

2013-2014



(CAHRD)
Centre for Aboriginal
Human Resource
Development Inc.

CAHRD Annual Report

**ABORIGINAL SKILLS AND EMPLOYMENT TRAINING
STRATEGY (ASETS)**

CAHRD 2013-2014 Annual Report

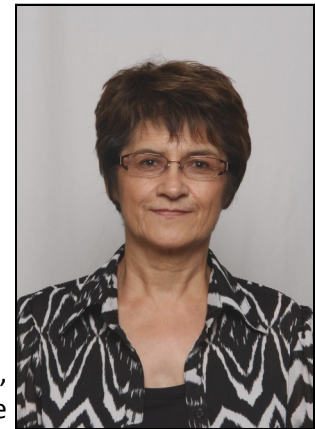
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CAHRD ANNUAL MESSAGES

EXECUTIVE DIRECTOR

For the last four years, CAHRD has operated under the Aboriginal Skills and Employment Training Strategy (ASETS) with Employment and Social Development Canada (formerly Human Resource and Skills Development Canada). ASETS has the same goals as the former AHRDA strategy with emphasis on three strategic priorities: training based on demand driven skills development; partnership with the private sector and across the whole of government; and accountability for improved results. A business plan was submitted in 2010 that demonstrated CAHRD's ability to meet the new government priorities.



Marileen Bartlett
Executive Director

CAHRD has always focused its program on demand driven skills development, worked with partners, and, of the all ASET holders across Canada, has had one of the best returns on the government's investment. Under the new ASETS criteria, CAHRD's internal programming was slightly affected mainly in the amount and type of reporting that will be required and we've been able to meet or even surpass the criteria. As with the old AHRDA program, ASETS External Projects continues to provide support and guidance to our on-going projects and new proponents with regards to meeting any new requirements.

By continuing to provide employment, training, literacy and education services, including financial support through CAHRD's External Projects, many Aboriginal job seekers and/or graduates have been able to move forward and obtain high-paying jobs. Thanks to our training partners and employers, that in many cases, were one and the same. We wish our graduates well, and congratulate them on their accomplishments. We also want to congratulate and thank the many Aboriginal agencies that provided service and training throughout this period.

CHAIRPERSON

CAHRD and its partners continue to play a major role in providing labour market programs and services to unemployed Aboriginal people in Winnipeg. Our successes would not be possible without the dedicated commitment of CAHRD's Staff; the leadership of the Board of Directors; and the volunteers on the Proposal Selection Committee.



Wayne Helgason

THANK YOU for all your hard work in helping CAHRD succeed in providing literacy, education, post-secondary training and employment services to the Aboriginal community in Winnipeg.

In closing, we look forward to our first year under ASETS and plan to continue to work together as we continue to help our Aboriginal people Create Their Futures - One Family at a Time.

INTRODUCTION TO CAHRD

OUR MISSION STATEMENT

To assist Aboriginal people prepare for, acquire and maintain successful employment by providing quality literacy, education, training and employment opportunities, and the required supports, through partnerships with community, educational institutions, business/industry and government.

OUR VISION

Aboriginal people in Winnipeg have a future of increased economic prosperity and self-sufficiency.

OUR GOALS

- To provide quality adult education, post secondary education, trades training, daycare facilities, and student transitional housing as needed.
- To provide employment and education services to approximately 2,400 people per year.
- To place an average of 900 people per year in successful employment.
- To train 600 people per year.
- To continue to meet or to exceed our vision, our mandate and our goals on a yearly basis.

OUR BEGINNING

CAHRD began as an outreach project of Canada Employment Centres and has been in operation for over thirty years. Through various stages and partnerships, CAHRD has greatly expanded its services but maintains its focus - helping Aboriginal people to become employed.

ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

In 2010, CAHRD signed a five-year agreement with Employment and Social Development Canada (formerly Human Resource and Skills Development Canada). Under the new ASETS program, CAHRD continues to deliver human resource and labour market programs to Aboriginal people in Winnipeg.

CAHRD SERVICES

CAHRD services are delivered through a combination of in-house, community based, organizational and institutional partnerships. Through its in-house services CAHRD provides employment related services and training through its post-secondary institution, Neeginan College of Applied Technology.

CAHRD GOVERNANCE

CAHRD would like to thank and acknowledge its Aboriginal Board of Directors who provide valued direction and leadership in the delivery of all CAHRD's labour market programs, education and services to the Aboriginal people of Winnipeg.

