
81	Make it mandatory to participate within a time frame with easy access on their computer
82	Collaboration with stakeholders
83	A survey
84	Contact HR's, ask the local members to do a survey. Seek help from local levels.
85	Provide a standardized data collection template for communities to keep providing data
86	Identifying one source who would be responsible for maintaining and updating this data regularly.
87	Facilitate platforms for easier sharing

### Question 4:

How would you like to access information on employment data and available workforce?



## Question 5:

### How would you like to receive the report on the Adult Learning Needs Assessment?

1	By slow mail to each household
2	Email
3	Facebook
4	Newsletter
5	Online
6	Email
7	Email
8	Electronically / social media
9	Website & email
10	Through email and report to council
11	Email
12	From our local community website
13	Electronic copy
14	Email
15	Email
16	Presentations
17	Presentation to upper management of different organizations and open dialogue
18	In the website or digitally
19	Website
20	Email
21	Community meeting
22	Website
23	Presentation at local assembly and produce report and post online
24	PDF format
25	Handbook
26	Launch the report on the two websites - ASD and CSB

## Question 5:

### How would you like to receive the report on the Adult Learning Needs Assessment?

27	Radio announcement, online and presentation with visuals.
28	Email
29	Public presentations at AGA local and at regional entities' gatherings
30	Email
31	In document
32	Promoting the Cree Human Resources in each community
33	Email
34	E-mail
35	By email
36	Every 3 years
37	Broadcast
38	Presentation
39	Newsletter
40	Online
41	Available on website for reference when needed
42	Online
43	Report booklets and online
44	Publication
45	Online and easy to read
46	Email
47	Email
48	Publication
49	Electronically
50	Email
51	Newsletter
52	Publication hardcopy

## Question 5:

### How would you like to receive the report on the Adult Learning Needs Assessment?

53	Email
54	By email
55	By E-mail
56	ASD office
57	Reports
58	Electronically
59	By Internet
60	Presentations
61	By presentation to the community
62	Online to reduce paper waste
63	Online and paper
64	Hard copy and online
65	Through email or website
66	Public access and email
67	Publication
68	Email
69	Local information sessions/Local office
70	Electronically
71	Email
72	Access online
73	Community information session
74	Report to local youth council
75	Email
76	Website, email
77	Website
78	Press release



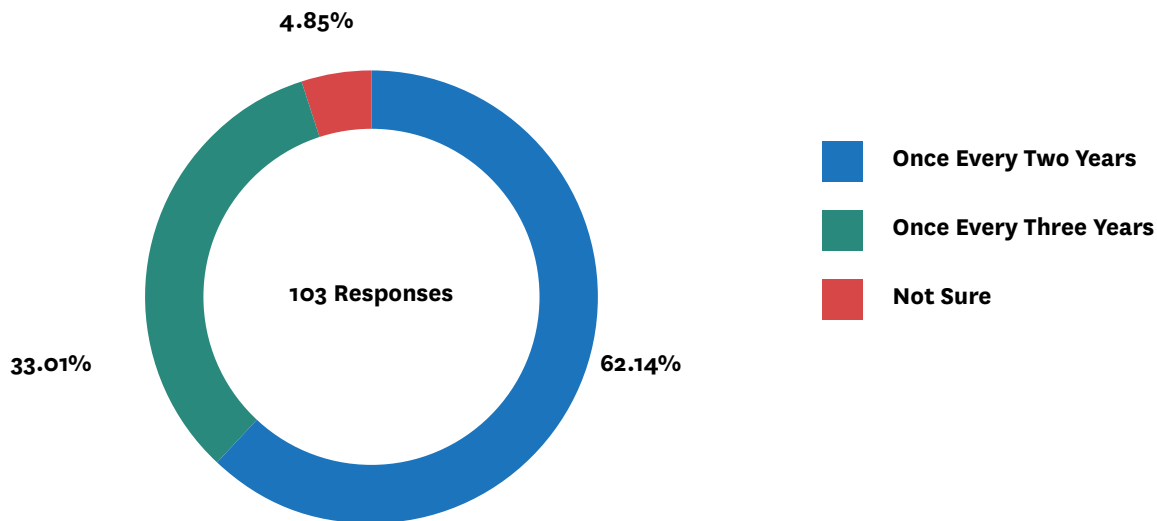
## Question 5:

### How would you like to receive the report on the Adult Learning Needs Assessment?

79	Online
80	On the CSB and ASD websites.
81	Electronically
82	Report to chief and council
83	Website & report documentations
84	Monthly report to Chief and Councils
85	Public
86	Document or on website. Email
87	Website, local offices
88	Email
89	As report
90	Community report members meeting or AGA
91	Email
92	Email
93	Article
94	Email
95	Digitally(paper less)
96	Present in forum or regional work group
97	Send to major organizations
98	Social media
99	Email
100	Email
101	Online

## Question 6:

How often do you feel these surveys should be conducted in your community?



