



# WOLASTOQEY TRIBAL COUNCIL INC.

 Matawaskiye

 Wotstak

 Bilijk

 Sitansisk

 Welamukotuk

[DELIVERED VIA EMAIL]

July 16, 2024

## **Re: Annual Report - Fiscal Year 2023-2024**

Wolastoqey Tribal Council Inc. (WTCI) exists to assist the member communities achieve their visions of success and to fulfill their endless potential. WTCI provides advisory services, governance, and technical advice to its Wolastoqey member communities.

WTCI's mandate with respect to the Indigenous Skills and Employment Training (ISET) Program is to provide advisory services and assistance to our sub agreement holders within the traditional Wolastoqey territory in New Brunswick. We strive to increase and enhance employment opportunities and access to services. We assist the sub agreement holders' communities to gain access to employment and training services and/or programs within the Federal, Provincial, and private sectors. We also assist, support, and promote the education, cultural and social needs of our member communities.

*To fulfill our mandate, we:*

- 1) Identify and promote programs that are beneficial to the socioeconomic development of our member First Nations.
- 2) Provide capacity building and second level support to the First Nations in areas of health, education, training and employment, and emergency management.
- 3) Promote cultural awareness of its sub agreement holders and their membership.
- 4) Promote, establish, and maintain harmonious relationships with governments and the private sector to advance the interest of sub agreement holders First Nations, as it pertains to employment and training of their clients.
- 5) Operate and administer programs on behalf of the sub agreement holders, and
- 6) Carry out duties as may be required by the sub agreement holders First Nations.

## **Wolastoqey Tribal Council Inc. Background:**

The WTCI is a well-established organization that works with 5 of the 6 Wolastoqey First Nations in New Brunswick (Matawaskiye, Wotstak, Bilijk, Sitansisk, Welamukotuk). We are known for our strong community presence and strong relationships with community-based personnel such as the Employment and Training Officers and Economic Development Officers. We are the current ISET Program agreement holder for 5 of the 6 Wolastoqey First Nations and hold the responsibility for meeting the goals and objectives under the ISET Program. Prior to this we were the Aboriginal Skills and Employment Training (ASET) Program agreement holder from 2009 and a sub agreement holder under the Aboriginal Human Resource Development Agreement (AHRDA) 1999 to 2009.

## **Overview of Wolastoqey Tribal Council Inc. ISET Program Strategy for fiscal year 2022-2023:**


In 2023-2024, the WTCI continued to work with and monitor the ISET Program for Oromocto, St. Mary's, Bilijk, Woodstock, and Madawaska Maliseet First Nations.





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The WTCI administered the ISET Program agreement and coordinated Wolastoqey wide initiatives. The First Nations, through their Employment and Training Officers, provide direct client services.

During this past fiscal year, WTCI focused on the overall mandate of the First Nations Labour Market Strategy under ISET Program with the purpose of, will “help” close the employment and earning gaps between Indigenous and non-Indigenous people, “with” a stronger focus on training for higher quality, better paying jobs rather than rapid re-employment, as well as “assisting” clients to gain greater skills and find jobs that will support their long term career success.

## **The objectives of the First Nation Labour Market Strategy are:**

- (a) To support First Nations in developing employment skills by pursuing training for employment and long-term careers, and by recognizing their unique needs, with the ultimate objective of closing the employment; earning; and skills gaps between First Nations and non-Indigenous people; and,
- (b) To support and enhance capacity of First Nations service delivery organizations and structures to customize culturally appropriate services to support their clients throughout the employment continuum by developing and improving skills and employment training.

To meet these objectives, the member First Nations and WTCI have developed a ten-year strategy. The strategy addresses increasing efficiencies in service delivery, building internal capacity to improve client service delivery, building organizational capacity, and partnership development.

## **Overview of WTCI’s ISET Program Strategy (Long Term Vision):**


The overarching goal of the ISET Program is that all working age members of our communities are working, or in an educational or training program; or participating in life skills enhancement; or workplace essential skills development programs. We also aim to:

- Have a functioning website that is a portal to our communities, not only for community members, but to partners and employers as well.
- Have a strong referral network so that clients can also take advantage of other skills development programs occurring in tandem with the ISET Program.
- Create new partnerships with non- Indigenous service providers to enhance service delivery to our members.
- Create new partnerships with other Indigenous service providers.
- Create new partnerships with employers.
- Create new business partnerships.
- Have achieved economies of scale in the provision of services to our members to maximize opportunities and ensure greater efficiency of resources.
- Have an established network with Employment and Training Officers, not only among the Maliseet First Nations but across New Brunswick and elsewhere in the Atlantic region.





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## Sub Agreement Holders Financial Roles and Responsibilities:

For the sub agreement holders to receive the allocated funds for training and employment, there are roles and responsibilities that must be fulfilled. Sub agreement holders must ensure that they:

- Submit an annual workplan to WTCI with prioritized projects identified in the upcoming year.
- Submit a forecast of cash flow for their annual planned projects specifying CRF or EI amounts.
- Submit a claim form from the PAL Database specifying each quarter of the year with CRF or EI or FNICCI amounts.
- For this fiscal year 2023-2024, the sub agreement holders were also required to track the spending of the Federal Economic Stimulus dollars.


For accountability and audit purposes, sub agreement holders must also ensure to keep the following documentation:

- 1) Keep proper books of accounts and records, in accordance with the generally accepted accounting principles (GAAP), of the financial management of the funding received. This includes, but is not limited to:
  - A general ledger that reflects separate CRF and EI and FNICCI accounts
  - Supporting documentation of receipts that align with financial contribution received and are accurately reflected and deposited.
  - Disbursements, invoices, cancelled cheques, bank statements, cheque register or stubs, sub-ledgers, payroll records, separate bank reconciliation, and GST documentation.
  - Financial reports that align with the financial records as per advance and claim forms of all projects.
  - Capital costs of over \$5000.00 are recorded separately in an inventory listing book or record log and recorded separately in general ledger accounts.
  - Reporting of overhead and training costs that are accurately reflected by CRF or EI funds.
  - Records of payment and advance claims separated by CRF or EI dollars.
  - Documented internal guidelines/operating policy or procedures at the individual First Nation level.
  - All records be made available to audits, Government of Canada and WTCI when and if required.
  - Quarterly claims are submitted in a timely fashion to WTCI, at least 21 days after the end of the quarter/reporting period.
- 2) During the period of the Contribution Agreement and for a period of 7 years thereafter, make its books and records available at all reasonable times for inspection and audit by representatives of Canada to ensure compliance with the terms and conditions of the Agreement and to verify costs claimed by the Recipient as eligible costs. The sub agreement holder shall permit WTCI to take copies and extracts from such books and records and shall provide WTCI with such additional information as it may require with reference to them.





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## **Employment and Training Officers/ISET Program Manager Staff Changes:**

There were no reports or changes made with the Employment & Training Officers, or the ISET Program Manager for the fiscal year of 23-24.

WTCI continues to retain the services of Barb Jones who has been with the ISET Program since 1998 in both a federal role and the role of the Senior Advisor to the ISET Program for the WTCI. Barb will continue to guide Megan Ginnish through reporting cycles and provide general guidance and assistance as required.

## **Annual General Assembly:**

WTCI held their Virtual assembly on February 28, 2024.

Items discussed at the AGA were geared towards “Youth”. Presentations were given by:

- Dr. Cindy Blackstock, First Nations Child & Family Cring Society
- Jordans Principle Team, Melissa Sark, Program Manager
- Youth Sports, by Lance Paul and Tyrese Paul
- Youth Panel

## **Lessons Learned:**

The Province of NB hired a new GED Instructor who started September 2022 at the Bilijk Training Center. The instructor’s name is Pam Gilbert and was able to resume and maintain regular classroom etiquette and professionalism with all the clients in the program. All other GED Programs within the Wolastoqey Territory were able to maintain regular classroom activity.

## **Results and Targets:**

Results – ESDC website

### **P12 Report:**

The 2023-2024 results are up to P12

\* Please note that some performance indicators were not available for the previous years and the result indicates zero (0).

