Minute No. 29
Report – Executive Policy Committee – November 18, 2009

Item No. 5 **Aboriginal Youth Strategy - Oshki Annishinabe Nigaaniwak – Young Aboriginal People Leading**
eFile CR-4.1

COUNCIL DECISION:

Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That subject to the City's Annual Operating Budget approval of funding for the Aboriginal Youth Strategy:

   A. The Aboriginal Youth Strategy Implementation and Performance Measurement Plan for City of Winnipeg Aboriginal youth-focused programs and services (Phase 2) be endorsed in principle by Council; and

   B. The ongoing funding of Aboriginal Community-based Projects focused on Employment and Employment Development (Phase 1), such as those originally approved in 2008, continue on an annual basis, contingent on the applicants meeting the established funding agreement requirements.

2. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

Report – Executive Policy Committee – November 18, 2009

DECISION MAKING HISTORY:

Moved by His Worship Mayor Katz,
That the recommendation of the Executive Policy Committee be adopted.

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On November 18, 2009, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

ISSUE: Aboriginal Youth Strategy (AYS) - *Oshki Annishinabe Nigaaniwak – Young Aboriginal People Leading*

As directed by Council on April 23, 2008, this report outlines, for Council's consideration, a full implementation and performance measurement plan for City of Winnipeg Aboriginal youth-focused programs and services that are consistent with the City of Winnipeg's mandate.

This work plan has been developed in consultation with all Civic Departments, and incorporates input from the Coalition of Community Based Youth Serving Agencies with respect to delivering Civic services that are more responsive to the specific needs of Winnipeg's Aboriginal Youth.

Critical Path: Executive Policy Committee – Council.

AUTHORIZATION

Author	Department Head	CFO	CAO
R. Forgues	C. Wightman	M. Ruta	A. Robinson, Deputy Chief Administrative Officer

RECOMMENDATIONS

1. That subject to the City's annual operating budget approval of funding for the Aboriginal Youth Strategy:
    a. the attached Aboriginal Youth Strategy Implementation and Performance Measurement Plan for City of Winnipeg Aboriginal youth-focused programs and services (Phase 2) be endorsed in principle by Council; and
    b. the ongoing funding of Aboriginal Community-based Projects focused on Employment and Employment Development (Phase 1), such as those originally approved in 2008, continue on an annual basis, contingent on the applicants meeting the established funding agreement requirements.
2. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

IMPLICATIONS OF THE RECOMMENDATIONS

- *Financial*
  - The initiatives proposed in this report would be funded by the 2009 AYS Adopted Budget of $1.0 million, the 2010 – 2012 Projected AYS tax-supported budget of $1.0 M each, and with operating funds proposed within Departments (as identified in Appendix A).
  - No budget adjustments are required.

- *Improved City of Winnipeg Services and Employment Opportunities for Aboriginal Youth (Phase 2)*
  - Phase 2 initiatives focus on developing the City's Aboriginal workforce and ensuring the delivery of Civic programs and services that meet the specific needs of Aboriginal Youth. Outcomes include:
    - Making the City of Winnipeg workforce more representative of our city's population;
    - Increasing Aboriginal participation in our workforce which will result in the delivery of City of Winnipeg programs and services in a more culturally relevant way; and
    - Engagement of increased numbers of Aboriginal Youth in more relevant Civic programs and services.

- *More Aboriginal Youth Employed and Trained*
  - As the first year of AYS (Phase 1) concludes, community based organizations achieved the following successes:
    - 202 Aboriginal youth have participated in positive recreation, cultural and employment development activities to date:
      - 74% of the Aboriginal Youth participants have completed training;
      - 41% of the Aboriginal Youth participants have obtained employment; and
      - 36% of the Aboriginal Youth participants have gone on to further their education.
    - See Appendix B for detailed outcomes for each project.

HISTORY

- In 2007, Council directed that an Aboriginal Youth Strategy be developed to guide the City's urban Aboriginal agenda during the current term of Council, 2006 to 2010.

