Minute No. 59
Report – Executive Policy Committee – December 3, 2014

Item No. 5 Oshki Annishinabe Nigaaiwak – The City of Winnipeg's Aboriginal Youth Infrastructure Training / Apprenticeship Program

COUNCIL DECISION:

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

1. That the City of Winnipeg's Aboriginal Youth Infrastructure Training / Apprenticeship Program as provided in Appendix 1, be approved.

2. That the City enter into agreements with the Province of Manitoba and the private sector partners ratifying the terms and conditions under which the Aboriginal Youth Infrastructure Training/Apprenticeship Program will be funded and carried out.

3. That authority be delegated to the Director of Corporate Support Services to negotiate and approve the terms and conditions of the agreements to establish the Aboriginal Youth Infrastructure Training/Apprenticeship Program, in accordance with the terms and conditions set forth herein and such other terms and conditions deemed necessary by the Director of Legal Services and City Solicitor to protect the interests of the City.

4. That the Program be implemented upon receipt of matching funds as per Council's direction on December 17, 2013.

5. 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 – December 3, 2014

DECISION MAKING HISTORY:

Moved by His Worship Mayor Bowman,

That the recommendation of the Executive Policy Committee be adopted.

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On December 3, 2014, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: Oshki Annishinabe Nigaaniwak - The City of Winnipeg's Aboriginal Youth Infrastructure Training/Apprenticeship Program Approval

Critical Path: **Executive Policy Committee - Council**

AUTHORIZATION

Author	Department Head	CFO	CAO
R. Forgues	L. Burch	B. Holsten-Boyer A/CFO	M. Jack A/COO

RECOMMENDATIONS

1. That the City of Winnipeg's Aboriginal Youth Infrastructure Training / Apprenticeship Program as provided in Appendix 1, be approved.

2. That the City enter into agreements with the Province of Manitoba and the private sector partners ratifying the terms and conditions under which the Aboriginal Youth Infrastructure Training/Apprenticeship Program will be funded and carried out;

3. That authority be delegated to the Director of Corporate Support Services to negotiate and approve the terms and conditions of the agreements to establish the Aboriginal Youth Infrastructure Training/Apprenticeship Program**,** in accordance with the terms and conditions set forth herein and such other terms and conditions deemed necessary by the City Solicitor / Director of Legal Services to protect the interests of the City.

4. That the Program be implemented upon receipt of matching funds as per City Council's direction on December 17, 2013.

REASON FOR THE REPORT

At the December 17, 2013 Council meeting, Council concurred in the recommendation of the Executive Policy Committee and adopted the following with respect to the 2014-2016 Preliminary Operating Budget:

> "*That the City of Winnipeg request the Province of Manitoba to fund 1/3 of the cost of a new Aboriginal youth infrastructure training/apprenticeship program in the amount of up to $750,000 and that 1/3 of the cost of the program be raised by the private sector (up to $250,000 each). The City of Winnipeg's 1/3 share is subject to the 2/3 share funded by the other partners. This program compliments and enhances the existing Aboriginal Youth Strategy program.*

That the City approve this new Aboriginal youth infrastructure training/apprenticeship program subject to the proposed cost sharing in above, and include $250,000 in the 2014 operating budget and in the 2015 and 2016 financial projections, and that the public service report back to Council with recommendations for program parameters and goals, criteria for participation, approval authority, etc. prior to program commencement.

IMPLICATIONS OF THE RECOMMENDATIONS

If approved, this program would complement the existing Aboriginal youth strategy, Oshki Annishinabe Nigaaniwak (OAN), by providing additional employment development opportunities for Aboriginal youth to become trained in the trades industry and increase their opportunities to become gainfully employed in the civic system or the private sector.

HISTORY

The Corporate Support Services Department, through its Aboriginal Relations Division, was requested to design and deliver an Aboriginal Youth Infrastructure Training/Apprenticeship Program for the purpose of increasing the rate of Aboriginal youth trained, engaged, and employed in trades-related employment in Winnipeg.

Following Council adoption of the budget, multiple meetings and conversations have occurred with the Province of Manitoba, accredited apprenticeship training schools, Aboriginal skills and employment development organizations, and construction industry associations to identify potential partnership opportunities and to define the details of the program.

