



ANNUAL REPORT
2014-2015

CREATING FUTURES ONE FAMILY AT A TIME

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CAHRD Annual Messages



Wayne Helgason

CAHRD is pleased to report on another successful year!

Through the ASETS program, many Aboriginal job seekers and/or graduates were 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 continue to partner with CAHRD by providing additional services and training throughout this period.

THANK YOU to CAHRD's Staff; our Board of Directors; and the volunteers on the Proposal Selection Committee whose commitment and hard work this past year made CAHRD's ASETS Program so successful for the Aboriginal community in Winnipeg.

We look forward to next year as CAHRD continues to "CREATE FUTURES ONE FAMILY AT A TIME!"



Marileen Bartlett

CAHRD Board of Directors



Wayne Helgason
Chairperson

Bill Shead
Vide-Chairperson

Michael Delaurier
Treasurer

Eleanor Paulic
Secretary

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



Joseph Bruneau
Director

Brenda LaRose
Director

Flora Zaharia
Elder

Rachel Charette
Director

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

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

Introduction to CAHRD

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.



CAHRD is located in the Neeginan Centre at 181 Higgins Avenue, and delivers in-house employment, training, and education services to Aboriginal adults, as well as offering 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.

CAHRD VISION

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

CAHRD MISSION STATEMENT

To relieve and prevent unemployment among Aboriginal people in Winnipeg, and help them to achieve self-sufficiency by providing education and training, employment services, and support programs, such as counselling, daycare, and housing; and

To do all such things ancillary and incidental to the attainment of the above purpose.

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, literacy, education, post-secondary training and needed supports through its various divisions.

- Employment Services
- Staffing Solutions
- External Projects
- Neeginan Learning & Literacy Centre
- Aboriginal Community Campus
- Neeginan College of Applied Technology
- Kookum's Place Daycare - Infant and Preschool Centres

***CAHRD IS COMMITTED TO MAINTAINING ITS FOCUS - HELPING
ABORIGINAL PEOPLE BECOME EMPLOYED***

CAHRD Divisions

Employment Services

Employment Services offers employment and educational/training services to Aboriginal clients seeking education, training or employment. After assessment, services range from referral to literacy, upgrading, academics, post-secondary training and employment.



Staffing Solutions

Staffing Solutions offers services to recent Aboriginal graduates to help them find successful employment. Assistance is customized to individual client needs which includes liaison with employers to ensure a good employment outcome.



Neeginan Learning & Literacy Centre

The Learning Centre provides basic skill development in Math and Language sets. Students also study science, social science, and computers. The focus of the program is on community and personal development.

Aboriginal Community Campus

The Campus is a stand-alone, Adult Learning Centre accredited through Manitoba's Adult Learning & Literacy. ACC has a holistic learning environment and provides education to adult learners up to Academic Grade 12.



Neeginan College of Applied Technology

The College is the training arm of CAHRD, and provides training to Aboriginal students through in-house programs. Programs are delivered in partnership with industry, business, government, and other training and vocational institutes. All programs are designed to respond to labour market demand so that all students are prepared for jobs in high-demand occupations.

CAHRD Divisions

External Projects

External Projects contracts with, and delivers program funds and supports, to a variety of community training institutions, service providers and employers through a community driven proposal process. The proposal process is aimed at producing the greatest amount of flexibility for 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.

Kookum's Place Daycare

Opened in 2002 to meet the needs of parents and students attending CAHRD's education or training programs, Kookum's Place Daycare offers two (2) on-site daycare centres - Kookum's Infant Centre and Kookum's Preschool Centre.

At Kookum's Place, each child's journey is treated with respect, appreciating their cultural background, gender and developmental abilities.



KOOKUM'S BELIEVES IT TAKES A WHOLE VILLAGE TO RAISE A CHILD

CAHRD Supports

Neeginan Village

CAHRD's student housing focuses on building community by providing safe and affordable housing for students attending education and training programs. In addition to provide safe and affordable student housing, we focus on promoting positive lifestyles and well-being by incorporating personal development, nutrition, fitness and garden programs.

Holistic and Healthy Living Programs

CAHRD is committed to increasing personal health and strengthening our student community.

The program has flexible hours in order to meet the needs of students and their families.

Other Supports

CAHRD believes in adopting a holistic approach to job searching, education and training through individualized support services that include:

- Free access to employment services and assessments
- Academic and personal counselling
- Resume and cover letter workshops
- Job and/or education referrals
- Help with applying for tuition

CREATING FUTURES ONE FAMILY AT A TIME!!

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.