In addition to providing direction and leadership, our Board is also responsible for:

- Governance - the source of strategic decisions that shape CAHRD and its work.
- Accountability - for the work and actions of CAHRD.
- Mission - overseeing the tasks and the work required to fulfill our mission.
- Policy - developing policy that ensures CAHRD's goals are achieved.
- Corporate Relations - creating and maintaining successful partnerships that further enhance

2013-2014 BOARD OF DIRECTORS



Wayne Helgason
Chairperson



Bill Shead
Vice-Chairperson



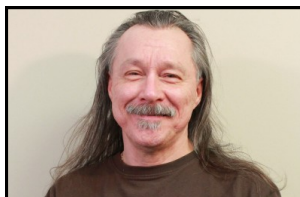
Michael Delaurier
Treasurer



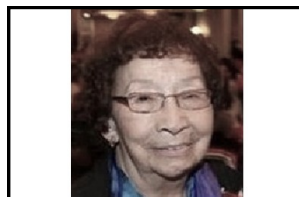
Eleanor Paulic
Secretary



Rachelle Charette
Director



Joseph Bruneau
Director



Flora Zaharia
Director



Brenda LaRose
Director

CAHRD Divisions

CAHRD offers employment, training and education services through its six divisions.

Central Employment Services

Central Employment Services offers employment services to both employers and job-seekers. CAHRD works with the employer to develop a service plan that meets their specific human resource needs, and provides comprehensive services to Aboriginal job-seekers that can lead directly to employment.

CAHRD also offers specialized employment, training and education services to Aboriginal People with Disabilities including referral and follow-up to local resources.

Staffing Solutions

Staffing Solutions offers services to recent Aboriginal graduates to help find successful employment. Assistance is customized to individual clients ensuring that their skills are marketed to today's labour market.

Aboriginal Community Campus

The Aboriginal Community Campus, in partnership with Manitoba Advanced Education and Training, provides education to adult learners up to Academic Grade 12.

Neeginan College of Applied Technology

Neeginan College of Applied Technology is the training arm of CAHRD, and provides training to Aboriginal students through in-house training programs. Programs are delivered in partnership with industry, business and training, and vocational institutions, and are designed to respond to labour market demand.

ASETS External Projects

CAHRD'S External Projects is responsible for managing and administering AHRDA funds by sub-contracting with community service providers, and is responsible for reviewing all funding proposals and preparing them for recommendation by the Proposal Selection Committee (PSC).

Kookum's Place Daycare

Kookum's Place Daycare offers on-site daycare services for students attending CAHRD's education and training programs. Licensed for 49 children, Kookum's incorporates the Seven Sacred Teachings, and the Medicine Wheel philosophy into their daily programming. CAHRD now offers a Preschool and Infant Centre

CAHRD ASETS

ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

In 2010, CAHRD signed a new 5-year agreement with Employment and Social Development Canada (formerly Human Resource and Skills Development Canada). The agreement is in effect from 2010 to 2015, and we are proud to say that, during this time, CAHRD has established itself as an icon of employment, training and education service delivery to the Aboriginal community of Winnipeg.

The Aboriginal Skills and Employment Training Strategy ("ASETS) is the federal government's successor strategy to the Aboriginal Human Resources Development Strategy ("AHRDS") and is designed to help improve the employment opportunities of Aboriginal peoples and enable them to fully participate in the Canadian economy in a relationship based on mutual trust, respect and openness.

Under the ASETS, the programs, services and other activities undertaken by recipient organizations are required to be implemented within the framework of a long-range strategic plan that aligns the programming, services and other activities with the needs of the labour market. A mandate of the new ASETS is to ensure that agreement holders must be responsive to the skills demands of employers and promote strategic partnerships with the private sector and other governments.

