Manitoba Metis Federation Inc.

Employment & Training Partnerships
MMF and ASETS
A Focus on Partnership

The MMF’s employment and training programs operate through funds provided under the Aboriginal Skills and Employment Training Strategy (ASETS) through HRSDC. Partnerships are a major focus of the ASETS Agreement, and the MMF has always seen partnerships and strategic planning as central to ensuring the best possible outcome for its clients.

The MMF’s partnerships are formed with private industry, government, non-profit organizations, and educational institutions, as well as internal departments, to combine resources and establish links to meaningful employment. These are developed and managed either through the MMF Home Office or, when regional in scope, through one or more of the MMF’s seven regional offices.

Partnerships are primarily designed to answer labour market needs and enhance client employability. These can be seen in a variety of program types, including project-based training, targeted wage subsidy, job opportunity subsidy, job creation, and apprenticeship programs.

Through a variety of successful partnerships, MMF clients have a history of answering employers’ needs for qualified staff, while securing worthwhile careers for themselves. The MMF will continue to peruse an expanding range of partnership opportunities, with the goal of effectively meeting the changing needs of both the local labour market and its clients.
Project-Based Training

Project-Based Training programs are designed to address current and upcoming industry employment requirements. These can be initiated by either the MMF, to address a need identified through labour market analysis, or by a third party with an interest in seeing people trained for a particular job. Project-Based Training partnerships train a group of clients in a specific trade, occupation or labour skill, and may include an offer of employment upon a client’s successful completion of the program.

Examples of Project Based Training Projects

- Early Childhood Educator
- Educational Assistant
- Family Support Worker
- Heavy Equipment Operator
- License Practical Nurse Program
- New Driver Finishing Program
- Oil Field Safety
- Pre-Correctional Training

Examples of Project Based Training Partners

- Bison Transport
- Central Regional Health Authority
- City of Winnipeg
- Duck Bay Fish Packers
- Employment Manitoba
- Interlake Regional Health Authority
- Manitoba Hydro
- NRS Mail
- Winnipeg Regional Health Authority
Partnership Profile: Licensed Practical Nurse Program

Shortages in healthcare workers, especially in Northern and rural communities, were a driving force behind the creation of an 18-month Licensed Practical Nurse training program that ran in The Pas and Cranberry Portage in 2010/2011. In this program, the MMF partnered with Assiniboine Community College and the federal and provincial governments, as well as the First Peoples Development Inc. and the Manitoba Keewatinowi Okimakanak, to offer a program that would prepare clients to access opportunities within the Manitoba Nursing Strategy. At the close of the program, 30 students graduated and began nursing careers, working in communities throughout the province.

Partnership Profile: Early Childhood Educators Program

Incoming changes to qualifications required for working with pre-school aged children meant that many early childhood workers would no longer be qualified to keep their jobs. To address this, the MMF formed a program with Employment Manitoba, Red River College, Lake Manitoba First Nation, Aboriginal Headstart and St. Laurent Parish in 2009, to deliver a two-year Early Childhood Educators diploma program. A combination of paid training and the resulting qualifications ensured that these clients were able to maintain their income throughout training and as they returned to careers.

Partnership Profile: New Driver Finishing Program

It is widely recognized that a Class 1 license alone is not enough to gain employment in commercial driving; most employers also require considerable experience. In answer to this, the MMF formed a partnership with Bison Transport, one of the largest truckload carriers in Canada. MMF clients with Class 1 licenses were invited to apply for the 13-week New Driver Finishing Program, which is designed to enhance safety skills and experience through classroom, simulator, and in-cab training. Following successful completion of the program, these clients receive employment as long-haul drivers for Bison.
**Targeted Wage Subsidy**

Targeted Wage Subsidies seek to generate long term employment through a combination of training and the provision of wage subsidies to employers. These programs offer clients work experience and skill development, as well as an opportunity to become accustomed to the requirements of the job.

