

Aboriginal Workforce Participation Initiative

AWPI Employer Toolkit

Regional Supplement

Alberta Region

Making Aboriginal Employment Work for You!

AWPI Employer Toolkit, Regional Supplement – Alberta Region

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Cette publication peut aussi être obtenue
en français sous le titre :

*Guide des employeurs de l'IPAMT,
supplément régional – région de l'Alberta*

Important Notice for Users

Your regional toolkit is designed to expand upon material found in the national version of the *AWPI Employer Toolkit*. For that reason, the *AWPI Employer Toolkit, Regional Supplement – Alberta Region* contains only regional information. For example, while you'll find portions of Chapters 3, 5 and 6 in the regional versions, the Overview, Glossary and Chapters 1, 2 and 4 appear only in the national version. To obtain the national version of the *AWPI Employer Toolkit*, please contact the AWPI Regional Coordinator in your area (see Section 6.2).

While the word Métis can be spelled with or without an accent, AWPI has arbitrarily elected to use an accent in all versions of the *AWPI Employer Toolkit*.

A MESSAGE TO OUR PARTNERS

“The huge number of young Aboriginal peoples entering the workforce becomes a very critical issue when you consider the lack of progress that society has reached in putting our people to work. We must address this problem now and the lead must come from the Business and the Corporate Community.”

—Ojibway Elder Frank Wesley, Cat Lake, Ontario

“The Métis population is a young group of enthusiastic workers with potentials not being fully realized. As a Métis person, I have worked all my life and work has given me the ability to provide well for my family. This idea of working together with the Métis people will benefit the communities as a whole.”

—Métis Elder Gifford Sanderson, Duck Bay, Manitoba

“Employment today, no matter what race you are or where you are located, is important. It is especially important for Aboriginal peoples in Canada because of their high unemployment rates. The key issue for success is for corporations, organizations and governments to join together in their efforts of providing encouragement and communication geared to employment of Aboriginal peoples and thereby creating an environment where Aboriginal peoples are more competitive in the labour force.”

—Inuit Elder Leah Idlout-Poulsen, Pond Inlet, Northwest Territories

The mandate of the Aboriginal Workforce Participation Initiative (AWPI) is to increase the participation of Aboriginal peoples in the labour market. AWPI’s work is based on the principles of partnerships—between Aboriginal and non-Aboriginal peoples—founded on mutual respect, innovation and the pursuit of excellence.

This Employer Toolkit is for our partners. It is designed to help you:

- become more knowledgeable about Aboriginal employment issues;
- find models, tools and resources to enhance your skills as an employer of Aboriginal peoples;
- get in touch with people and organizations who can help you make a difference in Aboriginal workforce participation.

Small, medium-sized and large employers, human resource professionals, line managers and others will find information to use and learn from. To appropriately address the demographic and economic diversity of Aboriginal peoples across Canada, the toolkit has been designed to depict national and regionally-specific information in ten books (one national and nine regional). It does not require a cover-to-cover reading. Simply identify which parts in the toolkit you need most and go straight to them!

You should not think of the Employer Toolkit as prescribing a single solution. Rather, see it as an aid as you develop your own approach to Aboriginal employment—one that matches your situation and that can work for you.

AWPI is here to help. Its Regional Coordinators are working across the country. Find their numbers in Section 6.2 and give them a call. They’ll point you in the right direction and assist you in achieving a goal everyone will benefit from—putting the skills of Aboriginal peoples to work for you!

“The commitment to create and support partnerships between Aboriginal, non-Aboriginal peoples and the business community in creating jobs and economic growth together is one of the most exciting opportunities we have in Canada today. What a success story it will be! The real payback will be for our next generation. It will guarantee a future for many young people from both cultures who today aren’t sure what the future holds. Let’s leave them a legacy that will make a difference for everyone in Canada.”

—Kerry Hawkins, President, Cargill Limited

“We at Royal Bank believe it is a sound business strategy to respond to Aboriginal employment needs in a collaborative manner in partnership for change. The numbers of Aboriginal peoples entering the workforce represent a growing pool of talented employees and potential clients. We want to build lasting relationships, with long-term benefits to be gained by both the Aboriginal community and the bank. Investment in Aboriginal peoples today will pay those dividends tomorrow.”