- The Aboriginal Youth Strategy was developed and approved by Council in 2008. Annual funding of $1M was approved in the 2008 and 2009 budget processes, for:
  - Provision of external funding support for Aboriginal Community-driven youth initiatives (Phase 1);
  - Provision of Aboriginal youth-focused Civic Service initiatives (Phase 2).

    - Phase 1 – Community-based Employment and Employment Development Projects (Appendix B)
      - The first year of Phase 1 of the AYS has now been fully implemented.

- In 2008, Council approved the funding of 11 community based projects, as recommended by the Aboriginal Partnership Committee, for the delivery of employment and employment development projects for Aboriginal Youth. The total cost of these projects is approximately $750,000 annually.
- During 2009, the community agencies have successfully implemented ten of the employment and employment development projects. To date each agency has met the performance measurements established within each of their funding agreements, therefore the Public Service is pleased to recommend their ongoing annual funding, subject to review of final performance and financial reports for each project.
- The sustainable funding provided by the AYS is a critical component to the delivery of effective community programming by the urban Aboriginal community, which has life-long impacts for local Aboriginal youth.
- The Public Service is now working on an ongoing basis with the funded agencies to link the project participants, as they complete their employment development programs, to employment, volunteer, mentorship and internship opportunities within the Civic Service.

- Phase 2 – City of Winnipeg Aboriginal Youth-focused Programs and Services (Appendix A)
  - Phase 2 of the AYS is now being presented within this report for Council's consideration. This report provides a full implementation and performance measurement plan for City of Winnipeg Aboriginal youth-focused programs and services that is consistent with the City of Winnipeg's mandate. The total budget for these Phase 2 initiatives is approximately $250,000 annually.
  - This implementation and measurement plan has been developed by the Community Service Department's Community Resource Coordinator for Aboriginal Communities in consultation with multiple Civic Departments and the Coalition of Community Youth Based Serving Agencies.
  - Initiatives are focused on the following streams:
    - Increased/enhanced Literacy and education-related opportunities for Aboriginal youth;
    - Increased/enhanced Physical Activity Opportunities for Aboriginal Youth;
    - Increased/enhanced Employment and Employment Development Opportunities for Aboriginal Youth;
    - The development and implementation of Performance and Measurement tools, directives and processes for ongoing program evaluation;
    - The development and implementation of an External and Internal Communications Strategy.

- Performance indicators have been developed for each of the initiatives in order to measure effectiveness on an ongoing basis. In 2009, the baseline has been developed in order to measure and track the effectiveness of the programs (participant needs, participation rates and outcomes, and participant satisfaction) on an ongoing basis.

- In August 2009, Elders performed a Traditional naming ceremony for the AYS. In the Aboriginal community, the purpose of a naming ceremony is to define who a person is, their role in society and how to go about fulfilling that role. The name given to the AYS is Oshki Annishinabe Nigaaniwak which means Young Aboriginal People Leading. This provides purpose and direction to guide the work of the AYS on a going forward basis.

FINANCIAL IMPACT

Financial Impact Statement **Date:** October 13, 2009

Project Name: **First Year of Program**

	2009	2010	2011	2012	2013
Capital					
Capital Expenditures Required	$ -	$ -	$ -	$ -	$ -
Less: Existing Budgeted Costs	-	-	-	-	-
Additional Capital Budget Required	$ -	$ -	$ -	$ -	$ -
Funding Sources:					
Debt - Internal	$ -	$ -	$ -	$ -	$ -
Debt - External	-	-	-	-	-
Grants (Enter Description Here)	-	-	-	-	-
Reserves, Equity, Surplus	-	-	-	-	-
Other - Enter Description Here	-	-	-	-	-
Total Funding	$ -	$ -	$ -	$ -	$ -
Total Additional Capital Budget Required	$ -				
Total Additional Debt Required	$ -				
Current Expenditures/Revenues					
Direct Costs	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	
Less: Incremental Revenue/Recovery	-	-	-	-	-
Net Cost/(Benefit)	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ -
Less: Existing Budget Amounts	1,000,000	1,000,000	1,000,000	1,000,000	-
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

