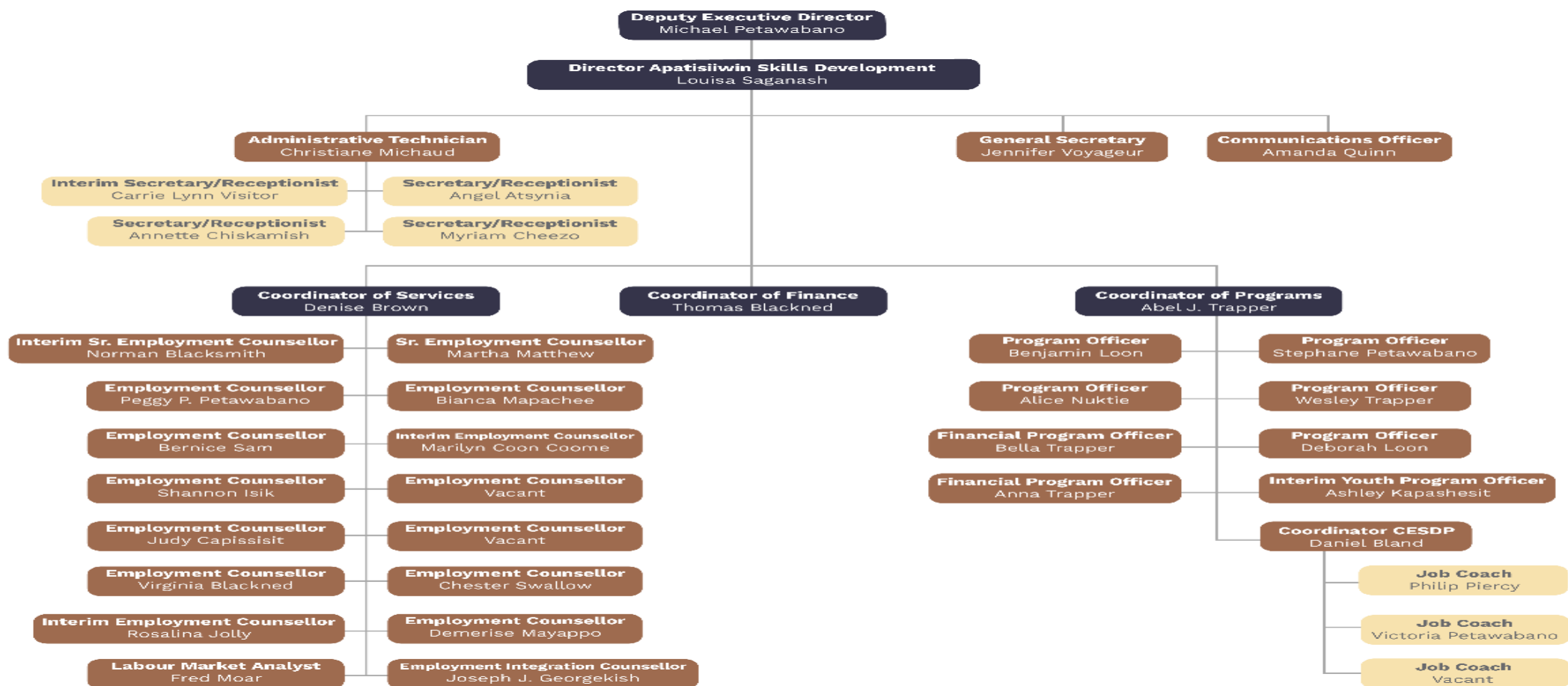


Downloaded from <http://ajph.org/> on November 10, 2015

Louisasaganash@cngov.ca









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SKILLS DEVELOPMENT

## MISSION

*To equip and empower individuals with the skills and knowledge to achieve meaningful, sustainable employment and personal success*

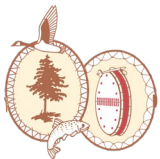
## VISION

*To help build a qualified and professional workforce to fill any employment need in Eeyou Istchee*



# ASD PROGRAMS

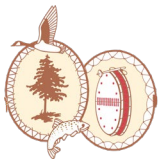
Labour Market Development	Objective	Projects	Expected Results	Funding
	To provide resources to help recipients with their projects through strategic planning	Job Fairs Conferences related to capacity building Labour Market Studies Coaching/ workshops	Increased quality of projects and employability of individuals Improved functioning of the labour market	Training expenses Travel expenses Professional fees Special assistance for persons with disabilities