—Dennice M. Leahy, Senior Vice-President and General Manager, Royal Bank of Canada

ACKNOWLEDGMENTS

The Aboriginal Workforce Participation Initiative (AWPI) wishes to express its sincere thanks to all who helped in preparing the *AWPI Employer Toolkit, Regional Supplement – Alberta Region*. Without their many valuable contributions, this publication would not have been possible. AWPI also expresses its gratitude to the following Aboriginal organizations, businesses and government agencies:

Aboriginal Organizations

Aboriginal Centre for Employment Strategies
Alberta Native Friendship Centres Association
Saddle Lake First Nations
Slate Personnel
Spirit Staffing Inc.

Corporate Community

Alberta Energy Company Ltd.
Alliance Pipeline
Bank of Nova Scotia
Imperial Oil Resources Ltd.
O.J. Pipelines
PCL Construction
Suncor Inc.
Synchrude Canada Ltd.
United Way of Calgary

Government Agencies

Alberta Association of Municipal Districts and Counties
Alberta Council of Senior Federal Officials
Alberta Education
Alberta Family and Social Services
Alberta Intergovernmental and Aboriginal Affairs
Norquest College
Public Service Commission of Canada

In addition, AWPI Alberta Region wishes to recognize the many other Aboriginal organizations, businesses and government departments that have shared their experiences with AWPI. Each, in its own way, has contributed to the success of the *AWPI Employer Toolkit, Regional Supplement – Alberta Region*.

AWPI also expresses its sincere thanks to Victor Horseman and Lynn Whitford who helped research and compile much of the information found in the *AWPI Employer Toolkit, Regional Supplement – Alberta Region*.

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CHAPTER 3

The Business Environment for Aboriginal Employment



The employment of Aboriginal peoples is directly related to many other business issues, including long-term strategic issues and day-to-day operating considerations. In this chapter, you will find information that can help your organization understand what its business considerations might be.

A summary of this chapter is found in Section 3.1. Section 3.2 can be found in the national version of the *AWPI Employer Toolkit*. In Section 3.3, you'll find demographic and statistical information to assist you in defining your own business reasons for Aboriginal employment. Section 3.4 is designed to educate employers about Aboriginal employment rights, through various legislative policies and acts.

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3.1 Summary of this Chapter

3.3

Demographic and Statistical Information (page 3-3)

This section presents demographic and statistical information (graphs and charts) to enhance an employer's understanding of the company's business case for Aboriginal workforce participation. The charts in this section support the examples given in Section 3.2 in the national version of the *AWPI Employer Toolkit*.

A wide range of information is included, such as demographic profiles and projections, labour market data, educational levels, as well as information about the Aboriginal business sector. Similar non-Aboriginal information is provided as a comparison of Aboriginal peoples and Canadians.

Employers can use this information to assist in preparing their business case, as well as to develop realistic strategies and action plans to increase Aboriginal employment.

3.4

Legislation and Policies Affecting Aboriginal Employment (page 3-20)

This section provides brief information on laws and policies that can impact the business environment for Aboriginal workforce participation.

Information is included on employment-related legislation such as provincial human rights statutes. The Aboriginal employment dimension of other types of legislation, such as environmental assessment, is referenced and should be particularly valuable to employers in the resource sectors.

Employers can use this information to heighten their understanding of the business considerations related to Aboriginal employment and to increase awareness of contemporary Aboriginal issues.



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For more information, you can contact Statistical Enquiries – Information Quality and Research Directorate (part of the Department of Indian Affairs and Northern Development) via e-mail at instat@inac.gc.ca or by telephone at (819) 953-9999.