Report Created On: June 17, 2024

**PAL database results are listed below. Please note the differences between the two databases at this time could be because the ESDC Data Gateway is only up to P12.**

**We will revisit the totals once the data gateway has been updated to P14.**





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## ISET Report by Agreement Holder Wolastoqey Tribal Council Inc

MEASURES	2019	2020	2021	2022	2023	Cumulative
	2020	2021	2022	2023	2024	
<b>Total Clients</b>	<b>223</b>	<b>212</b>	<b>216</b>	<b>270</b>	<b>165</b>	<b>1,086</b>
Gender						
Female	98	94	94	122	78	486
Male	124	118	121	146	87	596
Unspecified	1	0	1	2	0	4
Persons with Disabilities	12	11	14	16	12	65
Youth	118	110	118	173	108	627
<b>Clients Served - Total</b>	<b>224</b>	<b>215</b>	<b>219</b>	<b>270</b>	<b>166</b>	<b>1,094</b>
Clients Served - EI	134	129	126	161	94	644
Clients Served - CRF	90	86	93	109	72	450
<b>Employed - Total</b>	<b>100</b>	<b>98</b>	<b>64</b>	<b>67</b>	<b>66</b>	<b>395</b>
Employed - EI	48	67	39	40	47	241
Employed - CRF	52	31	25	27	19	154
Gender						
Female	46	42	31	27	26	172
Male	53	55	33	40	40	221
Unspecified	1	1	0	0	0	2
Persons with Disabilities	1	2	3	2	4	12
Youth	38	38	25	26	32	159
<b>Returned to school - Total</b>	<b>40</b>	<b>31</b>	<b>24</b>	<b>46</b>	<b>12</b>	<b>153</b>
Gender						
Female	22	17	8	20	5	72
Male	18	14	16	26	7	81
Unspecified	0	0	0	0	0	0
Youth	30	24	20	31	11	116
<b>Interventions Completed</b>	<b>240</b>	<b>227</b>	<b>218</b>	<b>306</b>	<b>148</b>	<b>1,139</b>
Persons with Disabilities	12	10	14	19	9	64
Youth	122	119	118	206	105	670
<b>EI Unpaid Benefits</b>	<b>54,604</b>	<b>268,967</b>	<b>265,811</b>	<b>178,465</b>	<b>86,071</b>	<b>853,918</b>
<b>Non-EI SAR Savings</b>	<b>58,704</b>	<b>105,871</b>	<b>32,874</b>	<b>21,481</b>	<b>68,254</b>	<b>287,184</b>





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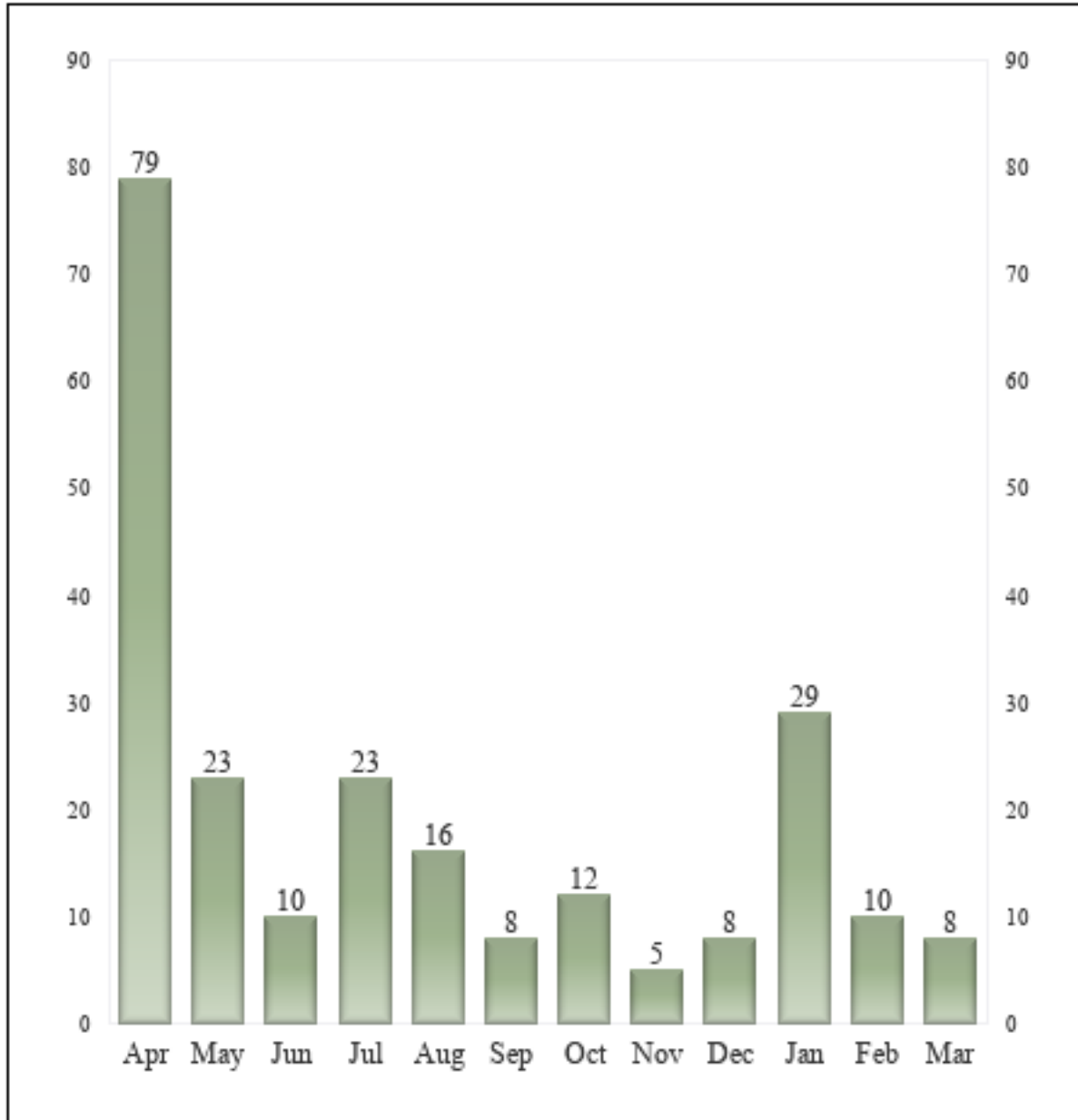
Bilijk

Sitansisk

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## WTCI 2023-2024: All First Nations: Total Action Plans (Clients seen) + Walk Ins

New Action Plans that started this fiscal: 2023-2024 Total: 231





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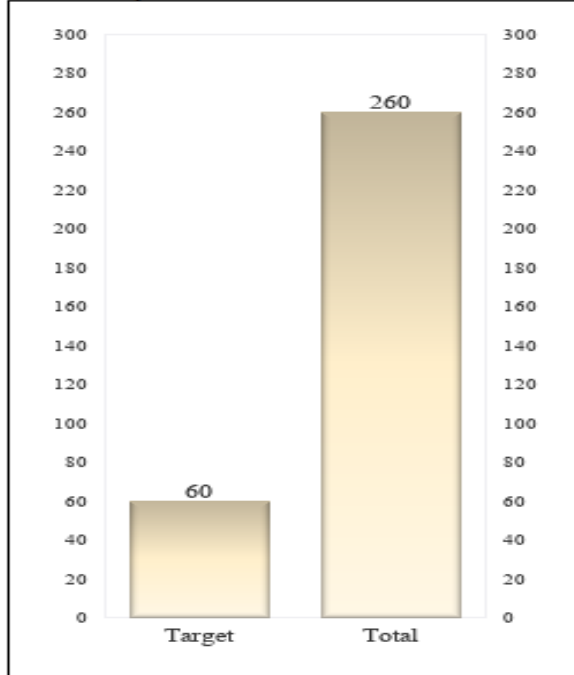
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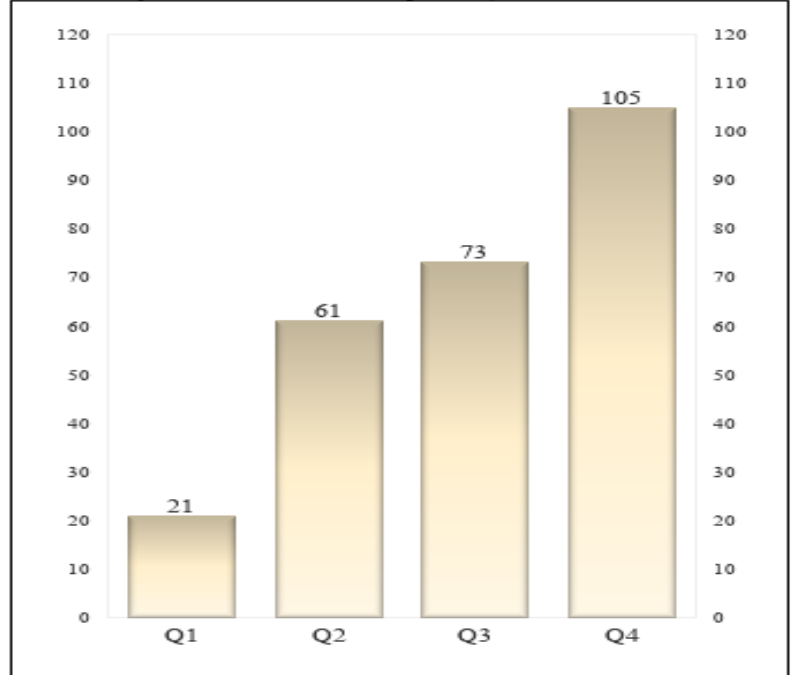
## Completed Interventions