# ASD PROGRAMS

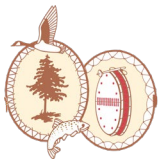
Skills Development	Objective	Projects	Expected Results	Funding
	To assist unemployed individuals to acquire the essential skills required for a given job Receive a form of accreditation	Early Childhood Educators AEC Regional or local programs Culture and Language acquisition	Successful completing of training leading to increased employability of individuals	Training expenses Travel expenses Daily incentives Special assistance for persons with disabilities Training allowance





# ASD PROGRAMS

Employment Program	Objective	Projects	Expected results	Funding
	Assisting Business in training, employing and retaining new employees	Community Employment Skills Partnership Mentoring programs Adult summer students New business implementation Apprenticeship	To maintain employment of individuals or to acquire work experience Increased employment opportunities and maintenance Business creation leading to increased employment	Remuneration Training expenses Travel expenses Special assistance for persons with disabilities

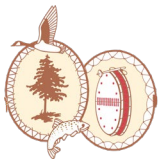


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SKILLS DEVELOPMENT



# ASD PROGRAMS

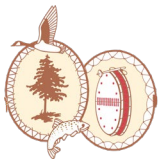
Youth Programs	Objective	Projects	Expected Results	Funding
	Summer work experience for students to acquire the skills, gain experience, career planning	Student Summer Employment Youth Work Experience Science & Technology Career Promotion & Awareness	To provide students with the opportunity to acquire skills, learning and work experience that will better prepare them to work in their chosen career	Remuneration Special assistance for persons with disabilities



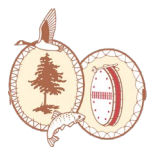


# ASD PROGRAMS

Internship Program	Objective	Projects	Expected Results	Funding
	Increase work experience and employability of post-secondary graduates in their field of study in Eeyou Istchee	Placement with various entities and local communities	To provide graduates with the opportunity to acquire work experience in their field of study	Remuneration Special assistance for persons with disabilities



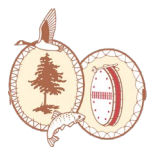




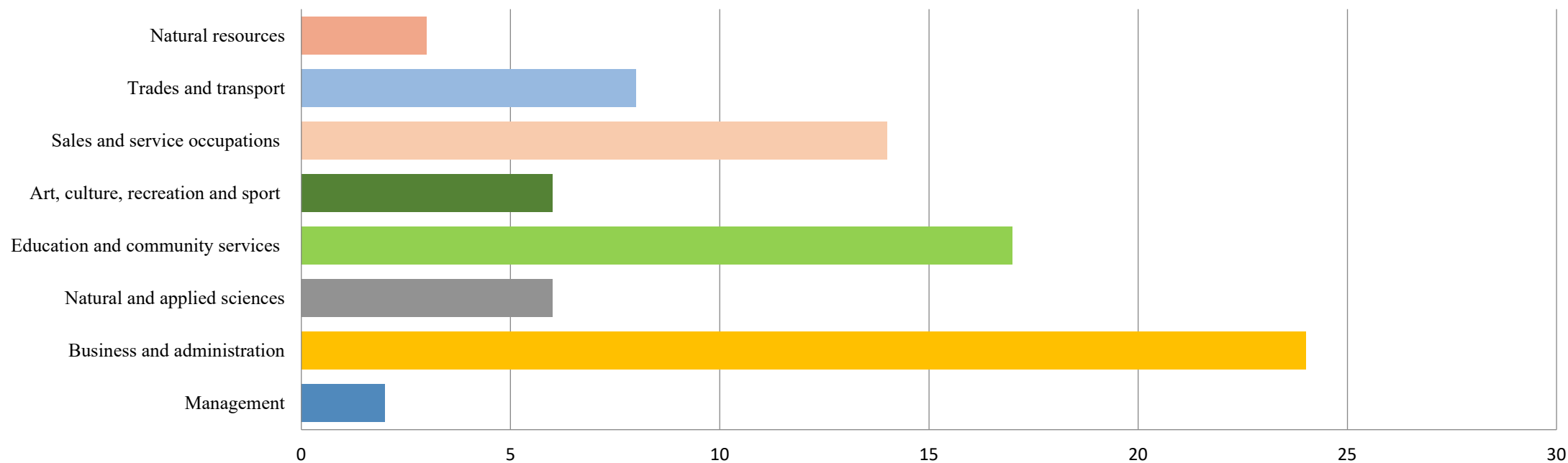
# ASD Projects by Program

	Number of Projects	Participant Interventions
1-Skills Development	67	713
2-Employment Programs	128	967
3-Special Programs/ Disability	3	13
4-Labour Market Development	6	6
5-Summer Student Program	11	328
6-Youth Work Experience	12	173
7-Cooperative Education	4	11
8-Science and Technology	3	3
9-SPF CESDP	3	302
Total	237	2516