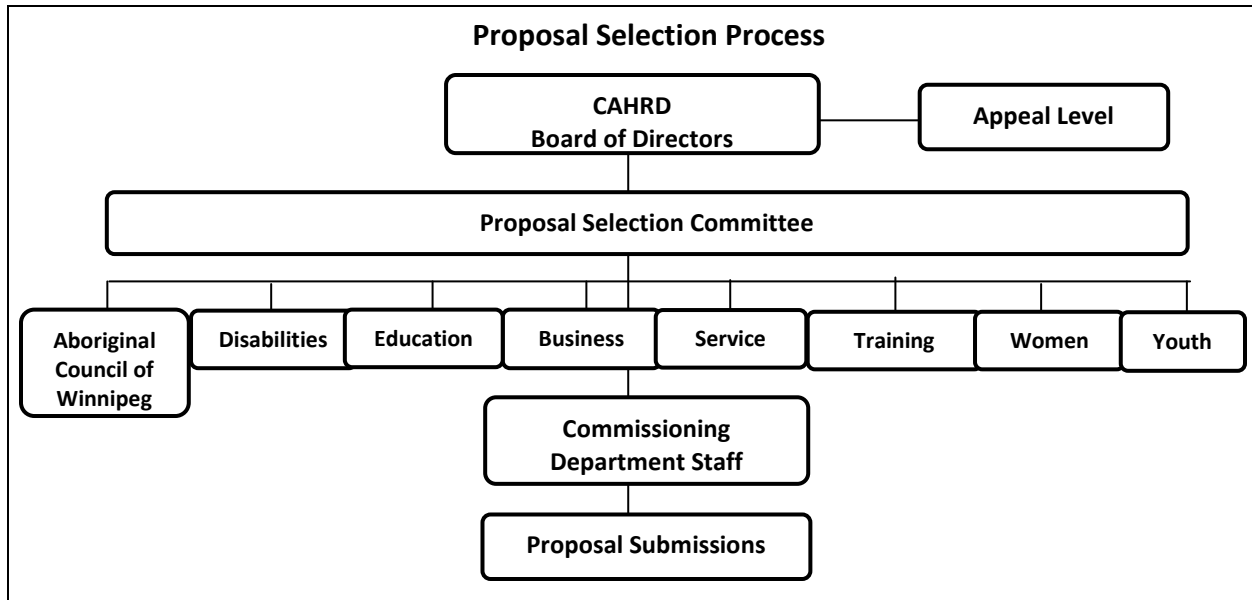
CAHRD is located in the Aboriginal Centre of Winnipeg at 181 Higgins Avenue, and delivers in-house and state-of-the-art, employment, training and education services to individuals, as well as an array of employer services designed to meet industry demand. Over the years, CAHRD has literally helped thousands of Aboriginal people achieve their employment, training and education goals.

ASETS External Projects

CAHRD's External Projects contracts with and delivers programs funds and supports to a variety of community training institutions, service providers and employers. Commissioning achieves this through a community driven proposal process aimed at producing the greatest amount of flexibility for our clients and supporting capacity development within the Aboriginal community. The Proposal Selection Committee (PSC) is a volunteer, community based committee, established to review proposals and make selection recommendations to the CAHRD Board of Directors.

CAHRD ASETS

Proposals are assessed based on local labor market demand, organizational capacity and funding partnerships, accountability and types of intervention. Once a project is approved for delivery, External Projects is responsible for contracting, monitoring project activity, financial accountability measures, troubleshooting and project closure.