Total Completed Interventions 2023-2024



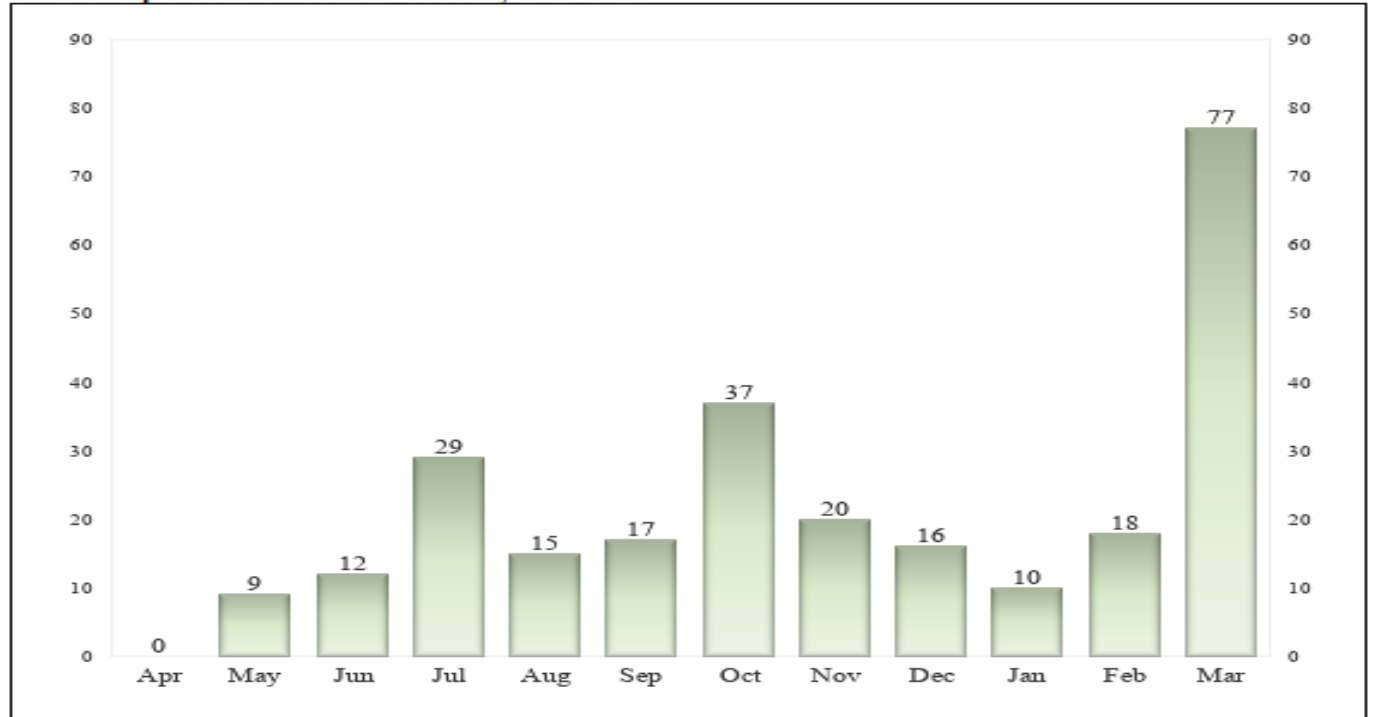
Annual Results

Total Completed Interventions Quarterly 2023-2024



Quarterly Results

Total Completed Interventions Monthly 2023-2024



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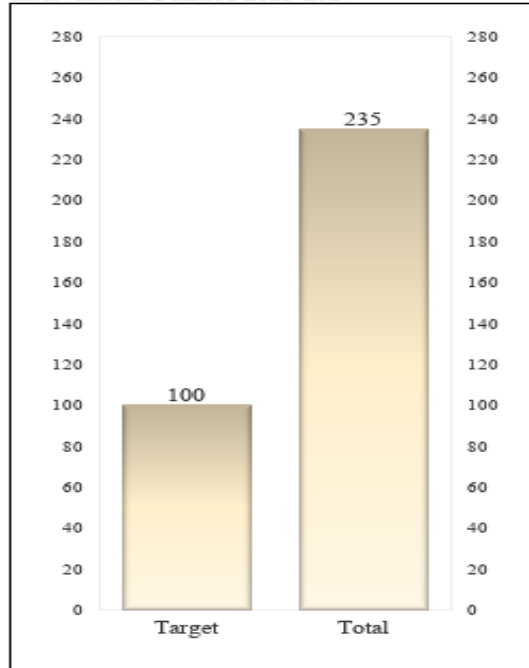
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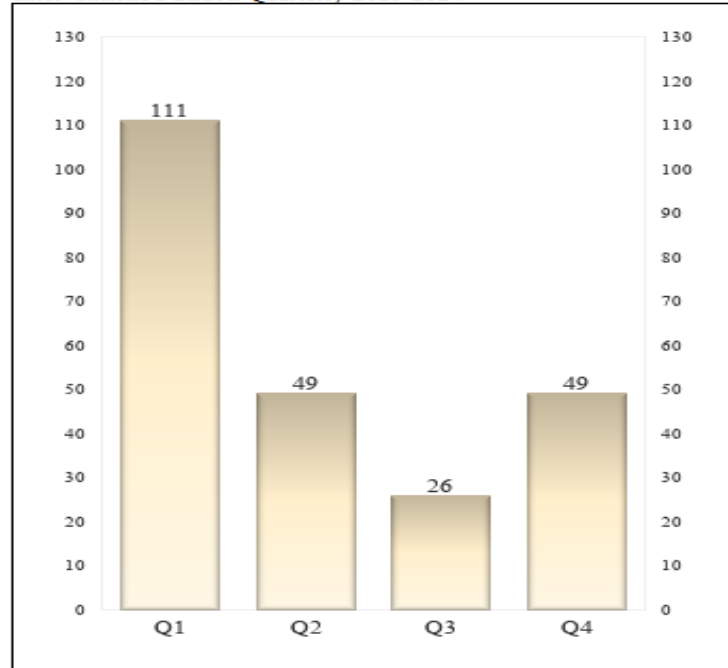
## Intervention Funded