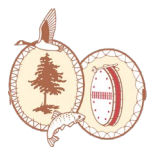




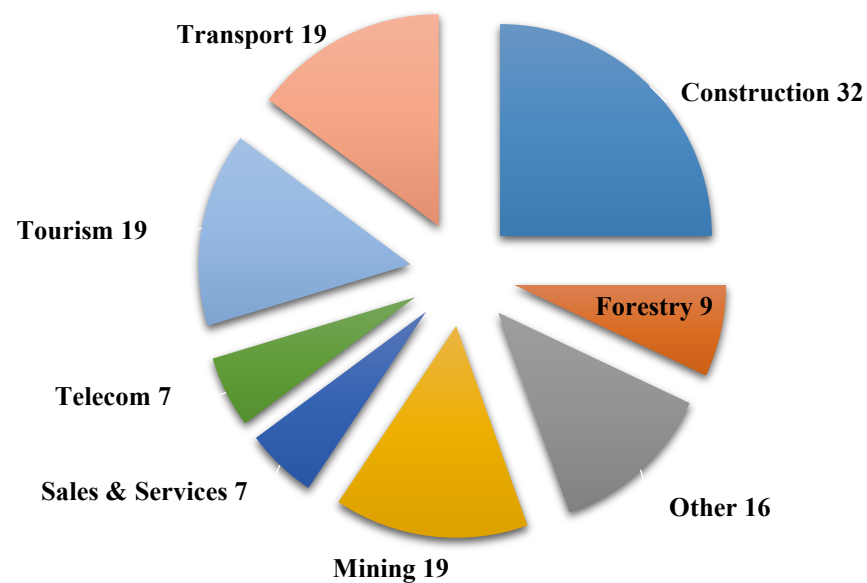
# Community Based projects by training field







# Territorial Projects Distribution by Sector



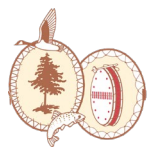


# Community contributions



## Apatisiwin Skills Development 2019-20 Contribution by Training Location

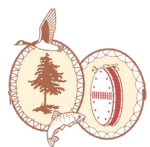
Training Location	Total Payments	Participant Allowances
Chisasibi	\$1,449,711	\$125,917
Eastmain	\$383,231	\$69,618
Mistissini	\$1,478,513	\$41,108
Nemaska	\$22,359	
Ouje-Bougoumou	\$414,096	\$14,120
Washaw Sibi	\$92,586	
Waskaganish	\$727,503	\$112,817
Waswanipi	\$1,730,733	\$181,619
Wemindji	\$447,996	\$166,622
Whapmagoostui	\$281,454	\$42,568
Regional	\$787,277	\$464,886
Territorial	\$6,479,510	\$557,863
Other	\$527,160	
<b>Total</b>	<b>\$14,932,136</b>	<b>\$1,777,133</b>



# Strategic Plan 2018-2023

- Six objectives
  - **Realignment of ASD:** Four divisions, service, program, finance and administration
  - **Labour Market Information:** Data collection, Surveys, CENA reports
  - **ASD/CSB Partnership:** Shared protocols on information sharing
  - **Communications:** Rebranding, website, social media and web based tech
  - **Partnerships Current and Future:** Building strong partnerships with communities, local committees
  - **Program Development and Monitoring:** Data access, adjust programming





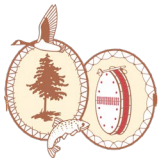
# Local Community Committees

## ■ Committee's Role

- Importance in supporting the strategic plan
- Capacity building in general
- Insurance that the community gets training
- Representatives play a vital role in ensuring programming reflects community needs.