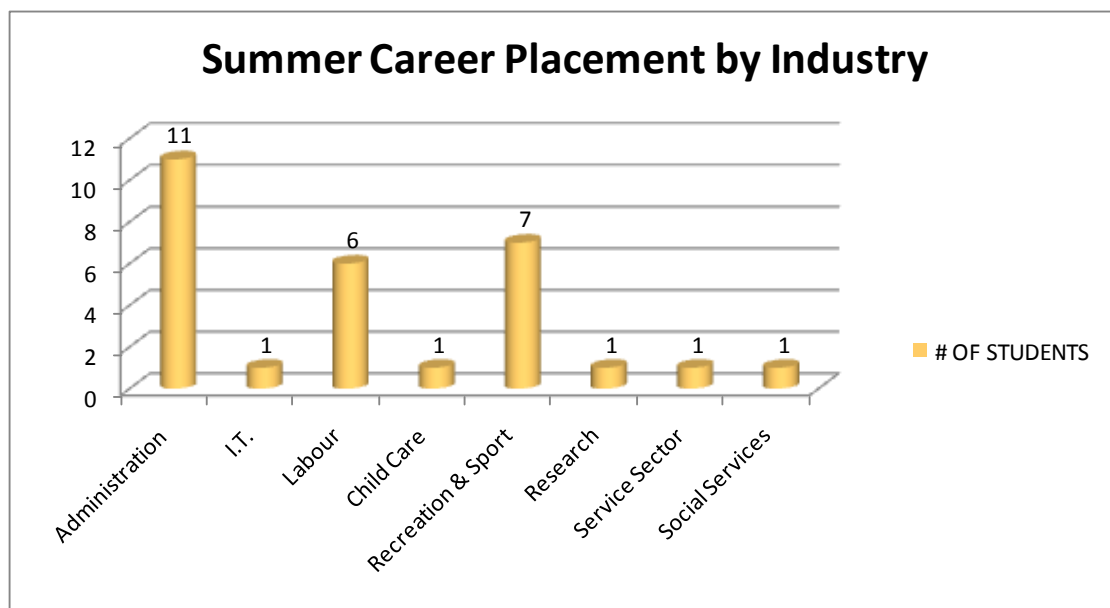
CAHRD ASETS

Summer Career Placement Program



Students learn about Beekeeping

The Summer Career Placement Program matches Winnipeg employers to Aboriginal students who are returning to school in the fall. Employers are supported with wage subsidies and in turn provide on-the-job training and work experience to our Aboriginal youth clients during the summer months. This popular program provides students with a wage as well as providing an opportunity to learn about the community around them and gain meaningful work experience.



CAHRD ASETS

During the last four years, CAHRD has continued to set its goals on ensuring the Aboriginal community in Winnipeg attains successful employment. CAHRD is proud to report that from 2005 to 2010, it has served 12,752 total clients.

CAHRD 2010-2014 ASETS RESULTS

ASETS Report of Results Per Year MEASURES And Period (month) CAHRD Vs Region (MB) 2009 to 2014 (5 years) % Comparision	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014
Total Clients	2,871	2,937	3,333	2,964	2,674
Employed	915	815	772	837	867
Return to school	560	768	990	605	666
Intervention Completions	3,794	4,079	5,697	4,642	5,279
Persons with Disabilities - Total Clients	288	44	248	200	171
Persons with Disabilities - Interventions Completed	362	45	500	309	293
Persons with Disabilities - Employed	58	4	40	37	23
Youth - Total Clients	1,354	1,467	1,798	1,589	1,454
Youth - Interventions Completed	1,721	1,927	3,094	2,512	2,850
Youth - Employed	405	356	319	365	376
Youth - Return to School	330	479	633	376	452

Neeginan College of Applied Technology

division of CAHRD

Created in 2000, Neeginan College is the post-secondary education and training arm of CAHRD and administers CAHRD's industry partnerships, trades programs and training.

Neeginan College provides Aboriginal students with accredited programming through in-house programs and partnerships with business, industry and other vocational training institutions. All training programs are geared towards Winnipeg's highest demand labour market sectors, and result in employment opportunities for program graduates.

Current programming being offered:

Aerospace Manufacturing Technician

Aviation (TIG) Welding Technician

Building Systems Technician/Fifth Class Power Engineer

Canadian Welding Bureau (CWB) Welding Qualification Program

Carpentry Level 1 Apprentice

Computer Numerical Controlled (CNC) Operator

Gas Turbine Repair and Overhaul Technician (GTR&O) Level 1 & 2 Apprentice

Industrial Manufacturing Technician

Information and Office Administrative Assistant (IOAA)

Machinist Level 1 Apprentice

Medical Device Reprocessing Technician

Medical Laboratory Assistant

Aboriginal Community Campus

division of CAHRD

The Aboriginal Community Campus is recognized and certified by Manitoba Advanced Education and Training, and is one of the few Stand Alone Adult Learning Centre's in Manitoba. The Campus provides year-round educational programming to approximately 700 Adults each year. The program is designed to provide educational programming from literacy to grade 12.

Our campus has two programs - the Upgrading Program and the Academic Program.

Upgrading Program - provides adult learners with academic skill development to obtain a grade 10 level. Students study Reading, Writing, Math, Science, Computers, and Community/Current Events, and can earn four Adult Basic Education Credits. Program length is dependent upon the individual. Classes are Monday to Thursday from 9 a.m. to 4 p.m., and on Fridays from 9 a.m. to 12 p.m.

Academic Program - assists individuals with obtaining credits towards completing their Grade 12 diploma. Courses are university entrance and begin every two months. Classes are Monday to Friday from 9 a.m. to 4 p.m. A Mature Student Diploma can be obtained in 8 to 10 months.

The Aboriginal Community Campus annual convocation and graduation ceremony is held each year on National Aboriginal Day, June 21st. This year 51 Graduates proudly received their "Mature Student High School Diploma."

Graduates from the Aboriginal Community Campus go on to employment, post secondary education or further training.