Interventions Funded 2023-2024



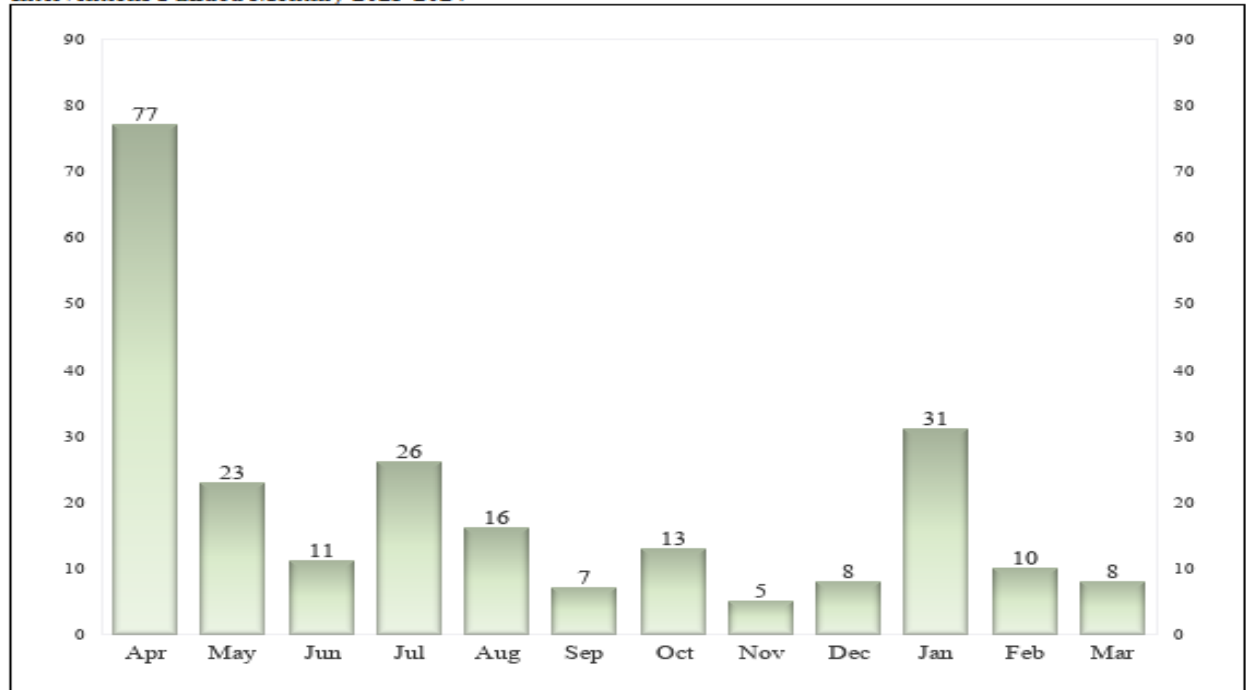
Annual Results

Interventions Funded Quarterly 2023-2024



Quarterly Results

Interventions Funded Monthly 2023-2024



Monthly Results







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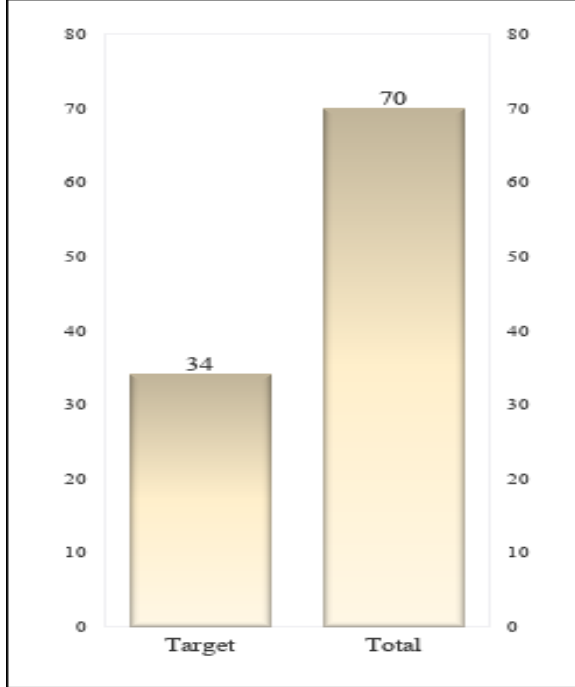
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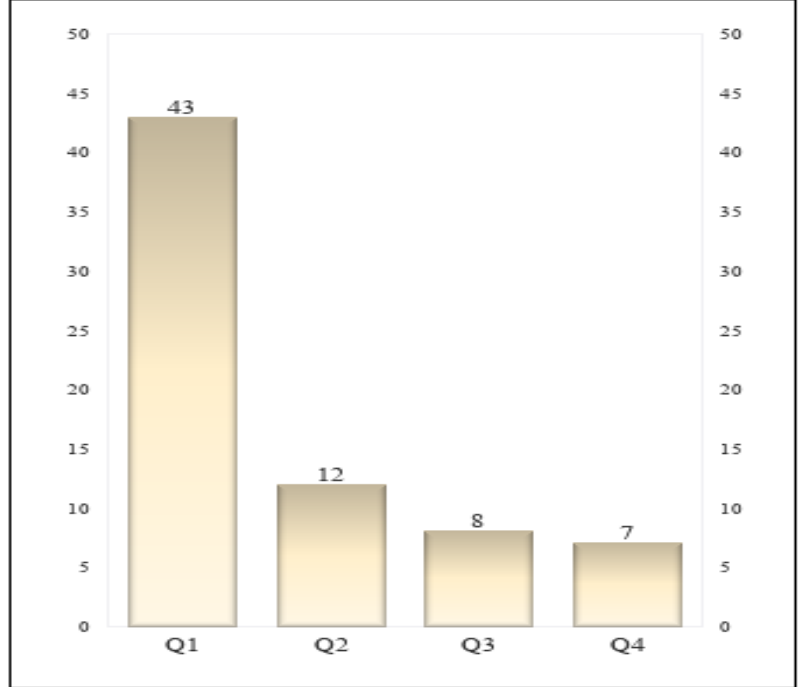
## Intervention Training