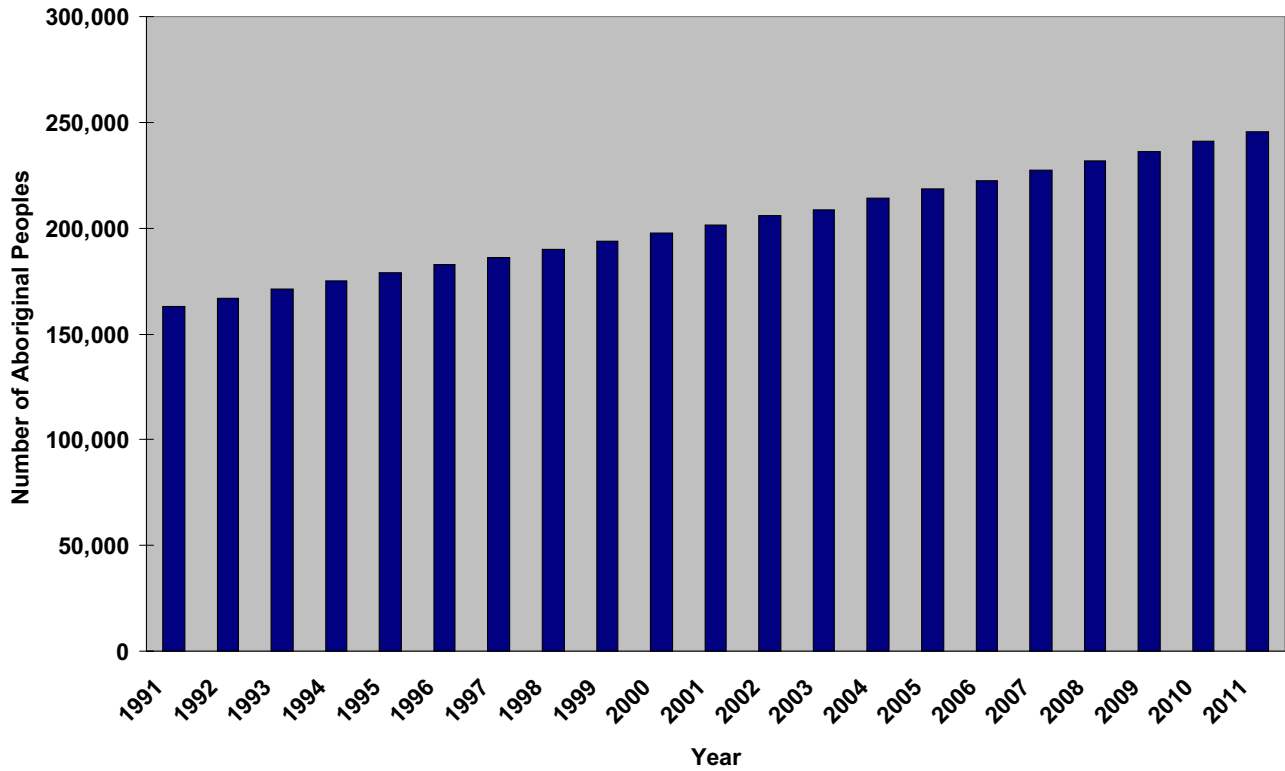
Note: Due to the information available at press time for the national kit, most of the information in Section 3.3 has been generated from the 1991 Census data. Differences in the language of the 1996 Census made it impossible to compare meaningfully with 1991 statistics. Consequently, all regional supplements contain 1991 statistics in order to correlate national and regional perspectives.

On that note, AWPI would like to re-emphasize the intention of the section. **The statistics presented have been strategically identified to support the business case for Aboriginal employment.** While numbers may change over time, the trends and projections highlighted will remain relatively static. These charts are presented with an eye on the overall picture as it relates to Aboriginal employment and how it affects the corporate bottom line. See the descriptions under each chart for clarification.