These meetings have resulted in the Province supporting our proposed Aboriginal Youth Infrastructure Training/Apprenticeship program and that the Province will submit a request to Treasury Board to seek approval to obtain the necessary funds, once they receive the City's final proposal. The training institutions have also agreed to be a part of the program design and/or implementation. Details as to their contribution to the partnership or project are still yet to be determined. Aboriginal Community organizations have also expressed an interest in participating in a similar way as they did in the paramedic program by providing services such as training program living allowances. The Construction Associations have indicated their interest in participating in the development of the program.

A similar approach and model as the OAN Primary Care Paramedic Program is being recommended for the proposed OAN Infrastructure Training/Apprenticeship Program as it provides a unique and collaborative framework for all the partners to be engaged and involved in the critical first year of the program. The Program will be administered by the Aboriginal Relations Division.

The five key components of the Program include:

- essential skills development;
- provision of support for daily life-management;

- educational and wellness opportunities through Elder contact including cultural and Aboriginal teachings;
- the provision of employer supports to facilitate the transition of students to the workforce; and
- participation in a curriculum-based, practical skills development apprenticeship training program (See Appendix 1 for more details).

Based on our consultations, carpentry has been selected as the trade of focus for this program as carpentry builds foundational skills in general trades practices that improve future opportunities to access highly specialized trades training and employment.

The Program will be delivered annually with a minimum intake of between 16 to 20 students each year. Given the budget that has been allocated and our projected expenses, there is potential for a second intake of students at six months of each year, thereby doubling the student participation rate over the life of the project.

If approved by Council, next steps include submitting the proposal to the Province (December/January), finalizing partnerships and program design (January/February 2015), recruitment and outreach (February/March 2015), essential skills and final selection (April 2015) with the training portion beginning in May 2015. Work experience opportunities and employer recruitment and support would occur in October 2015.

FINANCIAL IMPACT

Financial Impact Statement **Date:** November 17, 2014

Project Name: **First Year of Program** **2015**

Oshki Annishinabe Nigaaniwak - The City of Winnipeg's Aboriginal Youth Infrastructure Training/Apprenticeship Program

	2015	2016	2017	2018	2019
Capital					
Capital Expenditures Required	$ -	$ -	$ -	$ -	$ -
Less: Existing Budgeted Costs	-	-	-	-	-
Additional Capital Budget Required	$ -	$ -	$ -	$ -	$ -
Funding Sources:					
Debt - Internal	$ -	$ -	$ -	$ -	$ -
Debt - External	-	-	-	-	-
Grants	-	-	-	-	-
Reserves, Equity, Surplus	-	-	-	-	-
Other -	-	-	-	-	-
Total Funding	$ -	$ -	$ -	$ -	$ -
Total Additional Capital Budget Required	$ -				
Total Additional Debt Required	$ -				
Current Expenditures/Revenues					
Direct Costs [1]	$ 750,000	$ 750,000	$ 750,000	$ 750,000	$ 750,000
Less: Incremental Revenue/Contributions [1]	500,000	500,000	500,000	500,000	500,000
Net Cost/(Benefit)	$ 250,000	$ 250,000	$ 250,000	$ 250,000	$ 250,000
Less: Existing Budget Amounts [2]	250,000	250,000	250,000	250,000	250,000
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1. Direct Costs and Incremental Revenue/Contributions above reflect Appendix A-Budget amounts provided in Appendix 1 to this report. These estimates are provided for purpose of formal negotiations with the other partners. The final program scope, number of student intakes and final budget are subject to the negotiation process This is assumed to be an ongoing program starting in 2015.

2. Existing Budget Amounts above represent the City of Winnipeg's 1/3 share of the program, which is subject to the 2/3 share funded by the other partners. Budgets for 2015 and 2016 are based on projections from the 2014 budget process. Budgets for 2017 and beyond are subject to Council approval.

Original signed by:
Ramona Hodges
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

In preparing this report there was consultation with:

Legal Services Department

SUBMITTED BY

Department: Corporate Support Services
Division: Aboriginal Relations
Prepared by: R. Forgues
Date: November 21, 2014
File No.

Attachment(s):

Appendix 1
- Proposed Aboriginal Apprenticeship Program
- Budget
- Program Timeline



Proposal-OAN Apprenticeship Progra