Interventions Training 2023-2024



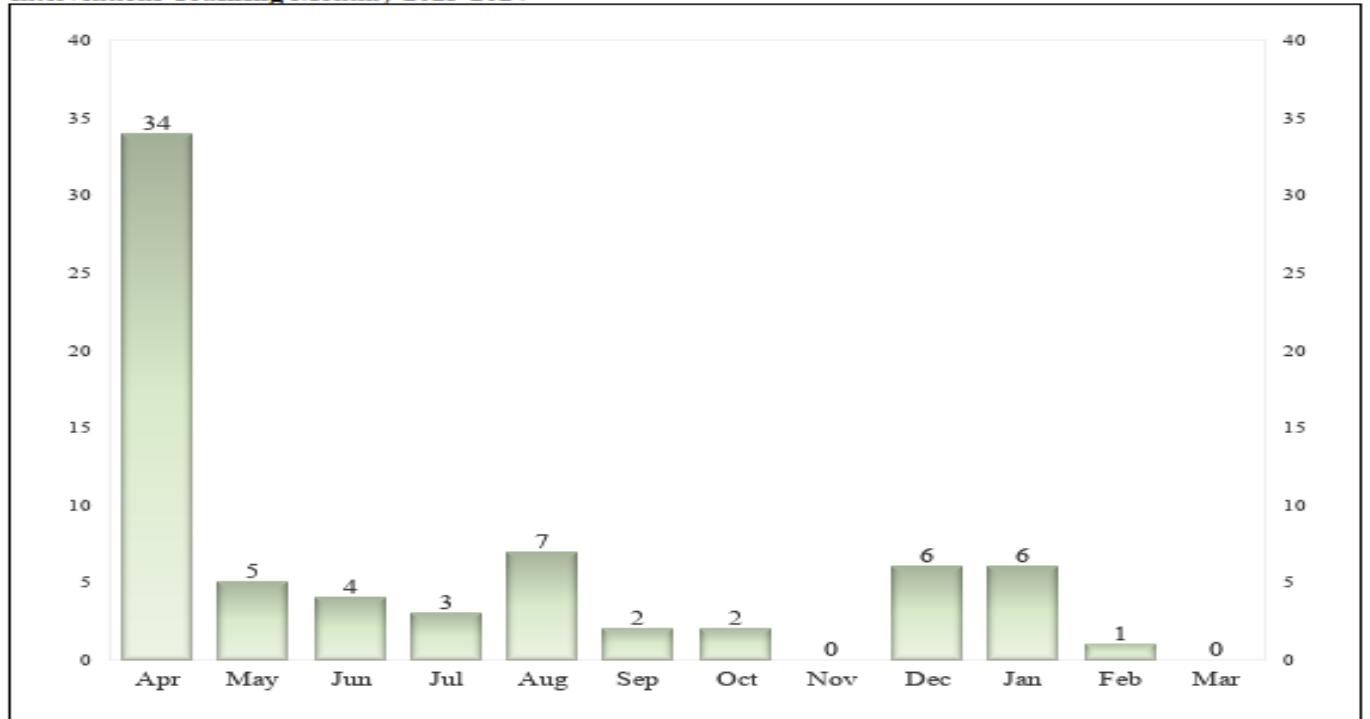
Annual Results

Interventions Training Quarterly 2023-2024



Quarterly Results

Interventions Training Monthly 2023-2024



Monthly Results





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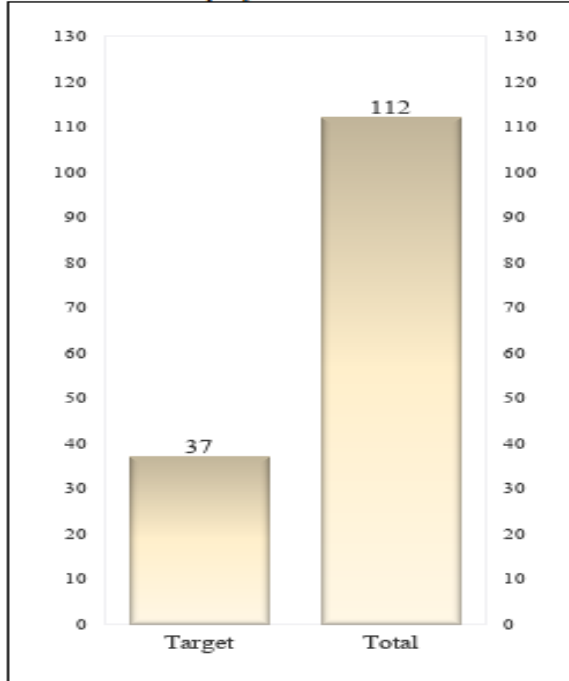
Bilijik

Sitansisk

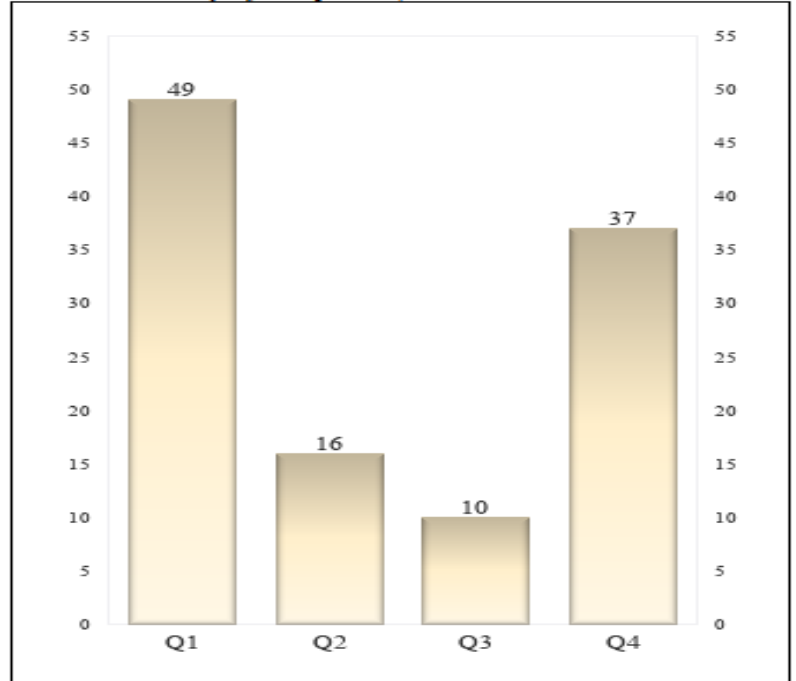
Welamukotuk

## Employed

Total Results Employed 2023-2024



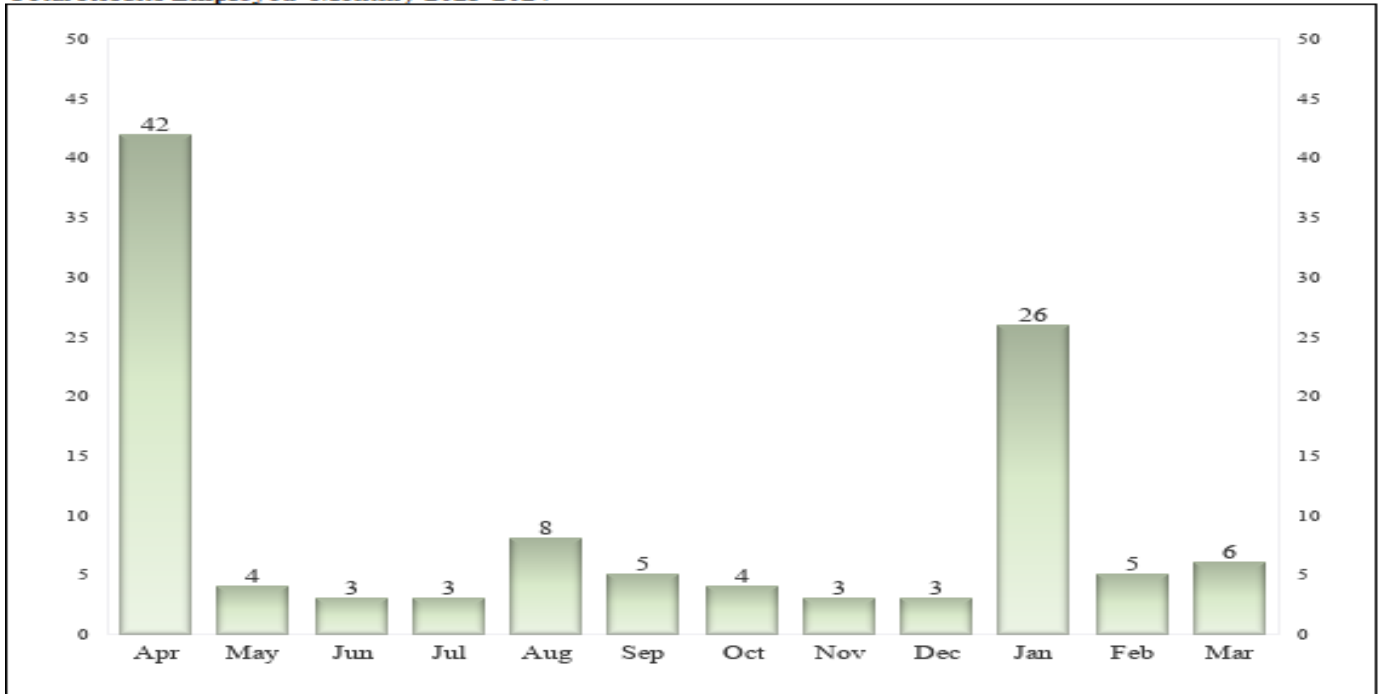
Total Results Employed Quarterly 2023-2024