2014 Aboriginal Community Campus Grad Photo

Kookum's Place Daycare

division of CAHRD

Kookum's Place Daycare was opened in 2002 to meet the needs of parents attending school at either the Aboriginal Community Campus or Neeginan College of Applied Technology.

Our professionally trained and certified childhood educators (trained on-site through Neeginan Institute!), provides age appropriate activities and encompasses the Medicine Wheel Philosophy. Kookum's Place is a safe and nurturing environment that incorporates the Seven Sacred Teachings - Love, Honesty, Humility, Truth, Bravery, Wisdom and Respect - into daily programming.



Future artists learning to paint

Kookum's Place has a full lunch program at no extra cost to parents, and provides two additional snacks throughout the day. Our summer program includes field trips to the Zoo, the Forks, Fun Mountain, the Children's Museum, and much more.

At Kookum's, children are cherished on the principal that "It takes a whole village to raise a child."

Preschool and Infant Centres

In 2008, CAHRD separated Kookum's Place Daycare into 2 separate centres—the Preschool Centre and the Infant Centre.



CAHRD 2013-2014 Audited Statements



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INDEPENDENT AUDITORS' REPORT

To the Directors
CAHRD - Aboriginal Skills and Employment Training Strategy (ASETS) Program

We have audited the accompanying financial statements of CAHRD - Aboriginal Skills and Employment Training Strategy (ASETS) Program, which comprise the statement of financial position as at March 31, 2014, the statements of changes in net assets, revenue and expenditures and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of CAHRD - Aboriginal Skills and Employment Training Strategy (ASETS) Program as at March 31, 2014, and its financial performance and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis of Accounting and Restriction on Distribution and Use

Without modifying our opinion, we draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are designed to assist the ASETS program to comply with the financial reporting provisions of the ASETS funding agreement with Human Resources and Skills Development Canada (HRSDC). As such, the financial statements may not be suitable for another purpose. Our report is intended solely for the ASETS program and HRSDC and should not be distributed to or used by any other party.

Winnipeg, Manitoba
July 24, 2014

Collins Barrow HMA LLP
CHARTERED ACCOUNTANTS

CAHRD 2013-2014 Audited Statements

CAHRD - ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

STATEMENT 1

STATEMENT OF FINANCIAL POSITION

MARCH 31

	2014	2013
ASSETS		
CURRENT		
Cash	\$ 514,413	\$ 478,574
Accounts receivable (Note 3)	21,779	16,306
Prepaid expenses	6,447	3,860
Due from related parties (Note 4)	<u>100,720</u>	<u>12,507</u>
	643,359	511,247
CAPITAL ASSETS (Note 5)	<u>24,418</u>	<u>51,171</u>
	<u>\$ 667,777</u>	<u>\$ 562,418</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 43,518	\$ 38,086
Payroll liabilities	69,812	70,912
Deferred revenue (Note 6)	527,341	386,560
Due to related parties (Note 7)	<u>2,688</u>	<u>15,689</u>
	<u>643,359</u>	<u>511,247</u>
NET ASSETS		
NET ASSETS INVESTED IN CAPITAL ASSETS	24,418	51,171
UNRESTRICTED NET ASSETS	<u>-</u>	<u>-</u>
	<u>24,418</u>	<u>51,171</u>
	<u>\$ 667,777</u>	<u>\$ 562,418</u>

Approved on behalf of the Board



Director



Director

 Collins Barrow

CAHRD 2013-2014 Audited Statements

CAHRD - ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

STATEMENT 3

STATEMENT OF REVENUE AND EXPENDITURES

YEAR ENDED MARCH 31, 2014			
	Revenue	Expenditures	Surplus (Deficit)
Administration (<i>Schedule 1</i>)	\$ 337,809	\$ 337,809	\$
Core Program Services (Employment Services) (<i>Schedule 2</i>)	1,584,573	1,584,573	
External Project Funding (<i>Schedule 7</i>)	2,898,839	2,898,839	
Partnerships (<i>Schedule 9</i>)	<u>41,736</u>	<u>41,736</u>	<u>-</u>
	<u>\$ 4,862,957</u>	<u>\$ 4,862,957</u>	<u>\$ -</u>

YEAR ENDED MARCH 31, 2013			
	Revenue	Expenditures	Surplus (Deficit)
Administration (<i>Schedule 1</i>)	\$ 330,013	\$ 330,013	\$
Core Program Services (Employment Services) (<i>Schedule 2</i>)	1,648,131	1,648,131	
External Project Funding (<i>Schedule 7</i>)	<u>3,195,151</u>	<u>3,195,151</u>	<u>-</u>
	<u>\$ 5,173,295</u>	<u>\$ 5,173,295</u>	<u>\$ -</u>