## Question 7:

What kind of information do you feel is important to include in future employment and education surveys?

1	I do not know
2	More exposure on the professions available. Office/field participation professions that can be pursued in educational studies.
3	No comment
4	Availability of resources
5	Idk
6	Find out what type of jobs/careers are available and figure out what type of education or training is needed within your that field
7	Positions that are available and in development
8	Are they interested in professional positions
9	Ask employers what they would like to have answered in the surveys.

## Question 7:

**What kind of information do you feel is important to include in future employment and education surveys?**

10	Visit high schools, meeting secondary 5 students introduce them for the future employments
11	Rate of success
12	Ability to speak / write Cree
13	Education and experience
14	What supports are important
15	Graduates being connected with employers for that sustainable employment
16	Success rates
17	What area of studies our youth and members they wish to pursue.
18	On line
19	Stats
20	Qualifications and education level
21	How can employers make it easier for ppl to apply and inquire about jobs opportunities coming up
22	Need to read questionnaire before answering question
23	You covered it all
24	College and university programs people have successfully completed
25	Recognizing why things are the way they are
26	If the population is aware of job that are forthcoming from the employers and if they know the steps to take to get into those jobs (ex, the hospital that's coming, what jobs will be available and what training do people need to get those jobs)
27	What is holding people back
28	Engage directly to students while they are in collage (live sessions with CNG /chief/councils town hall mtgs.)
29	Not sure if anything done to orient people on different possibilities in careers that they may not know of, so they can consider those lesser known ones with what is needed to study and be successful in pursuing such a career/profession.
30	What is your 5 year plan ?
31	Other programs/ entities
32	How to apply and make it easier to apply. Some organizations make it too

## Question 7:

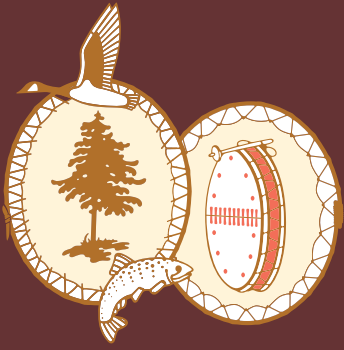
**What kind of information do you feel is important to include in future employment and education surveys?**

33	Cree teachers
34	I'm not sure
35	Background of parents
36	Experience and education. Student needs to work in our communities
37	Importance of literacy in communities
38	Include information on which sectors are represented; mining, forestry, health, education, etc...
39	Most of CSB data is based on individual studies. At the moment the studies are not all in line with what's coming in the future.
40	Past information
41	Information missing is the skilled jobs. Eg medical lawyers. Support workers in medicine etc
42	The importance of community and parental support
43	Employer satisfaction
44	Employment opportunities
45	Employment opportunities
46	Gaps
47	Professional work
48	Open communication
49	Indicate the reasons why unsuccessful rate
50	CTA Members.
51	Career opportunities and career path options
52	What kinds of jobs are available
53	Employer needs and trends
54	What's stopping you
55	Jobs that are required for the next 5, 10 and 20 years
56	The availability of manpower thru out the Cree nation.
57	Labour market, education statistics, training and development

## Question 7:

**What kind of information do you feel is important to include in future employment and education surveys?**

58	More people doing the survey. More numbers. Still low.
59	Who is in course and finalizing their course, no name or gender necessary
60	Success rates!!
61	Everything is good
62	Not sure, did not see past survey
63	To ask if people have career maps, what kind of goals do they have and how they want to help improve our communities
64	Education experience/history/backgrounds
65	Work experience/history
66	Questions around access, values, supports, passion and motivation, goals and dreams
67	Gaps in top hiring for Cree hiring and non Cree hiring and top preferred programs by our students.
68	Employment need trend/projection