Annual Results

Quarterly Results

Total Results Employed Monthly 2023-2024



Monthly Results





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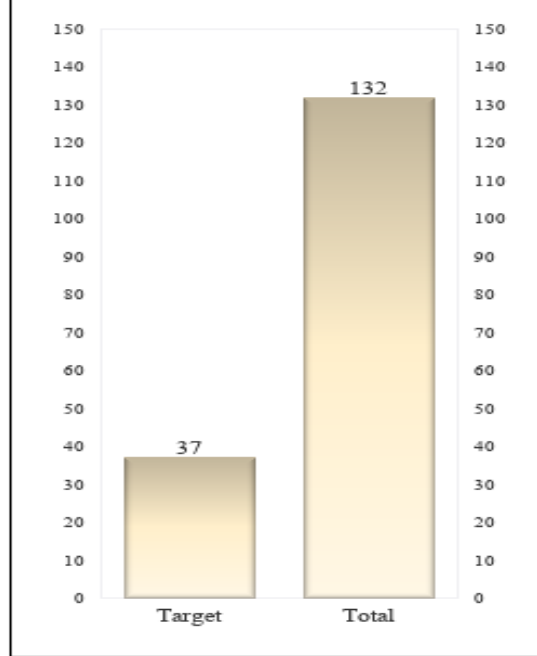
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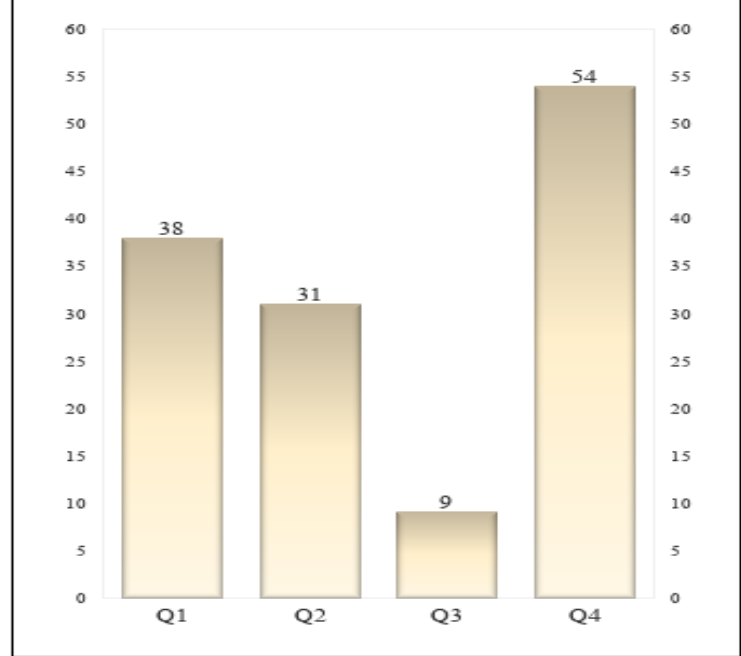
## Return to School

Total Results Return to School 2023-2024



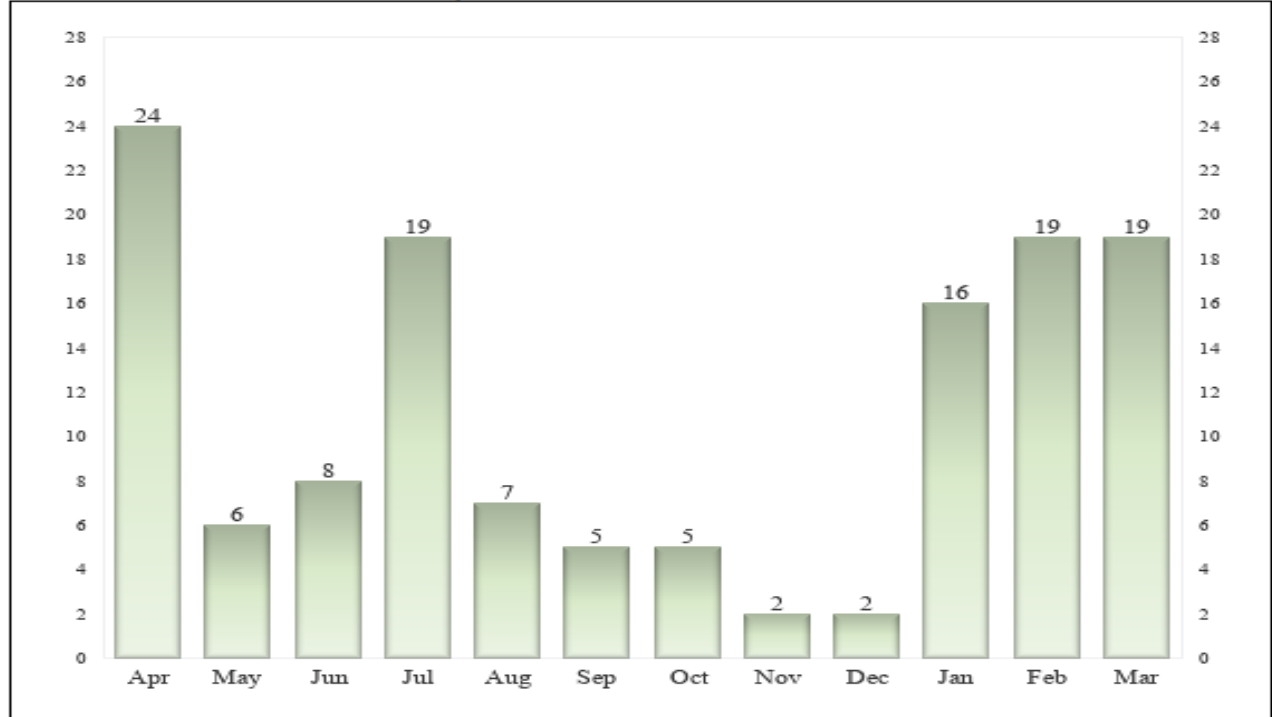
Annual Results

Total Results Return to School Quarterly 2023-2024



Quarterly Results

Total Results Return to School Monthly 2023-2024




Monthly Results





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## **Partnerships:**

Networking with employers and businesses is performed to support the design and delivery of the ISET Program.

### **ESCD**

Service Canada provides funding to The ISET Program provides funding to Indigenous service delivery organizations that design and deliver job training services to First Nations, Inuit, Métis and urban/non affiliated Indigenous people in their communities.

### **PNB**

We continue to be in partnership with Province of New Brunswick, Post Secondary Education Training and Labour (PETL). All Employment and Training Officers salaries and mandatory employment related costs are covered by the province through contract, allowing career counselling to take place by our own Employment and Training Officers in each community.

This partnership allows for these costs to go back into community programs and service delivery under the ISET Program. We also work with PETL, Working NB Branch for our individual and group training financial supports to clients. This department also supports each individual First Nation Workplace Essential Skills (WES) program by providing instructors and client support as required.

### **Aboriginal Employment Services Inc. (AES)**

ISET Program and Aboriginal Employment Services Inc. (AES) partnered to conduct the Indigenous Labour Market Information (ILMI). Training was provided by Jill Wolfe, Indigenous Research and Training regarding Indigenous Labour Market Information and training. Four of the Five Wolastoqey communities accepted the IRT individually by First Nation on this pilot project and started their training in November of 2022. The project is funded by Employment & Service Development Canada (ESDC) and is maintained and supported by Aboriginal Employment Services Inc. (AES). The purpose of the ILMI Survey Project is to provide a snapshot of the current labour force in our communities to assist with planning, program development, and identifying issues that need to be addressed. The project has also been approved for an extension to 2025.

### **WTCI Education (Behaviour Interventionist)**

We have developed a partnership with WTCI Education. Education presented to the ISET Team about supporting an upcoming training for a Behaviour Interventionist within each First Nation community under the Education Support. Two of the Four Wolastoqey Communities have completed training. Individuals worked with the Headstart/Daycares in their communities.

### **Carpenters Millwright College - (Carpentry)**


The Pre-Employment Carpentry Program is currently in its 30th week. Students have covered the following topics: Types of construction and the building trades; Construction materials; Hand and power tools--their use and safely using them; Construction equipment, site safety; Building design and print reading; Survey instruments and operations; Foundation and outdoor slab construction; Floor, wall and ceiling frame construction; Roof frame construction; Energy conservation; Exterior finish; Trade Math. They have also completed safety training in Fall





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Protection and Confined Space. Students had the opportunity to apply theoretical knowledge in course projects to help support these learnings. They built bookshelves, picnic tables, planters, worked on a variety of projects for the community, 2 sheds and an office wall and door.

## **CCGC – ROC-M Training**

We continue to partner with Canada Coast Guard (CCG) for special initiatives to highlight careers in the fisheries sector for the younger youth and young adults. Funding from the 2023-2024 Fiscal was approved for a carry forward to provide a 2-day training for Marine Basic First Aid as well as a 2-day training for ROC-M, with a follow up tour of the CCG Inshore Rescue Station in Saint John to allow clients to obtain more knowledge and to help improve the capacity for Marine Safety for all community participants involved. Prerequisites for students wishing to apply for the Inshore Rescue program, as well as proving capacity to Marine Safety for up to 12 Clients from the WTC First Nation Communities.