The funding initiatives proposed in this report are proposed to be funded through the AYS annually projected tax-supported budget of $1.0 million. The 2009 Adopted Budget provides $1.0 million. The submitted 2010 - 2012 Community Services operating budget includes the continuation of this funding at $1.0 million each year.

original signed by
Cindy Fernandes, CMA
Department Controller

CONSULTATION

In preparing this Report there was consultation with:

- The Coalition of Community Based Youth Serving Agencies
- The Aboriginal Partnership Committee
- Ndinawe Youth Resource Centre and Ma Mawi Wi Chi Itata Centre Aboriginal Youth participants
- Public Works Department
- Winnipeg Fire and Paramedic Service
- Winnipeg Police Service
- Planning, Property and Development
- City Clerks
- Water and Waste Department
- Corporate Support Services - Equity & Diversity
- Winnipeg Transit
- Chief Administrative Office – Manager of Aboriginal Initiatives

SUBMITTED BY

Department: Community Services
Division: Community Resource & Protection Services
Prepared by: Rhonda Forgues, Community Resource Coordinator – Aboriginal Communities
Date: November 12, 2009
File No.

APPENDICES:

Appendix A (Phase 2 City of Winnipeg Initia

Appendix B (Phase 1 Community Initiatives

APPENDIX A
ABORIGINAL YOUTH STRATEGY
OSHKI ANNISHINABE NIGAANIWAK
(YOUNG ABORIGINAL PEOPLE LEADING)

ANNUAL FUNDING ALLOCATIONS – PHASE 2

Department	Project	Description	Amount	Performance Indicators
Increased/enhanced Literacy and education-related opportunities for Aboriginal youth				
Community Services / Libraries	Program Enhancements – Library facilities	To complete a culturally appropriate area at the Millenium Library (Reading in the Round Room); and to provide Aboriginal Language books as Winnipeg does not have a comprehensive collection of Aboriginal language learning materials for public borrowing.	2009 $20,000.00	➢ Completed Aboriginal Reading in the Round area at Millennium library ➢ Expanded Aboriginal Languages collection
Corporate Support Services – Equity and Diversity	Aboriginal Youth Scholarship fund	To award 10 Aboriginal youth with a $1000 scholarship after they have completed grades 10, 11 or 12, or an AYS Phase 1 training program. This scholarship will provide an incentive to stay in school and finish grade 12 or to further their education.	2009 $10,000.00 2010 $10,000.00 2011 $10,000.00	➢ 2009 – 10 scholarships will be awarded ➢ 2010 – 10 scholarships will be awarded ➢ 2011 – 10 scholarships will be awarded
Community Services / Libraries	Aboriginal Parent – Child Programming	Increased programming for community based Aboriginal Parent – Child groups.	Within existing budgets	➢ 2010 – 4 new sessions with 32 participants ➢ 2011 - 2010 – 4 sessions with 32 participants
Community Services / Libraries	Youth Advisory Council	To recruit Aboriginal Youth to participate on the Libraries Youth Advisory Council.	Within existing budgets	➢ 2010 – 1 Aboriginal youth will be added as a council member ➢ 2011 - 1 Aboriginal youth will be added as a council member
Community Services / Libraries	Winnipeg Library Memberships	Orientation and information sessions specific to Aboriginal Youth will be added in order to increase Aboriginal Youth library memberships.	Within existing budgets	➢ 2010 – 70 participants ➢ 2011 - 70 participants
Winnipeg Library Board	Library Services for Aboriginal People	To conduct a study related to the provision of library services for Aboriginal peoples living in Winnipeg to improve and expand the range of meaningful services for Aboriginal peoples.	2009 $15,000.00	➢ Completed literature review and environmental scan ➢ Completed community consultations ➢ Action plan
Community Services	Princess White	Contract a programming assistant to provide 10	2010	➢ 160 visits by Aboriginal youth to Library