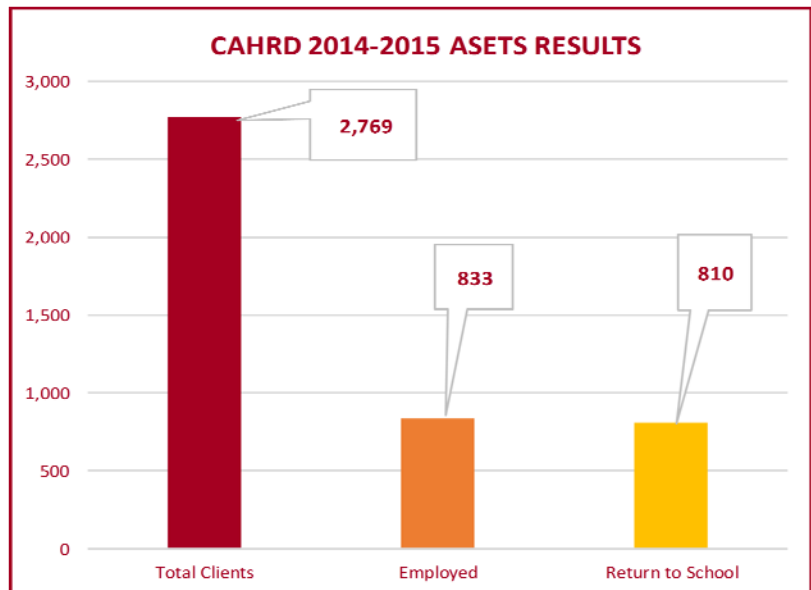
The Aboriginal Skills and Employment Training Strategy (ASETS) is the federal government's successor strategy to the Aboriginal Human Resources Development Strategy (AHRDS) and is designed to help improve the employment opportunities of Aboriginal peoples and enable them to fully participate in the Canadian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

Under 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 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 ASETS RESULTS

During the last five years, CAHRD has continued to set its goal ensuring the Aboriginal community in Winnipeg attains successful employment, and becomes self-sufficient.

This year CAHRD is happy to report that it served 2,769 clients, with 833 becoming employed and 810 returning to school.



Wayne Helgason, Honourable Shelly Glover, Marileen Bartlett, Bill Shead at CAHRD Community Capacity Funding Announcement



Tanis Wheeler, Bill Shead, Dorothy Dobie, Wayne Helgason, Jean Charest, Marileen Bartlett, Kevin Chief

ASETS External Projects

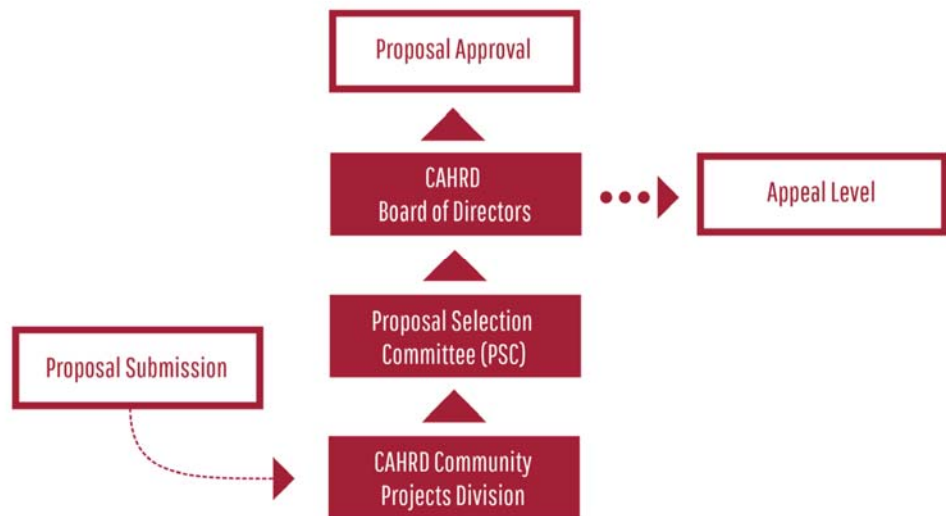
External Projects is a division of CAHRD that's committed to working in partnership with industry, the community, institutions and all levels of Government, to enable urban Aboriginal people to overcome employment barriers, pursue life-long learning, and engage in rewarding employment and career opportunities.

Through ASETS, CAHRD administers sponsorship by sub-contracting with community service providers and employers. The External Projects Division reviews sponsorship requests/proposals, assesses them to determine which are within CAHRD's and the ASETS Program priorities, and prepares them for review by the Proposal Selection Committee (PSC). Recommendations are then forwarded from the PSC to the CAHRD Board of Directors for approval.

The Proposal Selection Committee (PSC) is a volunteer, community-based committee, established to review proposals and make selection recommendations to the CAHRD Board Directors. The PSC meets four times per annum and may convene additional meetings at the discretion of CAHRD, dependent on budget availability.

Proposals are assessed based on local labour 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.

EXTERNAL PROJECTS SELECTION PROCESS



CAHRD 2014-2015 ASETS AUDITED STATEMENTS



Collins Barrow HMA LLP
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INDEPENDENT AUDITORS' REPORT

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

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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, 2015, 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, 2015, 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 Employment and Social Development Canada (ESDC). As such, the financial statements may not be suitable for another purpose. Our report is intended solely for the ASETS program and ESDC and should not be distributed to or used by any other party.