Journal of Management Inquiry 26(4) 391-407 391

# Assessment



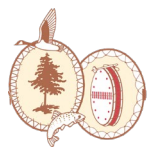
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## CENA BACKGROUND

- Part of a three-part study conducted, collaboratively, by the Apatisiwin Skills Development, Cree Nation Government (ASD/CNG) and the Sabtuan Adult Education Services, Cree School Board (SAES/CSB) that will provide an overall portrait of the employment and training needs of the local employers and workforce
  - Community Employment Needs Assessment Study (ASD/CNG)
  - Adult Education Needs Assessment Study (SAES/CSB)
  - Adult Learning Needs Assessment Study (ASD/CNG, SAES/CSB)



## CENA PURPOSE/GOAL

- Provide a demographic profile of the local business environment and workforce within the community
- Assist in the identification, development and delivery of relevant employment and skills development training to address the current and future needs
- Assist in the recruitment of well-qualified and professional workforce for existing and future employment opportunities
- Allow for further in-depth review and analysis of the current and future workforce demands



## CENA TIMELINE

- June – September 2019 (CENA Surveys in Communities)
- September 2019 – March 2020 (Interviews & Qualitative Analysis)
- March 2020 – May 2020 (Develop Community Reports)
- October 2020 (ALNA Regional Report)

# REGIONAL - HIGHLIGHTS

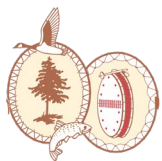
Total number businesses/organizations: 325

Total number businesses/organizations inactive/not available: 11

Total number businesses/organizations interviewed: 314

Total number businesses/organizations interviewed: Participated 246

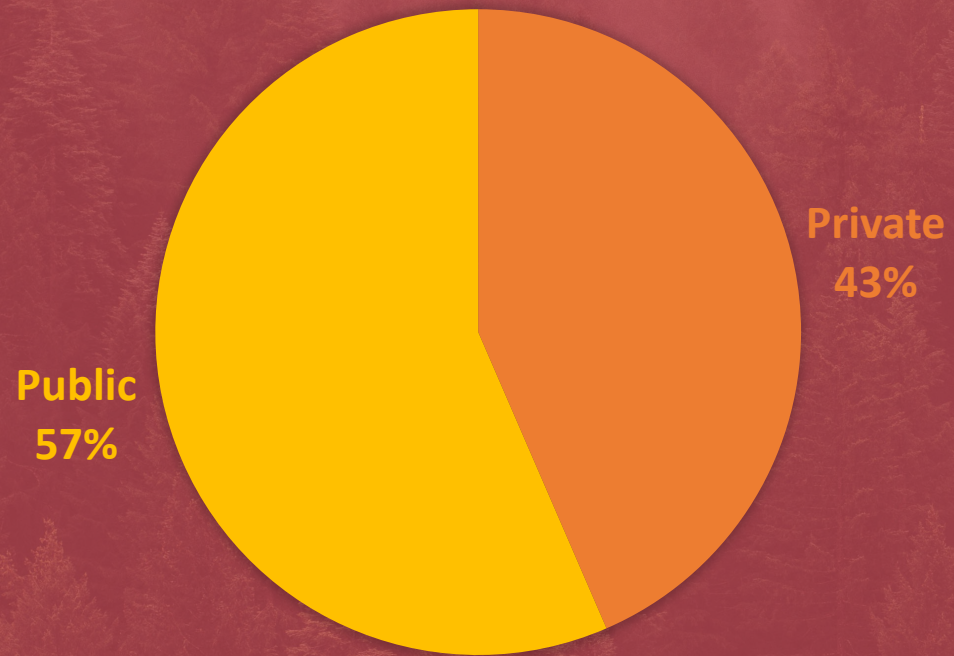
Total number of businesses/organizations interviewed: Declined 68