Department	Project	Description	Amount	Performance Indicators
– Winnipeg Public Library	Dove Library programming assistant	hours per week of library support and provision of drop-in culturally appropriate program & supports for Aboriginal youth at the Princess White Dove Library in the Turtle Island Neighborhood Centre.	$7,000.00 2011 $9,000.00	cultural program in 2010. ➢ 320 visits by Aboriginal youth to Library cultural program in 2011.
Community Services – Winnipeg Public Library	Elder in Residence	Contract an Elder to conduct culturally relevant programs such as Storytelling, Traditional teachings at libraries, and other city facilities in group and one-to-one settings with Aboriginal youth.	2010 $25,000.00 2011 $25,000.00	➢ 180 Aboriginal youth per year receive cultural education from community Elder
Increased/enhanced Employment and Employment Development Opportunities for Aboriginal Youth				
Transit	Aboriginal Community Relations	One year Internship to provide education and awareness in transit services for Aboriginal Youth, assist in recruitment and retention of Aboriginal Youth to transit positions.	2010 $22,500.00 2011 $22,500.00	➢ 1 Aboriginal Youth will be trained and employed
Community Services	By law Enforcement Intern	This is an in-training position that will prepare incumbents for permanent employment in future vacant positions in Community By-law Enforcement Services. Incumbents will be provided with the necessary training to meet the entry-level qualifications of the position.	2009 $30,000.00 2010 $40,000.00	➢ 1 Aboriginal Youth will be trained and employed
City Clerks	Council Support Mentorship	The goal is to educate an Aboriginal Youth who is interested in politics by providing an opportunity to work in the Council Support area of the City Clerk's Department. The candidate will gain exposure to the mechanics of the City of Winnipeg municipal political system.	2010 $22,500.00 2011 $22,500.00	➢ 1 Aboriginal Youth will be mentored and employed
Corporate Support Services - Equity and Diversity	Career Summer Camp Expansion	To orient youth to the various careers within the organization, and to encourage the youth to stay in school and pursue higher education which could lead them to employment with the City of Winnipeg.	2010 $8,000.00 2011 $8,000.00	➢ 2010 - 30 Aboriginal Youth participants ➢ 2011 - 30 Aboriginal Youth participants
Fire and Paramedics	Youth Fire and Paramedic Camp	To provide Aboriginal youth with an orientation and 1 week of hands on experience in Fire and Paramedic training.	2010 $4,000.00 2011 $4,000.00	➢ 2010 - 15 Aboriginal Youth participants ➢ 2011 – 15 Aboriginal Youth participants
CAO's Office, Aboriginal Initiatives - with the Aboriginal Council of Winnipeg	Aboriginal Youth Internship	To provide support to the Aboriginal Council of Winnipeg (ACW) to hire an intern from the pool of AYS Phase 1 participants. The internship position will build on Phase 1 training and skills development by providing support to ACW in developing strategies to address the needs of Aboriginal youth in Winnipeg.	2009 $22,500.00 2010 $22,500.00 2011	➢ 1 Aboriginal Youth will be employed