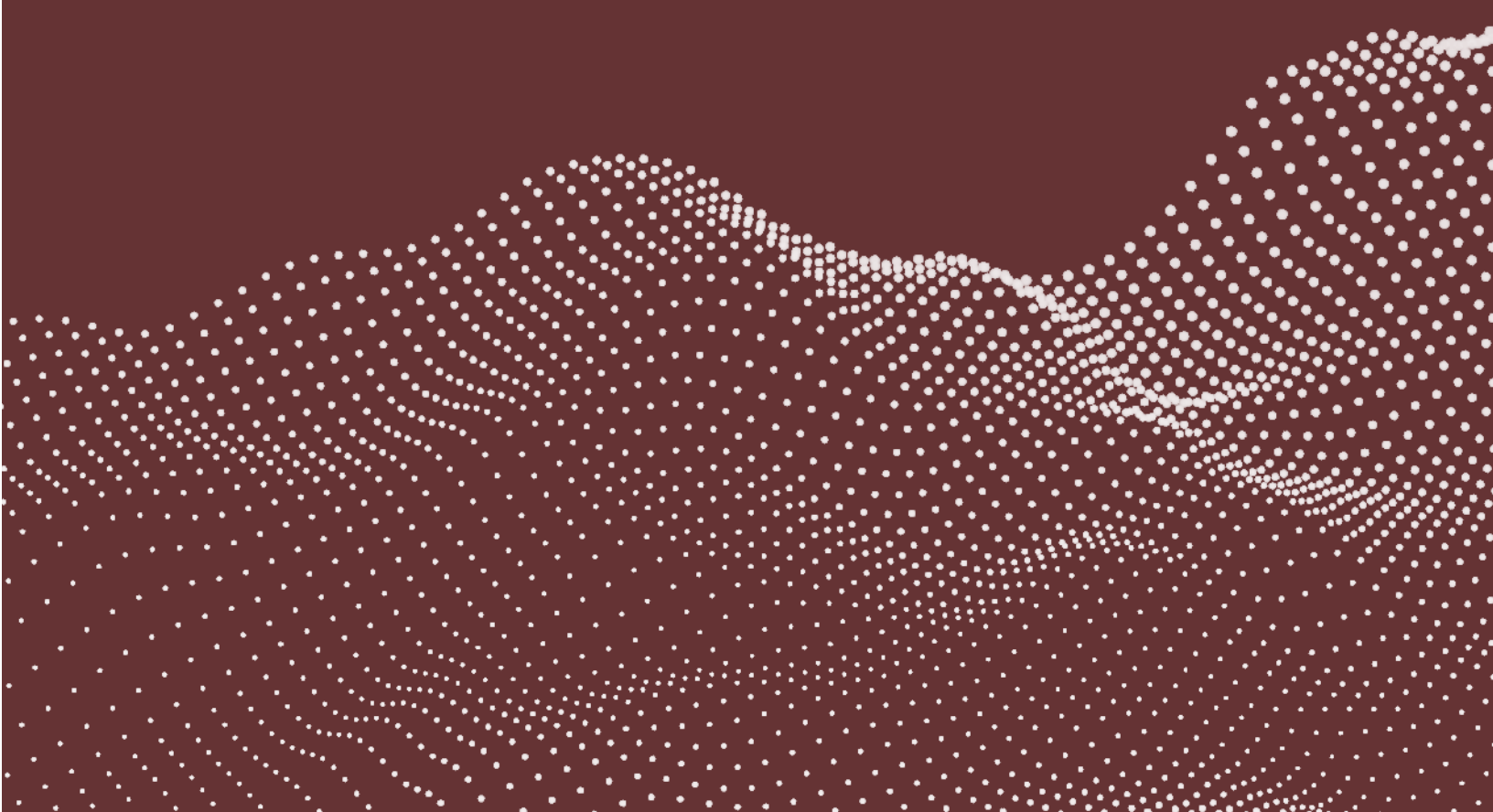


# **B. Appendices**

*Forecasting*

*Opportunities Polling*

*Results*



## Question 1:

**Which trades and professions do you feel are lacking in your community/Eeyou Istchee?**

1	Class 1 truck drivers, mining, Finance officers, health professionals, Cree teachers
2	Electricians, plumbers, certified carpenters, accountants
3	High Tech - Programing
4	Real estate agent
5	Project managers
6	human resource professionals
7	Chef(cooking healthy meals), electricians, teachers, nurses, doctors, therapist.
8	Engineer
9	Architect
10	Electricians,AC techs,etc
11	Engineers
12	Plumbers
13	Inspectors
14	Engineers, project managers, surveyors, certified plumbers, electricians
15	Mental health professionals
16	Plumber
17	Nurses , teachers
18	Health care specialist
19	Engineering,
20	Estimators
21	Engineers
22	Human resource professional
23	Electricians, mechanics, construction owners
24	Engineers
25	Teachers, engineers
26	Finance

## Question 1:

### Which trades and professions do you feel are lacking in your community/Eeyou Istchee?

27	All will be needed
28	Plumbing, electricians
29	Doctors. Nurses, dentists, pharmacists etc
30	Health professions
31	Electricians
32	Accountant and finance people
33	In the Health sector
34	Teachers, counselors
35	Mental health specialists
36	Trades (plumbers, etc.)
37	Plumbing
38	Plumbers
39	Accountants
40	Professionals (engineers, architects), medical professionals, lawyers.
41	Journeyman
42	Plumbers, electricians, skilled trades, qualified construction workers, Cree teachers, Cree nurses
43	Electricians
44	Cree dentists physicians and other health professionals
45	Certified carpenters, electricians, plumbers, Health field, teaching field, Project Managers
46	We need our own community
47	Electricians
48	Refrigeration
49	Red Seal trades qualifications
50	All careers
51	Electrical, plumbers