1. Population

FIGURE 1. Aboriginal Population (1991–2011)—Alberta



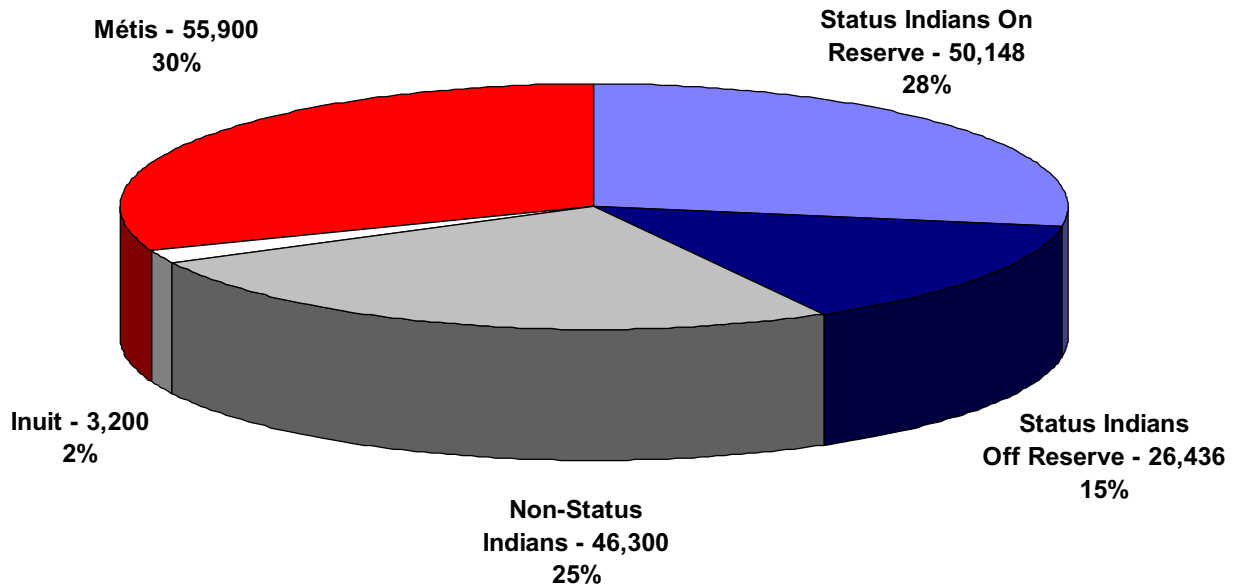
Source: *Population Projections of Canada's Population of Aboriginal Ancestry, 1991–2015* (July 1993). Report prepared by Statistics Canada for the Interdepartmental Working Group on Employment Equity.

The Aboriginal population in Alberta is large and growing rapidly. In 1995, 178,788 Aboriginal peoples lived in Alberta, accounting for 7% of the total population.