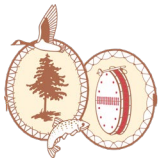
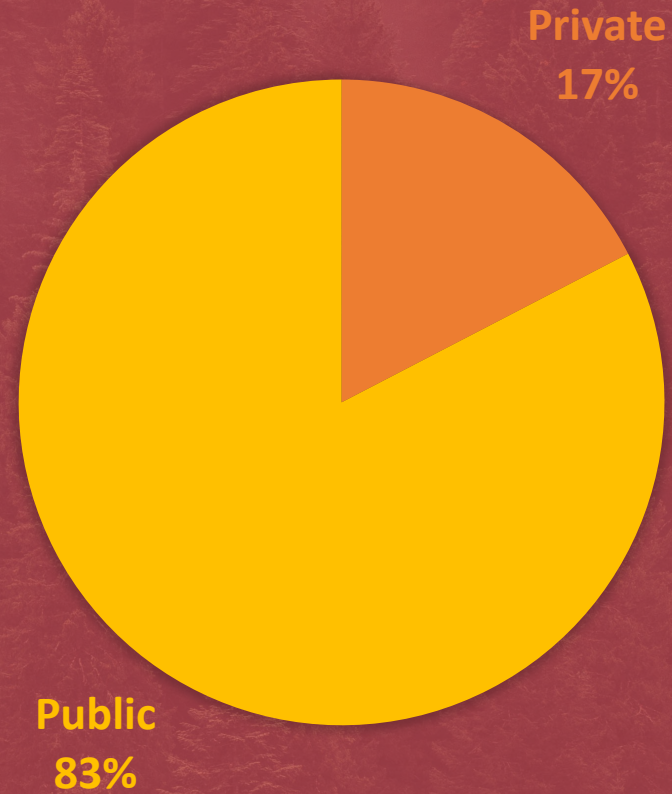
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## 246 EMPLOYERS