Department	Project	Description	Amount	Performance Indicators
			$22,500.00	
Corporate Support Services – Equity and Diversity	Internship Expansion	To create meaningful, paid summer or part time work in a variety of City of Winnipeg Departments, that allows Aboriginal Youth to develop skills and experience related to their career aspirations.	2010 $20,000.00 2011 $20,000.00	➢ 2010 – up to 5 summer internships for Aboriginal Youth ➢ 2011 - up to 5 summer internships for Aboriginal Youth
Winnipeg Police Services	Opikitan Proposal	48 Police Officer Recruits (1 recruiting session) will participate in a 4 day camp of Aboriginal Awareness Training with 48 Inner city Aboriginal youth.	2010 $40,000.00 2011 $40,000.00	➢ 2010 – 48 Aboriginal Youth will participate ➢ 48 Police Officers will receive Aboriginal cultural awareness training ➢ 2011 - 48 Aboriginal Youth will participate ➢ 48 Police Officers will receive Aboriginal cultural awareness training
Public Works HR Division (with Community Services and Corporate Support Services)	Aboriginal Youth Recruitment Model	Create and pilot an Aboriginal youth recruitment model for seasonal/summer/part time and volunteer positions during recruitment seasons. Pilot is to link AYS Phase 1 participants with employment in City positions.	Within existing budgets	➢ 264 Aboriginal youth receive City of Winnipeg employment and volunteer orientation in the new integrated model
Public Works – Human Resources Division	Aboriginal Youth Training Initiative	Provide Aboriginal youth who have seasonal/student employment status and AYS participants with vocational/technical specific courses (specialized courses such as: Horticultural certification, Arborist license, specialized concrete courses) and supports.	2009 $5,000.00 2010 $5,000.00 2011 $5,000.00	➢ 8 Aboriginal youth will receive 1 course upgrade and work boots per year
Increased/enhanced Physical Activity Opportunities for Aboriginal Youth				
Community Services	Program and Service Enhancements – City facilities	To better equip city facilities with required resources to deliver services that meet the holistic needs of Aboriginal youth and their families.	2009 $60,000.00 2011 $4,200.00	➢ Enhanced city facilities to meet the needs of the community
University of Manitoba	Aboriginal Games Course Pilot	To provide education for Aboriginal Youth in the theory and delivery of a variety of traditional, contemporary, and culturally relevant Aboriginal games and activities. These courses will prepare Aboriginal Youth for employment in community-based agencies and government that are delivering Aboriginal culture-based services. The City of Winnipeg is one partner in this initiative.	2009 $11,000.00	➢ An accredited course is created ➢ 20 Aboriginal youth receive training ➢ 20 Aboriginal Youth receive a diploma credit
Community Services	Aboriginal Cultural	Provide education for City of Winnipeg staff in order to meet the community's request for a civic service	2009 $25,000.00	➢ Up to 250 City of Winnipeg staff will have increased Aboriginal cultural

Department	Project	Description	Amount	Performance Indicators
	Communication & Awareness Training	that is more responsive and attuned to the needs of the Aboriginal community.		communication and awareness capacity
Community Services / Transit	Transportation Supports for AYS participants	To meet accessibility needs of Aboriginal Youth in AYS initiatives, an allotment of bus tickets will be purchased on an annual basis.	2009 $1,000.00 2010 $1,000.00 2011 $1,000.00	➢ Transportation for up to 150 Aboriginal youth per year in AYS initiatives
Community Services	Youth Action Center Enhancements	To provide targeted programming to Aboriginal youth in Youth Action centers in the Downtown and Point Douglas communities.	Within existing budgets.	➢ 14 Youth Action centers will have Aboriginal Youth specific programs
Community Services - Recreation	Myawata (Celebrate!) Youth Club	To provide Aboriginal cultural and sport games/activities/teachings and supports at 8 Youth Action Centres during 2 seasons. Community teachers and Elders will provide teaching and support while City Recreation leaders work and learn along side the Elders in order to increase staff capacity to provide culturally appropriate programming.	2009 $53,000.00 2010 $53,000.00 2011 $53,000.00	➢ Up to 112 Aboriginal youth per year participating in cultural and sport activities
Community Services – Recreation (Aquatics)	Aboriginal Aquatics Outreach	Canoe/Kayak instruction and other water sport recreation & support for 4 Aboriginal community groups. Ten 2 hour classes for 4 groups	2010 $12,000.00 2011 $12,000.00	➢ 56 Aboriginal youth per year received instruction and participated in water sports
The development and implementation of an External and Internal Communications Strategy				
Community Services / Corporate Communications	Internal and External Communications Strategy	To implement a communications strategy that will keep AYS stakeholders/partners updated and engaged; and increase awareness of the AYS, and its programs and services, within the community.	2010 $7,500.00 2011 $10,000.00	➢ Enhanced website ➢ Completed community consultations ➢ Increased community awareness of the AYS and its programs
Aboriginal Youth Strategy	Community Relations	Community consultation (gatherings, sharing circles, Elder consult) costs such as Elder honoraria and tobacco, feasts, youth survey and volunteer participation incentives.	2009 $3,465.00 2010 $4,944.00 2011 $5,010.00	➢ Increased CoW capacity to meet Aboriginal community needs
The development and implementation of Performance and Measurement tools, directives and processes for ongoing program evaluation				
Community Services	Performance Measurement	Engage a third party to conduct a Winnipeg wide survey of Aboriginal people. The survey will measure recreation and library program/service participation rates and customer satisfaction levels.	2011 $15,000.00	➢ A completed community consultation ➢ A basis to improve services to Aboriginal people