3



FIGURE 2. Size and Composition of the Aboriginal Population (1996)—Alberta

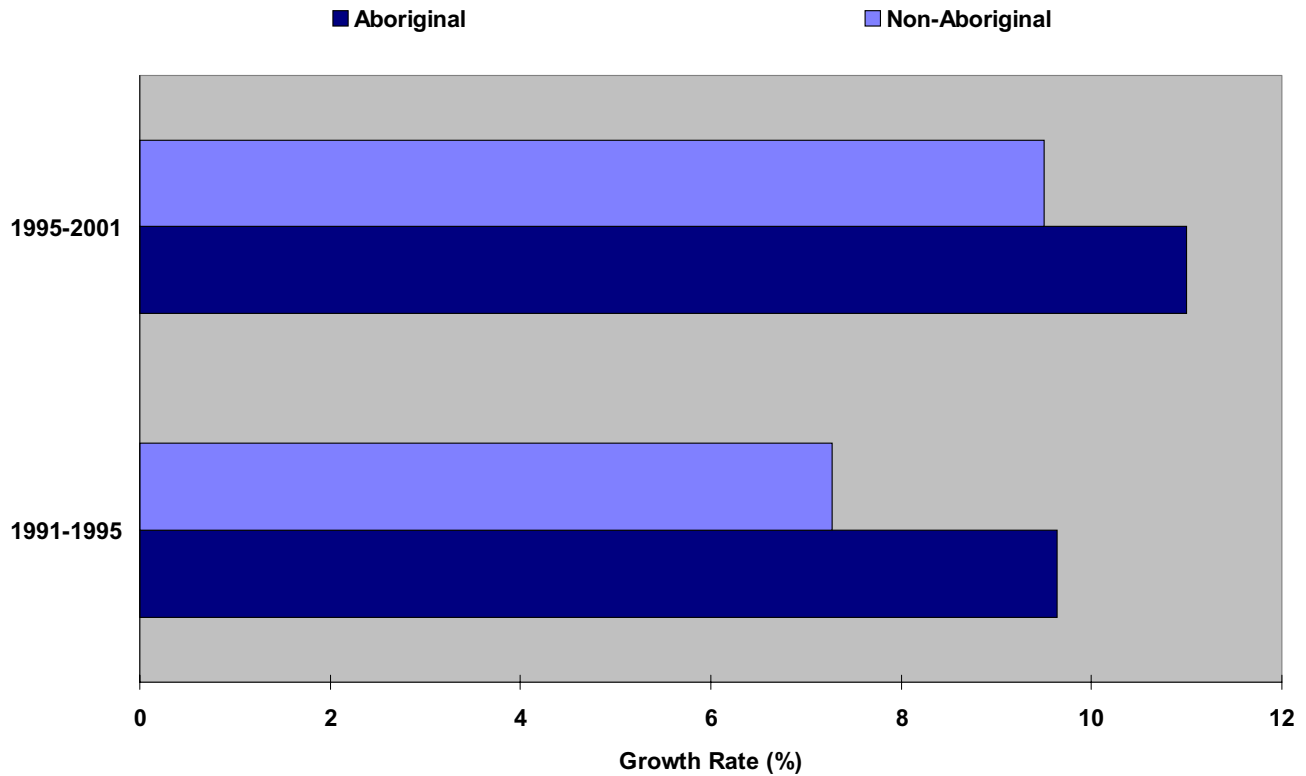


Source: *Population Projections, 1991–2015*, as prepared by the Department of Indian Affairs and Northern Development (February 1993) and Statistics Canada (July 1993).

In 1996, Status Indians accounted for almost half of the Aboriginal population. Métis people accounted for another 30%, followed by Non-Status Indians (25%), and Inuit (2%).