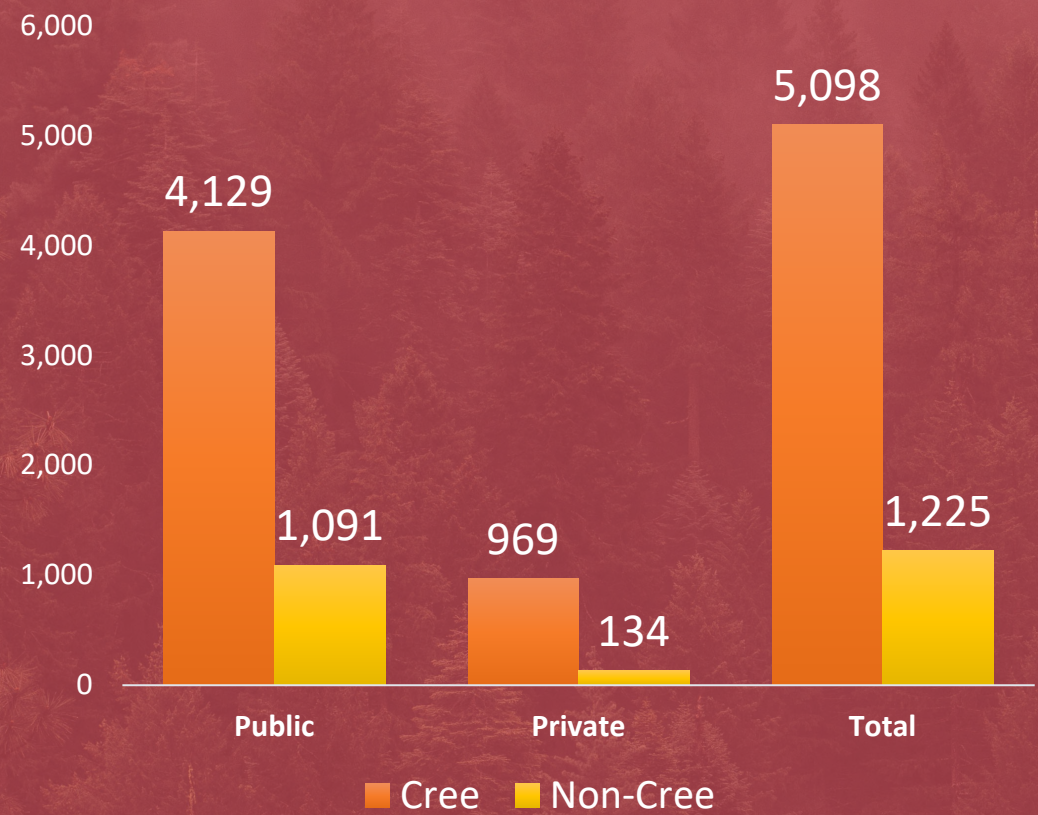


## 6,346 EMPLOYEES

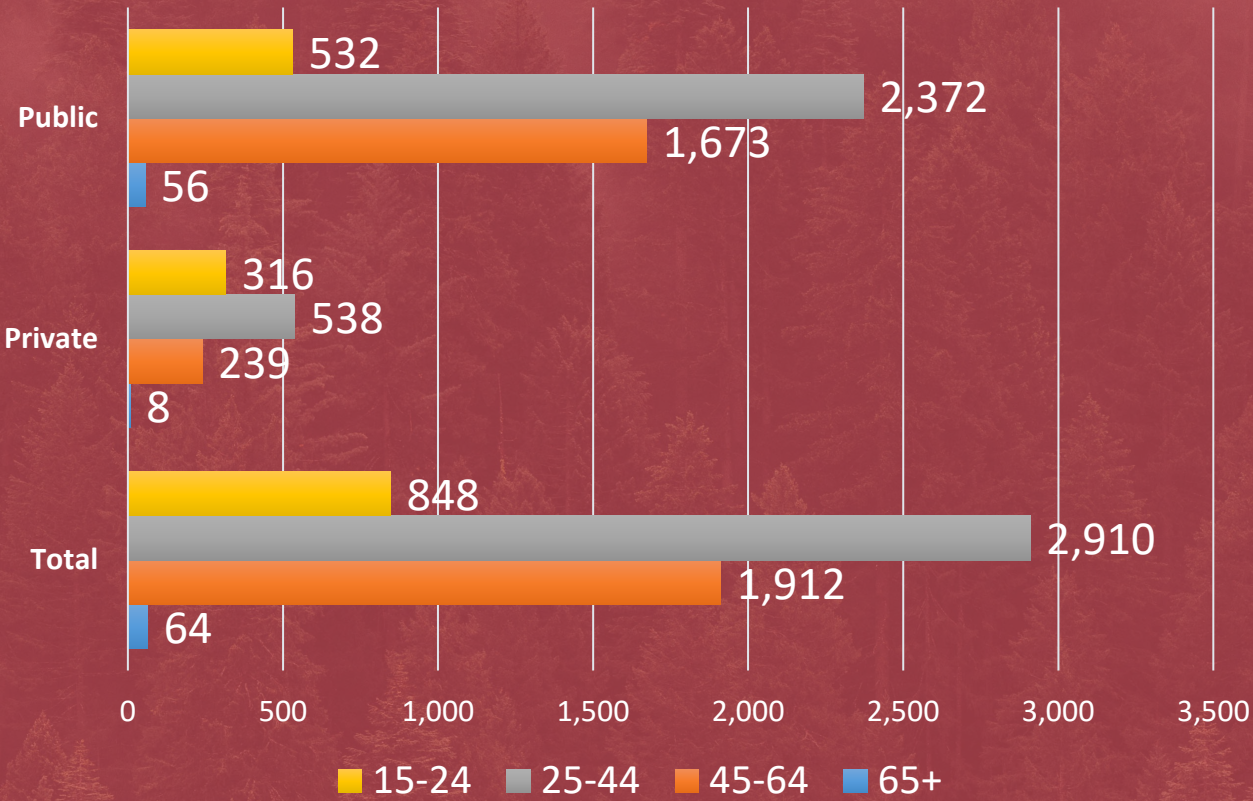




# ETHNICITY



# AGE-CATEGORY







## TOP 5 INDUSTRY (NAICS)



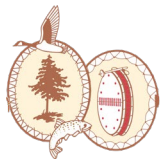
## GENDER



**49.6%**  
male



**50.4%**  
female



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## TOP 3 RECRUITMENT CHALLENGES



TRAINING  
63.3%

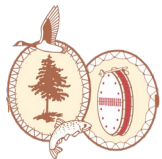


EXPERIENCE  
61.3%



EDUCATION  
55.3%

## TOP 5 INDUSTRIES VACANCIES



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# HOW TO REACH US?

## ASD Coordination Office

32 Amisk Street,  
Mistissini, QC G0W 1C0

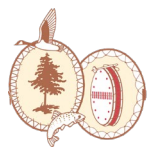


418-923-2525



418-923-2111

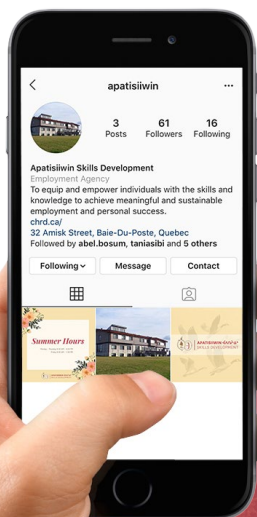




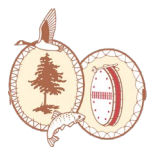
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# STAY UP TO DATE

By following us @APATISIWIN







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**Questions?**

**Thank you.**