## Question 1:

**Which trades and professions do you feel are lacking in your community/Eeyou Istchee?**

52	Electricians, Plumbers, more Construction workers as Journeymen, Heavy Equipment Operators, Accountants, Miners, Engineers
53	Carpenters
54	Medical professionals, teachers, engineers, managers,
55	Technical level jobs in all sectors (not labourers)
56	Mentorship
57	Plumbing and construction professionals
58	Professional positions engineers, architects, Doctors, allied (Physiotherapist, occupational therapist, SLPs)
59	Finance and accounting jobs
60	Cree teachers
61	Professional doctors nurses teachers lawyers engineers
62	Special trade jobs

## Question 2:

**In your opinion, what link do you see between capacity building and free trade?**

1	We need a department to ensure implementation and liaison with communities, entities and businesses
2	Apatisiwin skills development(CNG)
3	Sharing of info between communities, openness
4	Qualified Cree first in all communities then outside workers
5	Hire Crees within Cree communities to acquire their required hours for certification
6	No restrictions or as little as possible
7	Market size. Isolated versus open
8	Better prices for consumers
9	No economy leakage
10	More information
11	Sharing resources
12	Hiring local or regional labour force
13	The creation of more opportunities
14	Matching skill to demand vice versa
15	Free trade will ensure the ability to do call for tender restricted to our territory
16	Jobs
17	Education and training and development
18	Not sure, need more information on these subjects, topics geared towards this topic
19	Education is key
20	Working together within the Cree Nation
21	Understanding the realities of Cree
22	Communication is key
23	Inter-community partnerships, increase access to resources, sustainable ventures, support economical development

## Question 3:

**How can we as communities prepare to ensure that workers, homeowners, and our communities are ready to meet the demands of housing development?**

1	Preparation, sharing of info, including everyone in discussions, awareness
2	Hold general assemblies on housing, public information, results oriented meetings (world cafes)
3	Workshops, videos to watch at home(instructions), radio talk shows(Housing)
4	Trainings
5	Generation of laws to regulate the trade and protect small businesses
6	Business
7	Trainings
8	Workshops and meetings
9	Public meetings on housing
10	Encourage them to save money
11	Workshops
12	Investments
13	Encourage education
14	Promote awareness
15	Training and development in construction.
16	More information
17	Communicate plans and options
18	Training where its needed...upgrade skills-theres always something new to learn.
19	Education, awareness, training and development, employment (careers)
20	To ensure them and to equip them with the proper qualifications needed.
21	Make people aware, help guide the people of their rights. Encourage the students who are studying to start thinking of moving back.. etc
22	Dialogue
23	Educate and train people in that field
24	Construction law

## Question 4:

**In your opinion, how can we promote the development of skilled tradespeople in the territory?**

1	Work and collaborate with the communities and entities... form a strategic alliance (synergy)
2	Reaching out to the public, showing them the need to fill those jobs with locals, providing the training in-community to develop their skills and provide support during their training
3	Word of the mouth to local entities, videos advertisements, JBCCS
4	Have the courses in the secondary level in our schools,vocational options
5	Help them achieve their hours for certifications
6	Mentoring
7	Awareness campaigns
8	Promote local labour first
9	Recognition
10	Initiate Cree Workforce Development department in which professional training programs are geared to the needs of Cree construction and development companies
11	Promote workers
12	Have the courses on the territory
13	Have some courses in high schools
14	Hiring them
15	Courses in community
16	Awareness of jobs available
17	Fully train ppl getting the cow certifications
18	Cree Trades Directory
19	Advertisement
20	Informing them during elementary years
21	Show the benefits of working together
22	Staying engaged in all level of the project development
23	Database
24	Twin staff with license professionals so they can get their hours so they qualify for their hours

## Question 4

**In your opinion, how can we promote the development of skilled tradespeople in the territory?**

- 
- |    |  |
|----|--|
| 25 | <b>Meet the needs of each community, every community is different &amp; unique. Check out what is the priority of each community</b> |
|----|--|
- 
- |    |  |
|----|--|
| 26 | <b>Start at the elementary school level and continue right through high school. Introduce the many trades needed for our nation's development.</b> |
|----|--|
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- |    |  |
|----|--|
| 27 | <b>Offer training in the community</b> |
|----|--|
- 
- |    |   |
|----|---|
| 28 | <b>Mentorship and internship programs</b> |
|----|---|
- 
- |    |  |
|----|--|
| 29 | <b>Promote the importance of trades - do a major blitz</b> |
|----|--|
-