Winnipeg, Manitoba
July 23, 2015

Collins Barrow HMA LLP
CHARTERED ACCOUNTANTS

CAHRD 2014-2015 ASETS AUDITED STATEMENTS

CAHRD - ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

STATEMENT 1

STATEMENT OF FINANCIAL POSITION

MARCH 31

	2 0 1 5	2 0 1 4
A S S E T S		
CURRENT		
Cash	\$ 830,325	\$ 514,413
Accounts receivable <i>(Note 3)</i>	22,155	21,779
Prepaid expenses	130	6,447
Due from related parties <i>(Note 4)</i>	<u>5,027</u>	<u>100,720</u>
	857,637	643,359
CAPITAL ASSETS <i>(Note 5)</i>	<u>27,308</u>	<u>24,418</u>
	<u>\$ 884,945</u>	<u>\$ 667,777</u>
L I A B I L I T I E S		
CURRENT		
Accounts payable and accrued liabilities	\$ 52,503	\$ 43,518
Payroll liabilities	134,198	69,812
Deferred revenue <i>(Note 6)</i>		527,341
Due to related parties <i>(Note 7)</i>	<u>670,936</u>	<u>2,688</u>
	<u>857,637</u>	<u>643,359</u>
N E T A S S E T S		
NET ASSETS INVESTED IN CAPITAL ASSETS	27,308	24,418
UNRESTRICTED NET ASSETS	<u>-</u>	<u>-</u>
	<u>27,308</u>	<u>24,418</u>
	<u>\$ 884,945</u>	<u>\$ 667,777</u>

Approved on behalf of the Board

.....
Director


.....
Director

 Collins Barrow

CAHRD 2014-2015 ASETS AUDITED STATEMENTS

CAHRD - ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

STATEMENT 2

STATEMENT OF CHANGES IN NET ASSETS

YEAR ENDED MARCH 31

	2 0 1 5	2 0 1 4
UNRESTRICTED NET ASSETS		
BALANCE, <i>beginning of year</i>	\$ -	\$ -
Excess of revenue over expenditures (<i>Statement 3</i>)	<u>-</u>	<u>-</u>
BALANCE, <i>end of year</i>	\$ <u>-</u>	\$ <u>-</u>
NET ASSETS INVESTED IN CAPITAL ASSETS		
BALANCE, <i>beginning of year</i>	\$ 24,418	\$ 51,171
Purchase of capital assets	15,880	3,300
Amortization of capital assets	<u>(12,990)</u>	<u>(30,053)</u>
BALANCE, <i>end of year</i>	\$ <u>27,308</u>	\$ <u>24,418</u>
TOTAL NET ASSETS	\$ <u>27,308</u>	\$ <u>24,418</u>

CAHRD 2014-2015 ASETS AUDITED STATEMENTS

CAHRD - ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

STATEMENT 3

STATEMENT OF REVENUE AND EXPENDITURES

	YEAR ENDED MARCH 31, 2015		
	Revenue	Expenditures	Surplus (Deficit)
Administration (<i>Schedule 1</i>)	\$ 387,275	\$ 387,275	\$
Core Program Services (Employment Services) (<i>Schedule 2</i>)	1,703,041	1,703,041	
External Project Funding (<i>Schedule 7</i>)	3,392,335	3,392,335	
Partnerships (<i>Schedule 9</i>)	<u>46,545</u>	<u>46,545</u>	<u>-</u>
	<u>\$ 5,529,196</u>	<u>\$ 5,529,196</u>	<u>\$ -</u>

	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>

CAHRD 2014-2015 ASETS AUDITED STATEMENTS

CAHRD - ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

STATEMENT 4

STATEMENT OF CASH FLOWS

YEAR ENDED MARCH 31

	2015	2014
CASH FLOW FROM		
<i>OPERATING ACTIVITIES</i>		
Cash receipts from funding sources	\$ 4,999,624	\$ 4,994,527
Cash paid to suppliers and employees	(5,433,628)	(4,857,912)
Interest received	<u>1,855</u>	<u>3,738</u>
	<u>(432,149)</u>	<u>140,353</u>
<i>INVESTING ACTIVITIES</i>		
Purchase of capital assets	(15,880)	(3,300)
Advances from related parties	<u>95,693</u>	<u>3,522</u>
	<u>79,813</u>	<u>222</u>
<i>FINANCING ACTIVITY</i>		
Advances to (from) related parties	<u>668,248</u>	(104,736)
NET INCREASE IN CASH DURING YEAR	315,912	35,839
CASH, <i>beginning of year</i>	<u>514,413</u>	<u>478,574</u>
CASH, <i>end of year</i>	<u>\$ 830,325</u>	<u>\$ 514,413</u>
CASH COMPRISED OF		
Cash	<u>\$ 830,325</u>	<u>\$ 514,413</u>



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Creating Futures One Family At a Time!

FUNDED BY

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