FIGURE 3. Growth Rates of Aboriginal/Non-Aboriginal Population—Alberta

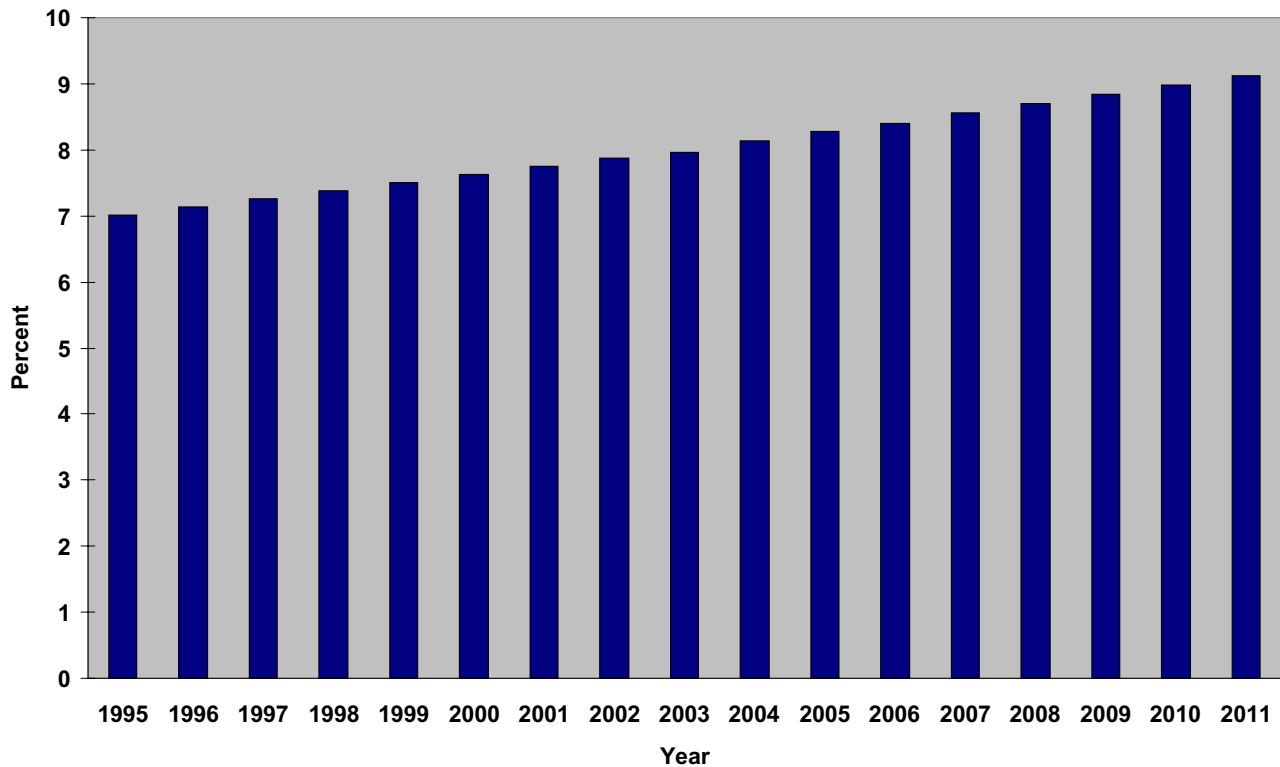


Source: *Population Projections, 1991–2015*, as prepared by the Department of Indian Affairs and Northern Development and Statistics Canada.

The Aboriginal population in Alberta is projected to increase 11.6% between 1995 and 2001, slightly more than the 9.7% growth rate of the non-Aboriginal population over the same period.

3



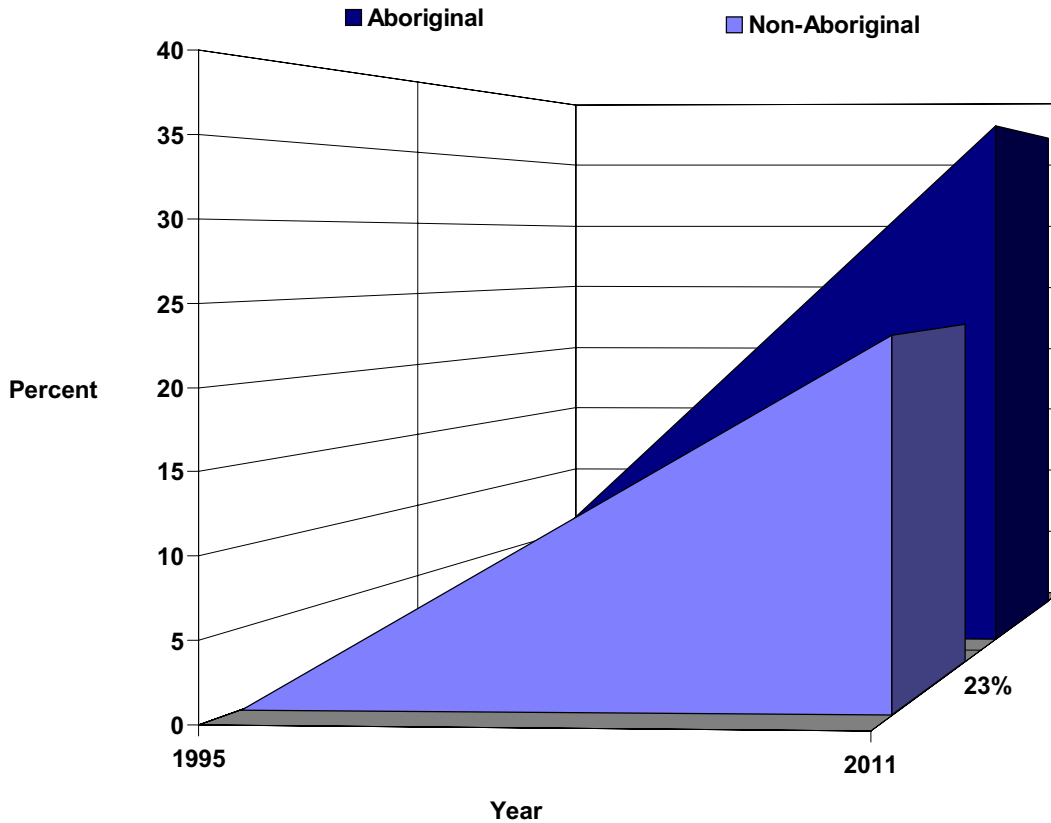
FIGURE 4. Aboriginal Share of Total Population (1995–2011)—Alberta

Source: *Population Projections for Canada, 1989–2011*, Statistics Canada.