Department	Project	Description	Amount	Performance Indicators
		2009 Totals	$255,965.00	
		2010 Proposed Projects	$304,944.00	➢ Similar to above
		2011 Proposed Projects	$288,710.00	➢ Similar to above
		2009 Projected Results/Impacts		➢ Up to 325 Aboriginal youth will participate in AYS initiatives ➢ Up to 250 City of Winnipeg staff have increased capacity in Aboriginal cultural communications & awareness ➢ Up to 15 city facilities are enhanced to be more responsive to community needs.

APPENDIX B
ABORIGINAL YOUTH STRATEGY
OSHKI ANNISHIANBE NIGAANIWAK
(YOUNG ABORIGINAL PEOPLE LEADING)

ANNUAL FUNDING ALLOCATIONS – PHASE 1

Organization	Project	Description	Funding Agreement Requirements	Outcomes/Results To Date	Amount
Winnipeg Aboriginal Sport & Recreation Association	LifeSports Aboriginal Youth Leadership Program	The LifeSports initiative will expose Aboriginal youth to a variety of sports as athletes, coaches and officials while breaking down the barriers that prevent many of them from participating fully in sports and recreation.	➢ 25 Youth will participate in coaching and officiating clinics ➢ Aboriginal Youth will have increased participation in sports and recreation activities	➢ 25 Aboriginal youth applied, participated and completed training for the winter ten week session; ➢ 6 Coaching and Officiating Clinics were offered including ice skating, cross country skiing, ice fishing, weight training, archery, and tennis; ➢ 25 Aboriginal youth completed received certification in First Aid or CPR; ➢ 24 Aboriginal youth obtained summer employment with WASAC;	$21,775.00
Ma Mawi Wi Chi Itata Inc.	Communication Internship Project	This project aims to improve employability of one intern by providing them with training opportunities in the area of public relations, marketing and corporate communication.	➢ Provide 1 Aboriginal Youth with employment	➢ This project was delayed and is expected to begin late fall or early winter 2009.	$16,234.00
Boys and Girls Clubs of Winnipeg	Youth Recreation Activity Worker Program	The Youth Activity Worker Program provides formal education, training, work experience and life skill development to inner-city adult ages 18-29. This program empowers the students to further their education and ultimately obtain work in a community-based youth serving agency.	➢ Provide 16 youth with training and employment counseling ➢ Provide 300 hours of work experience ➢ Component Certification with RRCC	➢ 16 Youth (13 Aboriginal) participated in the program; ➢ 2,631 total hours of work experience completed by Aboriginal Youth; ➢ 7 Aboriginal youth completed the program; ➢ 4 Aboriginal youth have since obtained employment	$20,000.00
Resource Assistance for Youth	muchmore Home Grown	This program is a three tiered odd jobs placement program with multiple partners throughout the West Broadway community.	➢ 50 Aboriginal youth will participate ➢ 20 Aboriginal Youth will receive external training ➢ 15 Aboriginal youth will secure employment ➢ 20 Aboriginal youth will open a bank account ➢ 10 Aboriginal youth will acquire their Driver Learner's permit; ➢ 50 Aboriginal youth will also participate	➢ 84 youth (61 Aboriginal Youth) have participated in the program; ➢ 8 youth (6 Aboriginal youth) have received external training included forklift operations, food handlers, first aid/CPR; ➢ 5 youth (3 Aboriginal youth) also received other employment based training; ➢ 84 youth (61 Aboriginal youth) have participated in work experience, however, no youth to date have obtained	$82,745.00