## **BEAHR Training**

WTIC, JEDI & ECO Canada & FN Communities: The Marine Ecology & Conservation (MEC) course provides students with the basic scientific knowledge in marine ecology and conservation needed to assist in the identification of current and potential future threats and impacts on marine ecosystems. The curriculum focuses on the ecological relationships between marine organisms and their environment and the consequences that humans have caused as ecological disturbers. This course aims at helping participants in developing their technical knowledge as well as professional attitude and organizational skills that can allow them to find meaningful employment in the ocean sector.

## **UNB (Governance)**

Oromocto First Nation and their ISET Program partnered last fiscal to provide a governance training. May 2023, Oromocto had 3 clients successfully graduate the program.


## **HVAC Training:**


WTIC, JEDI & ET Mechanical partnered up to provide Heating, Ventilation, and Air Conditioning (HVAC) Training. WTIC, JEDI and ET Mechanical have worked together in bringing the HVAC training course to all four Wolastoqey communities. This 14-week program began January 2024, with 14 clients and was designed to equip community members with the necessary skills and knowledge to pursue careers in the HVAC industry, addressing both the demand for skilled tradespeople and the employment needs within Indigenous communities. Through this initiative, clients will receive extensive on-the-job training. Participants earn 300 hours towards their first Block, recognized by Apprenticeship and Occupational Certification (AOC), which is a significant step towards their Red Seal certification and career advancement in the HVAC field. By providing training, JEDI and WTIC are increasing employment opportunities for Indigenous community members. This collaboration is fostering economic independence and growth within the Indigenous communities of New Brunswick, empowering individuals to secure stable, well-paying jobs in a vital industry. The program also helps bridge the employment gap, promoting workforce diversity and inclusion.





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## **Intensive Basket Making Workshop**

4 of the 5 Wolastoqey communities collaborated to invite Terry Young last fiscal with a completion date of May 2023. Classes took place over a 5 weekends of intensive basket making which allowed 4 communities participated in this training Bilijk, St. Mary's and Oromocto and Woodstock

## **Additional Partnerships and training that also took place over the 23-24 Fiscal were:**

- Summer Student Program
- Drivers Training
- Safety Service of New Brunswick
- JEDI (All trades youth camp)
- Partners for Youth
- Fire-arm Training
- Career Labs
- Apprenticeship Programs
- JEDI - (3 Trades - Plumbing, Carpentry, Electrical)
- JEDI - (Business Incubator)

## **Fredericton Chamber of Commerce**

Megan Ginnish, ISET Program Manager is a member of the Fredericton Chamber of Commerce as well as sits on Indigenous Partnerships Committee.

## **Joint Economic Development Initiative**

Megan Ginnish, ISET Program Manager is a representative for WTCI as one of the Board members for JEDI.

## **Atlantic Indigenous Agreement Holder Network (AIAHN)**

ISET Program of WTCI partnered with Northshore Mi'kmaq Tribal Council and MAWIW to host a 3-day event for the 2023 in-person meeting This meeting brought together ISET Agreement Holders from NB, NS, PEI & NFLD. On day one, we had Entrepreneurs present from Nova Scotia, Newfoundland & Labrador, and Prince Edward Island, as well as two panellist groups. One group of panelists from New Brunswick and the second group of panelists from the Atlantic region. Day two, we hosted a Tradeshow, as well as an Indigenous Cultural workshops, where individuals had the option of choosing to make Quill work, Mini Birch Canoes, Drum Making, or Beaded Lanyards. On Day three, 11 Agreement Holders from the Atlantic Region each presented their Best Practices, as well as an ESCD Ref to discuss SPF Program.

## **New Brunswick Career Development Association (NBCDA)**

The Employment and Training Officers attended Provincial NBCDA Conference in November of 2023, which was held at the Delta, Marriott in Moncton, New Brunswick. 4 of the 5 Employment and Training Officer' and the ISET Manager attended CANNEXUS24 which took place January 2024 in Ottawa, Ontario.

## **CANNEXUS 24**

CANNEXUS is the largest National Career Development Conference in Canada held in Ottawa every January. There are over 150 sessions to choose from over a three-day period. All sessions are related to the development of





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career development theories and practices in Canada. CANNEXUS provides networking and partnership opportunities.

Staff also attend various conferences throughout the year that provide further networking and partnership opportunities. Conferences also provide key information that staff can bring back to their community to better assist our membership.

## **Joint Economic Development Initiative (JEDI)**

JEDI continues to host in-person quarterly meetings, which the Employment and Training Officers and the ISET Manager attend to increase their capacity building.

All WTCI First Nations partner with NB Aboriginal Peoples Council for their off-reserve clients. NBAPC generally does a 50/50 split in allowances and tuition costs.

## **Certification/s:**

Three of the Five Employment and Training officers as well as the ISET Program Manager successfully completed their training and are now certified Career DP Practitioner. The ISET Program currently has 4 ETO's plus the ISET Program Manager fully certified.





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## **First Nation Inuit Childcare Initiative (FNICCI) & Indigenous Early Learning and Childcare (IELCC)**

### **Indigenous Early Learning and Childcare Staff Changes:**

We incurred one change in staffing to the Indigenous Early Learning and Childcare position. Terry Francis left the role as IELCC Coordinator the end of July 2023, as she accepted a role in “Language Revitalization” which was her passion. Until such time of her replacement, this role was covered and Barb Jones, ISET Senior Advisor and Megan Ginnish ISET Program Manager. In September of 2023, the Indigenous Early Learning and Childcare position was filled, and the services are being provided by Rosemary Thompson.

Rosemary brings extensive knowledge and experience from working in the Early Learning and Childcare sector with over 25 years experience. She holds a BA degree (psychology and sociology majors) from St Thomas University as well as my ECE Diploma.

Rosemary has experience working with Indigenous children, families, and communities. She enjoys building those connections for families, psychologists, social workers etc. so that the families can have access to services and programs.

As an educator she has committed to showing leadership in the sector by continuing her own professional development in finding ways to improve the Early Childhood Education and Childcare Sector. She’s facilitated Professional Learning Sessions which helped other educators in New Brunswick for the Department of Education and Early Childhood Development.

Rosemary’s education, skills set, and experience will allow her to provide the support and guidance on strategic planning and managing Operations within the department, and makes to an great addition to the Wolastoqey Tribal Council Inc.

### **ECE: Through The Two-Eyed Seeing Lens Fall 2023 Conference in Moncton**

October 9<sup>th</sup> & 10<sup>th</sup> attended, learned a lot and was able to share some great resources with centers. Nick Phillips taught many things including 13 moons Mi’kmaw Ecological calendar. Marie Kryszko spoke about Trauma Informed Healing and shared her story.

### **PD Day for Site Directors at Maqiyahimok Centre (November 3rd)**

Had representation from all 5 communities (Madawaska virtually). Had updates on language, on the land, ISD Coordination, OT support, Transition coordinator, MFI, Jordans Principe, IELCC update and challenges activity.

### **AQI 101 Workshop with Krista Wardrope, Child & Youth Advisor NS, CMM Health & Social Services (Dec 12<sup>th</sup>)**

- Arranged virtual training session for centers and WTCI Education Team.
- Early Years Appreciation Dinner at Rustico December 1st - 4 communities attended.







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## **Msit No'kmaq Forest School** January 10th & 11<sup>th</sup>

WTCI arranged and invited all centers to send 2 educators to the learning lodge in Eel River Bar First Nation for on the land training with Jasmine LaBillois.

## **Atlantic IELCC Sub Committee**

Regular meetings to support the planning, development and review of First Nations governance for the IELCC initiative. Provides advice on First Nations governance of the IELCC initiative to the Health Partnership Child and Youth Committee.

## **Early Years Appreciation Dinner**

Dinner was held in Madawaska for Educators on January 22<sup>nd</sup>. All Madawaska team members attended.