The Aboriginal population in Alberta is projected to increase 37% between 1995 and 2011, from 178,788 to 245,743. In contrast, the non-Aboriginal population is forecast to increase by only 23% during that time. As a result, the Aboriginal share of Alberta's population will increase from 7% in 1995 to 9% in 2011 (also see Figure 5).



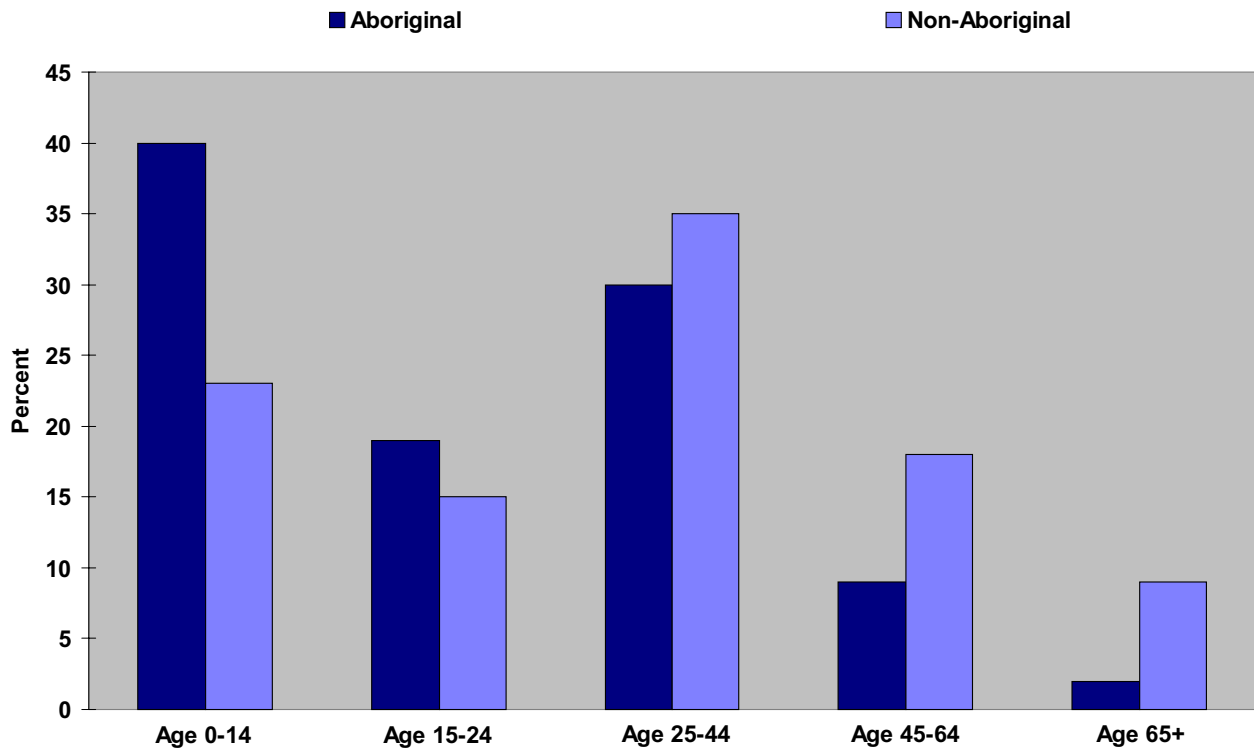
FIGURE 5. Growth Rates of Aboriginal/Non-Aboriginal Population (1995–2011)—Alberta



Source: *Population Projections, 1991–2015*, as prepared by the Department of Indian Affairs and Northern Development (February 1993) and Statistics Canada (July 1993). Population growth rate is calculated as the population in 2011 minus the population in 1995, all divided by the population in 1995, then multiplied by 100.

The Aboriginal population in Alberta is projected to increase 37% between 1995 and 2011, from 178,788 to 245,743. In contrast, the non-Aboriginal population is forecast to increase by only 23% during that time. As a result, the Aboriginal share of Alberta’s population will increase from 7% in 1995 to 9% in 2011 (also see Figure 4).