Organization	Project	Description	Funding Agreement Requirements	Outcomes/Results To Date	Amount
			in other programs provided by the organization; ➢ 30 Aboriginal youth will acquire identification (i.e. SIN numbers, etc.) ➢ One CED project will be developed and implemented	employment; ➢ No youth have opened a bank account to date; ➢ 1 Aboriginal youth has obtained a Learners Driver Permit ➢ 79 Youth (60 Aboriginal youth) have participated in other programs provided by the organization; ➢ 6 youth (4 Aboriginal Youth) have obtained their SIN numbers; ➢ The CED project has not yet been implemented as program is not yet complete.	
Broadway Neighbourhood Centre	Just TV: A Youth Skills Development Project	This program aims to provide education and hands-on-experience related to creating a video and develop other artistic talents; as well as support and activities that foster positive options to youth.	To provide up to 16 Youth with: ➢ Positive opportunities to help at-risk youth get out and stay out of gangs; ➢ Training that will assist youth become more employable; ➢ Opportunities to assist youth gain and sustain employment;	➢ 16 Youth have participated in the program; ➢ 4 youth have been asked to return as youth mentors; ➢ 2 Youth have been asked to participate in the creation of a City of Winnipeg video that will highlight potential uses for a recreation facility; ➢ 1 show was developed by participants on August 18th at the Park Theater)to showcase the media and artistic skills the youth acquired during the program (approx. 200 people attended); ➢ 8 Gang Awareness, Cultural Awareness and dance workshops were provided; ➢ 3 training workshops included the Film Industry, Basic Camera Operation and Cinematography and Songwriting; ➢ 6 participants have obtained employment; ➢ 7 participants will be applying for secondary or post-secondary school;	$41,380.00
Assembly of Manitoba Chiefs Secretariat Inc.	Eagle's Nest Aboriginal Youth Employability and Education Program	The Eagle's Nest Aboriginal Youth Resource and Recreation Center will engage up to 75 Aboriginal Youth (ages 15-30) in leadership developmental activities that will assist Aboriginal Youth to transition towards successful participation in continued education or employment.	➢ Provide 75 participants with development opportunities ➢ Provide participants with supports to ensure completion ➢ Establish transitional plans for school or employment	➢ 82 Aboriginal youth have participated to date; ➢ 39 Aboriginal participants completed the program ➢ 11 Aboriginal participants have obtained jobs (some were summer only, some part time while going to school)	$149,500.00

Organization	Project	Description	Funding Agreement Requirements	Outcomes/Results To Date	Amount
				➢ 22 Aboriginal participants who have gone on to further their education ➢ 9 Aboriginal participants who are still currently involved in completing their training program	
Spence Neighborhood Association Inc.	First Jobs 4 Youth Project	First Jobs 4 Youth aims to strengthen the capacity of Spence neighbourhood youth to find and keep employment. The project will provide 10 youth with job skills training, part time summer employment and a part time fall work placement with a local business.	➢ Provide 10 youth with 110-130 hours of work experience ➢ Provide the opportunity for 12 weeks of employment ➢ provide 10 Spence Neighbourhood youth with 110-130 hours of work experience and 20 hours of pre-employment training in July and August, 2009. ➢ Provide a work placement of 6 hours a week of paid employment for 12 weeks; ➢ Provide supports to address any personal and employment challenges and will follow their progress when they leave the Project. ➢ Operate an employment centre for the general population of youth in the Spence Neighbourhood. ➢ provide employment related support and casual jobs for youth who are not yet ready to be in the Program	➢ 10 youth (7 Aboriginal youth) have participated in the program; ➢ The work experience component is scheduled to be completed in December; ➢ 9 youth (6 Aboriginal youth) have completed the summer employment component; ➢ Balance of indicators such as the Fall work placements not scheduled to be reported on or complete until December 2009;	$30,912.00
Ma Mawi Wi Chi Itata Inc.	The Future is Yours	'The Future is Yours' initiative will recruit 30 youth between the ages of 12 – 19 to provide at-risk youth with employability skills, volunteer experience, job shadowing, personal development, and aboriginal cultural awareness.	➢ Provide 30 youth with employment training ➢ prepare youth for the City of Winnipeg and Urban Green Team recruitments	➢ 32 youth applied, participated and 24 youth completed training; ➢ 15 youth obtained employment upon completion of training; ➢ 25 youth obtained First Aid/CPR certification ➢ 14 youth received MB Best Customer Service Training ➢ 22 youth participated in Cultural Awareness training and activities; ➢ 2 new partnerships were developed (MB Tourism Council and Crisis and Trauma Resource Institute;	$107,331.00
Ka Ni Kanichihk Inc.	Honouring Our Gifts	The Honouring Gifts initiative will work with 18 Aboriginal mothers under the age of 30 years of	➢ provide employment training to 18 Aboriginal women	➢ 18 Aboriginal Women participated in the program;	$131,230.00