CAHRD 2013-2014 Audited Statements

CAHRD - ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

SCHEDULE 7

SCHEDULE OF REVENUE AND EXPENDITURES

YEAR ENDED MARCH 31

EXTERNAL PROJECT FUNDING	2 0 1 4	2 0 1 3
REVENUE		
Government of Canada - HRSDC - ASETS		
EI funds	\$ 929,487	\$ 932,376
CRF funds	<u>1,969,352</u>	<u>2,262,775</u>
	<u>2,898,839</u>	<u>3,195,151</u>
EXPENDITURES		
External Project Expenditures (<i>Schedule B</i>)	<u>2,898,839</u>	<u>3,195,151</u>
EXCESS OF REVENUE OVER EXPENDITURES	<u>\$ -</u>	<u>\$ -</u>

CAHRD 2013-2014 Audited Statements

CAHRD - ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

SCHEDULE 8

SCHEDULE OF EXTERNAL PROJECT EXPENDITURES

YEAR ENDED MARCH 31

	2 0 1 4	2 0 1 3
EXPENDITURES		
Aboriginal Centre of Winnipeg Inc.	\$ 3,243	\$ 6,649
Aboriginal Community Campus		7,431
Aboriginal Council of Winnipeg Inc.	24,949	7,560
Assembly of Manitoba Chiefs Secretariat		3,542
Boys & Girls Clubs	63,500	63,984
CAHRD - Administration	7,652	6,011
CAHRD Career Fair		3,732
Career Trek Inc.	2,894	5,506
Children of the Earth High School	28,663	34,291
Neeginan Development	7,449	
CreeActions & Artist Showcase	2,464	
Downtown Winnipeg Biz	26,607	35,760
Eco Green		75,000
Elmwood Community Resource Centre		26,095
Fort Whyte Foundation	18,796	25,947
Paramedic Service	74,900	
Freight House Earl	4,197	3,741
Graffiti Art Gallery		54,218
Indigenous Leadership Institute	7,738	15,455
Individual Seat Purchases	(436)	19,389
Interactive Design		49,300
John Howard Society	2,837	7,579
Ka Ni Kanichink Inc.	234,366	234,585
Manito Ahbee Festival	26,117	34,900
Manitoba Aerospace	60,843	43,722
Mother Earth Recycling	22,450	12,000
National Screen Institute	45,600	45,600
Native Women's Transition Centre	3,663	10,378
Ndinawemaaganac Endaawaad Inc.	115,918	117,366
Neechi Commons	78,000	150,000
Neeginan College	800,000	800,000
Neeginan Learning & Literacy Centre	525,000	525,000
Neeginan Literacy	7,546	
North End Community	7,633	(358)
Ogijita Pimatiswin Kinamatwin Inc.	53,317	53,317
Onashowewin Justice		17,117
Oyate Tipi Cumini		3,203
Selkirk & District Community Learning Centre	113,200	116,200
Smart Partners	40,000	40,000
Society 2000 Inc.	52,012	55,291
Treaty Relations Commission of Manitoba		3,574
Tribal Wi-Chi-Way-Win Capital Corporation	7,434	4,392
Carry forward	\$ 2,468,552	\$ 2,717,477

 Collins Barrow

CAHRD 2013-2014 Audited Statements

CAHRD - ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

SCHEDULE 8-A

SCHEDULE OF EXTERNAL PROJECT EXPENDITURES

YEAR ENDED MARCH 31

	2 0 1 4	2 0 1 3
EXPENDITURES		
Carry forward	\$ 2,468,552	\$ 2,717,477
Ultimate Wheel Work		6,523
Uniquely Manitoba	52,700	52,700
University of Winnipeg	-	15,061
Urban Circle Training Centre	277,562	272,515
Urban Shaman Inc.	7,622	28,093
Villa Rosa Inc.	6,739	6,253
Wahbung Abinoonjiiag Inc.		3,089
Winnipeg Aboriginal Sport & Recreation	85,664	86,800
Winnipeg Inner City	-	6,640
	<u>\$ 2,898,839</u>	<u>\$ 3,195,151</u>



(CAHRD)
Centre for Aboriginal
Human Resource
Development

**Located in the Aboriginal Centre of Winnipeg, the restored
historical Canadian Pacific Railway Building**

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Service

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