Targeted Wage Subsidies are designed to:

- Promote skills-development and workforce re-entry
- Provide wage subsidy of up to 60% for up to one year
- Result in permanent employment, pending successful participation in the program

**Job Opportunity Subsidy**

The Job Opportunities Subsidy program combines off-the-job training with on-the-job work experience. The focus of the program is the development of a strong skill base, which can include certification, to benefit the long term career interests of the client. Clients who have already completed a form of certified training may also be eligible for this program by applying to access sponsorship for the work-experience portion of the program only.

Job Opportunity Subsidies are designed to:

- Promote skills-development and workforce re-entry
- Provide wage subsidy of up to 100%
- Run up to two years in total (including both training and job experience)
- Result in permanent employment, pending successful participation in the program
Partnership Profile: Thompson Humane Society

The Thompson Humane Society has partnered with the MMF to employ many individuals, including a client who, through a Targeted Wage Subsidy, began working as an Assistant Shelter Administrator. The client had limited education and employment skills, but through on-the-job training, gained transferable skills and experience, and in-depth knowledge of the shelter. The Thompson Humane Society plans to hire this client into a new leadership role with greater responsibility. Like this client, all MMF clients who have accessed training opportunities through partnerships with the Thompson Humane Society have succeeded in improving their employment situations and quality of life.

Partnership Profile: UCN

An MMF client who had completed training to become a Computer Programmer Analyst was having trouble finding work in his field of expertise. Meanwhile, University College of the North was in the process of implementing new software, and was interested in finding an individual who could help them with this task. As a solution, UCN partnered with the MMF to employ this client through a Targeted Wage Subsidy for one year. The project was a success, and at its end, the client gained full-time employment with UCN as a Web Portal Clerk.

Partnership Profile: Cook Brothers Cartage

After receiving a grade twelve diploma from an adult education program, an MMF client began work through a Job Opportunity Subsidy with Cook Brothers Cartage, a construction services company in her home community. The project involved training as a Receptionist/Assistant Bookkeeper, and upon completion, resulted in full-time employment in the same position. This training program allowed the client to become self-sufficient and improve quality of life for her family, while providing the employer with a well-trained, knowledgeable staff member.
Job Creation Partnerships

Job Creation Partnerships focus on helping clients develop work experience through the creation of short-term positions. These programs are intended to benefit both the client and the community.

On-the-job training plans are required as part of the employment plan, to ensure the development of job-related skills. This type of program targets partnerships with well-recognized organizations, such as those within the government or non-profit sectors, that have the ability to develop meaningful workplace opportunities.

Trades and Apprenticeship Programs

There are more than 50 designated trades in Manitoba, nine of which require compulsory apprenticeship training. Apprenticeship programs are simultaneously supported by the MMF, the provincial government, and qualified employers. Through the regional offices, MMF clients can access sponsorship for up to four years, to assist with the costs associated with the classroom portion of the training. In some circumstances, apprenticeship sponsorship may also be combined with a wage subsidy program to help the client secure a suitable employer sponsor.

Partnership Profile: Electrical Apprenticeship

Metis-owned, Winnipeg-based electrical service company Mr. Electric has enabled two participants to begin their electrical apprenticeship programs in partnership with the MMF. Both programs were uniquely tailored to the situations of the clients, as one also utilized a Targeted Wage Subsidy and one was combined with a Job Opportunity Subsidy. Mr. Electric has also partnered with the MMF to facilitate a third client interested in electrical work, through a summer career placement project.
Partnership Profile: It’s My Community Too

In partnership with the City of Winnipeg, the MMF has created It’s My Community Too – an urban beautification project designed to provide training and work experience for multi-barriered clients.

The first crew of six ran in 2009, and under the supervision of their coordinator, worked with trucks and equipment to help community organizations and residents with clean-up work and small building projects free of charge. Due to the success of the initial program, both the City of Winnipeg and the MMF expanded their commitments with additional funding to help create two crews per year. The 15-week project begins each spring, with new crew members starting at each intake.

In addition to performing community services in the North End and Elmwood, the project is designed to teach essential skills, good work habits, transferable employment skills, and self-sufficiency through steady income. As clients approach the end of their work with the crew, they receive further assistance through the MMF’s Provincial Recruitment Initiative to identify and achieve their employment goals.
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