Organization	Project	Description	Funding Agreement Requirements	Outcomes/Results To Date	Amount
		age in discovering their gifts and talents through individualized life planning and career development.	➢ provide various certified training ➢ provide work experience opportunities	➢ 11 Aboriginal women completed; ➢ 12 participants obtained First Aid/CPR certification ➢ 11 Aboriginal women participated in work internships; ➢ 14 Aboriginal women received certification in Suicide Prevention ➢ 12 Aboriginal women completed WHMIS training; ➢ 7 Aboriginal women received Food Handlers certification ➢ Sweat Lodge and Pipe ceremony opportunities were provided on a monthly basis; ➢ 3 Aboriginal women have obtained employment; ➢ 6 Aboriginal women have gone on to further their education	
Aboriginal Leadership Institute Inc.	Aboriginal Construction Technology Program	The Aboriginal Construction Technology Program" is a 36 week program that will prepare participants for employment in the construction industry and will assist the students with an understanding of a safe work site and the experience to successfully pursue a career in a chosen construction field.	➢ develop skills in the construction trade industry; ➢ increase employment opportunities for 22 Aboriginal people; ➢ provide the opportunity for participants to complete their Mature Student Diploma; ➢ provide the opportunity for participants to obtain Accredited Level 1 Carpentry; ➢ offer participants access to a fully staffed Career Resource Department that will assist in the development a professionally prepared résumé, provide career counseling; ➢ offer student workshops in areas such as cultural awareness, career exploration; employment retention; skill identification, resumes building, cover letter, preparation for interviews, networking, and job placement strategies	➢ 25 Aboriginal youth participated in the construction program; ➢ 19 Aboriginal youth obtained employment after completing the program ➢ 14 completed the Mature Student Diploma (balance of participants already had their grade 12) ➢ 17 Aboriginal youth obtained their Level 1 Carpentry ➢ 25 Aboriginal youth utilized the Career Resource Department ➢ 16 Cultural Awareness workshops were provided to the participants (workshop topics included banking, budgeting, employment prep, housing services, etc.)	$99,370.00
The Crossing communities Art	Hip Hop Youth Violence	This project will bring together a diverse group of youth who are at risk of criminalization from the	➢ Provide youth at risk activities and training to enhance capacity for	➢ 15 youth received 500 hours of art training;	$43,558.00

Organization	Project	Description	Funding Agreement Requirements	Outcomes/Results To Date	Amount
Project	Prevention Project	inner city of Winnipeg and northern Manitoba in a training course designed to develop their school attachment and employment skills.	education and pre-employment skills ➢ assist youth to produce and perform a (one) multimedia stage production at the end of phase 2; ➢ employ 10 to 15 youth who have completed phase 2 of the Project to train other youth through workshops in local community centers; ➢ to provide 10 to 15 youth with mentorship opportunities; and ➢ build community network supports to provide youth with additional resources. ➢	➢ 5 Aboriginal youth completed a Global Issues course and received a high school credit; ➢ 6 training workshops were offered per week ➢ 5 Aboriginal Youth obtained employment ➢ 9 Youth have chosen to stay in school ➢ 2 Aboriginal staff and 4 community Artists were available as mentors for the participants ➢ Participants performed 2 multi-media shows at Ralph Brown Theatre ➢ 11 youth (5 Aboriginal youth) who completed Phase 2 of the program obtained employment and continued training to offer performances, event and workshops in the community; ➢ 200 community youth had opportunity to be engaged in these workshops ➢ 1000 people saw the students perform in phase 3 of the project in 33 performances	