## **First Nations/Education and Early Childhood Development Collaboration Steering Committee**

To build common understanding of collaborative opportunities to enhance Indigenous Early Learning and Childcare in NB, and common agreement on the next steps for working together on these. February 13-14 - Meeting in Moncton to discuss the implementation of the Canada- New Brunswick ELCC Canada Wide agreement and implications with the bilateral agreement.

Continue to meet and work on Indigenous Action Plan and it's 6 initiatives.

## **AGA- February 28, 2024**

Discussed agenda. Information posted on WTCI's Facebook page. Dr. Cindy Blackstock will be speaking. Heather spoke about last years' AGA.

Early Learning and Development /Anglophone Educational Services, (EECD).

Ongoing meetings with Danielle Larry (Early Learning Specialist on Indigenous Curriculum and Professional Learning, Diane Lutes, Lindsay Webb to discuss the role of the Early Learning

Specialist related to Indigenous curriculum and Professional Learning, opportunities to think about possibilities for collaboration and how we might come together in a good way.

## **Early Years Gathering March 23 & 24**

With help from WTCI Education Team hosted. This event was held at the Delta. The objectives were educational, recharge, celebrate, connect, and build relationships. Training included Self-Care, Insights and Land based Learning. Certificates were provided for PL requirements to licensed centers. Feedback was amazing and participants requested future events with more opportunities to network as our bowling event needed to be canceled due to weather.

## **Winter challenge**


WTCI created and ran a winter challenge to encourage outdoor actives. Little Feathers Early Learning and Welamukotuk Early Learning Centre were winners of the challenge.





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## **Jeff Landine**

Licensed Psychologist and professor at the University of NB, hired to support the staff who work with children in early learning and childcare Centers. His area of service includes the schoolwork environment, trauma informed schools, provision of counselling services, and some limited assessment support.

### **Chapmans Group- Insights Training**

Worked with Maureen Olsen (Senior Business Consultant) to arrange Insights Training for centers and teams.

*This training benefited:*

- **Individuals-** increased self-awareness, emotional intelligence and awareness of others as they gained an in-depth summary of their work style, how they interact with others and how they make decisions and why they may be suited for some roles more than others.
- **Site Directors-** helped in their role of supervising educators. Helps diffuse potential conflict and misunderstandings in the workplace and was used specifically for team building which might help with staff retention.

### **Martin Family Initiative (MFI)**

Collaborating to create an EY-1 course that will be utilized to train early years educators in communities that offers content that is reflective of communities. This course will include a land-based learning module and a Wolastoqey language learning module. Will also include toolbox cards/guide are a resource that go along with the EY1 course. Explore TREES network- the opportunity to build out resources that would meet the demands that the early years sector is facing.

As a result of engagement and doing environmental scans of Early Learning & Childcare Sites in all 5 communities the following were identified as challenges and require focus:

### **Staff Retention**

There is a huge turn around which is concerning as the quality and stability of a child's relationship in the early years lay the foundation for a wide range of later developmental outcomes. Resources (time and money) invested is constantly wasted due to turnover of staff directors cannot expand or deepen on training because of the need to constantly redo training for new staff. This causes unnecessary stress on the directors.

### **How do we retain educators after they obtain their ECE, so they do not leave to work in schools making more money as well as benefits?**

- Educators need time off the floor to plan, reflect and to access training opportunities (PD Days that are during working hours and not on nights and weekends).
- Wage Parity- Currently educators working in community do not receive the same pay as provincially licensed and designated sites. Wages need to be higher.


### **Next:**

- Working on developing our own licensing process and establish minimum requirements and competitive Pay/Benefits.
- Find ways to improve working conditions such as (4-day work week).





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- Support the creation of a membership-based association and communities of practice. Rollout and educational campaign.
- Look into options to Increase pay and benefits.
- Create annual calendars with PD Days included and advocate for ECE's to be able to attend.

## **Staff Recruitment/ Need for ECE's**

There is a shortage of trained educators (with ECE). After we collected data, we learned that only 41% (21/51) of educators currently have their ECE. We reached out to the province and PETL (Post Secondary Education, Training and Labour) to see what our options are. If we were to arrange training, would staff be interested? What would/could it look like?

### **Next:**

- Explore pathways to professional education/credentials.
- Work with PNB, post-secondary education institutions, ISET and PETL to design and deliver ECE training programs aimed at Wolastoqey communities.
- Have had conversations about seeking additional funding to hire extra staff to cover shifts so that staff can train (we aren't completely sure that this is feasible, however we are exploring possibilities).

## **More Parent Involvement**

Centers are having difficulty in getting families to come in and participate.

**Site Directors and Educators Feel Undervalued-** Aren't viewed as real teachers and have been referred to as babysitters. Viewed as unskilled and something anyone could do.

### **Next:**

- Educational campaign of Importance of Early Childhood Education

## **Need for Professional Development**

All areas need consistent, ongoing training (behavior techniques, self-care, programming, etc.).

### **Next:**

- Continue to find ways to support ongoing education and training for IELCC, leaders, management, and staff.

## **Interest in Networking and Collaborating with other Centers**

Formed a Site Directors Group- Facilitate monthly virtual meetings to support directors with the opportunity to collaborate with other directors and share their highlights, successes, challenges, training, partnerships, best practices, and provide WTCI updates.


### **Next:**

Exploring options to network and collaborate such as a Facebook Page for educators – IELCC Quality Improvement Facilitator will lead.





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- **Need for Supply Teachers-** Determine whether it's feasible to create a list of substitute ECE's.
- **Increased number of Children with Special Rights-** Growing number of children diagnosed with autism, speech delays, ADHD, etc. Need training for educators, EA support, adaptive equipment, etc.
- **Language:** Interest in incorporating language into daily activities. Educators expressed an interest in learning more. The Education Language Coordinator helps support.
- **Land based Learning-** Development of outdoor spaces and training is required to increase educators' confidence in taking children outside. Justine Tremblay supports sites and provides training.
- **Culture-** Would like to more access to ceremonial items, spaces, time with Elders and Knowledge Keepers to learn so they can incorporate teachings into daily routines and programming. Need access to outdoor space, not just playground, so can walk through woods and learn about medicines, animals, etc.
- **General Support needed in sites:** to help with providing information on where to purchase toys and equipment, sharing funding information (Lunch program), help filling out forms, job postings, etc.

## **FNICCI:**

There were no changes to the FNICCI Program as per past fiscal years. Dollars received go towards salaries for the daycare workers.

## **Repair & Renovation:**

\*\*\* Please See attached report\*\*\*\*

## **IELCC:**

WTCI's IELCC has been translated to "Ankeyutikhotihtit Wasis" (The ones who care for children) to affirm our work in an effort for Nationhood & coordinated service across our 5 Wolastoqey Communities

**WTCI Administration:** The carry forward from fiscal 2022/2023 was \$213,554. We have spent \$103,277 during this fiscal year. This amount will be expended 100% by the end of fiscal 2024/2025. There are plans in place regarding meetings for daycare/headstart staff and training of existing workers. We are requesting the continued carry forward of the IELCC funding we received in 2022/2023.

*Remaining budget will fund the following activities:*

*We recognize that we do have considerable carry forward dollars again this fiscal year. However please note that we have plans in place to utilize these dollars. We will be continuing with the Forest Practitioner Training Modules, and the Ages and Stages Questionnaires, Governance training, Assessment for Quality Improvement, Database Creation, and potential Wolastoqey Language Initiatives.*





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Description and costs of childcare services provided through:		Total Number of Funded Child Care Seats.
First Nations and Inuit Child Care Initiative (FNICCI).		The maximum cost per full-time childcare seat is \$6,500 and consists of core operating costs only. Capital costs, training, start-up, eligible food and program support and development costs are in addition to the \$6,500 maximum.
Woodstock First Nation	\$ 39,916	10
St. Mary's First Nation	\$ 85,371	18
Bilijk First Nation	\$ 75,729	24
Oromocto First Nation	\$34,407	13
Madawaska Maliseet First Nation	\$15,453	10

## Audit:

We are not expecting a major delay of the audit.

Prepared By: Megan Ginnish,  
ISET-Program Manager

July 16, 2024

Date

Approved By: Megan Barnaby,  
Nihkanatpat  
(Executive Director)

July 2<sup>nd</sup> 2024

Date