FIGURE 6. Aboriginal and Non-Aboriginal Population by Age Group (1991)—Alberta

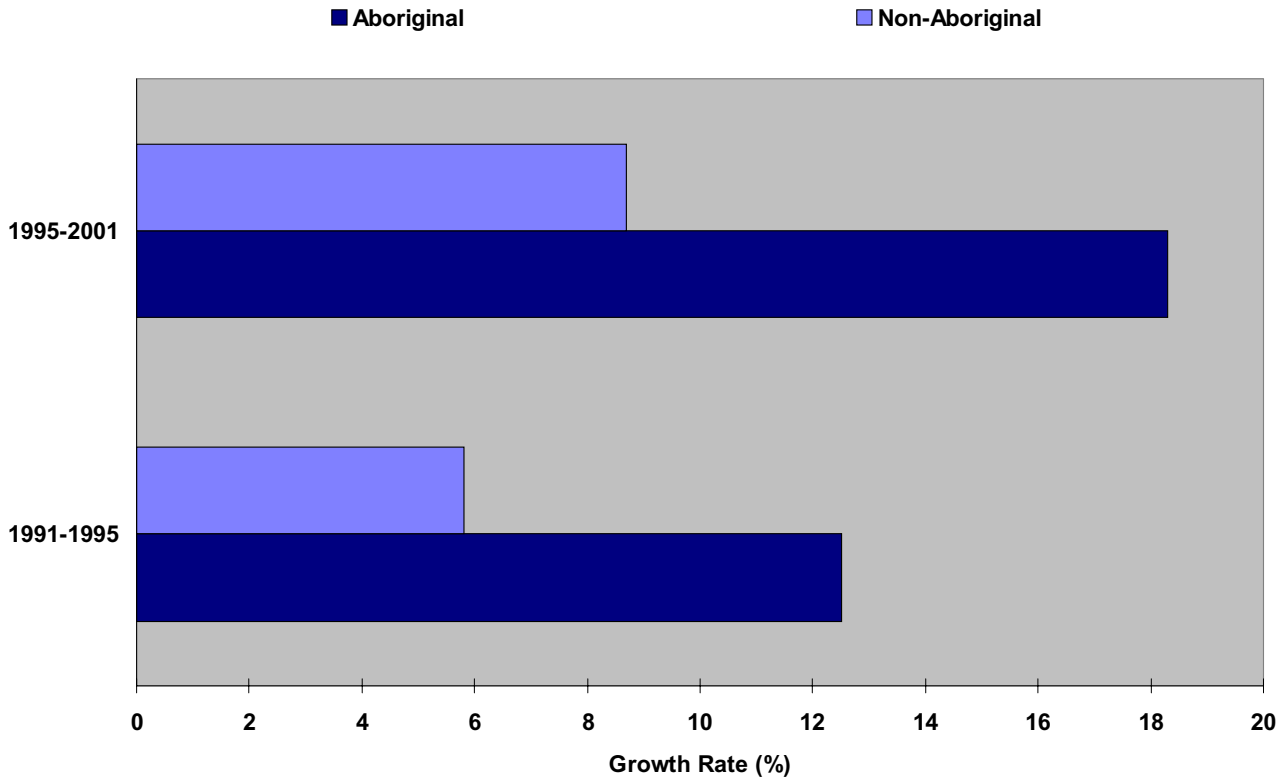
Source: *Highlights of Aboriginal Conditions 1991, 1986: Demographic, Social, and Economic Characteristics*, Information Quality and Research Directorate, Department of Indian Affairs and Northern Development (October 1995).

The Aboriginal population in Alberta is much younger than the non-Aboriginal population. In 1991, 60% of Aboriginal peoples were under the age of 25. This means that Aboriginal peoples will represent a much larger share of the youth market over the next decade. It also means that young Aboriginal peoples will account for an increasing share of entrants into the workforce.



2. Employment

FIGURE 7. Growth Rates of Workforces Ages 18–64 (1991–2001)—Alberta



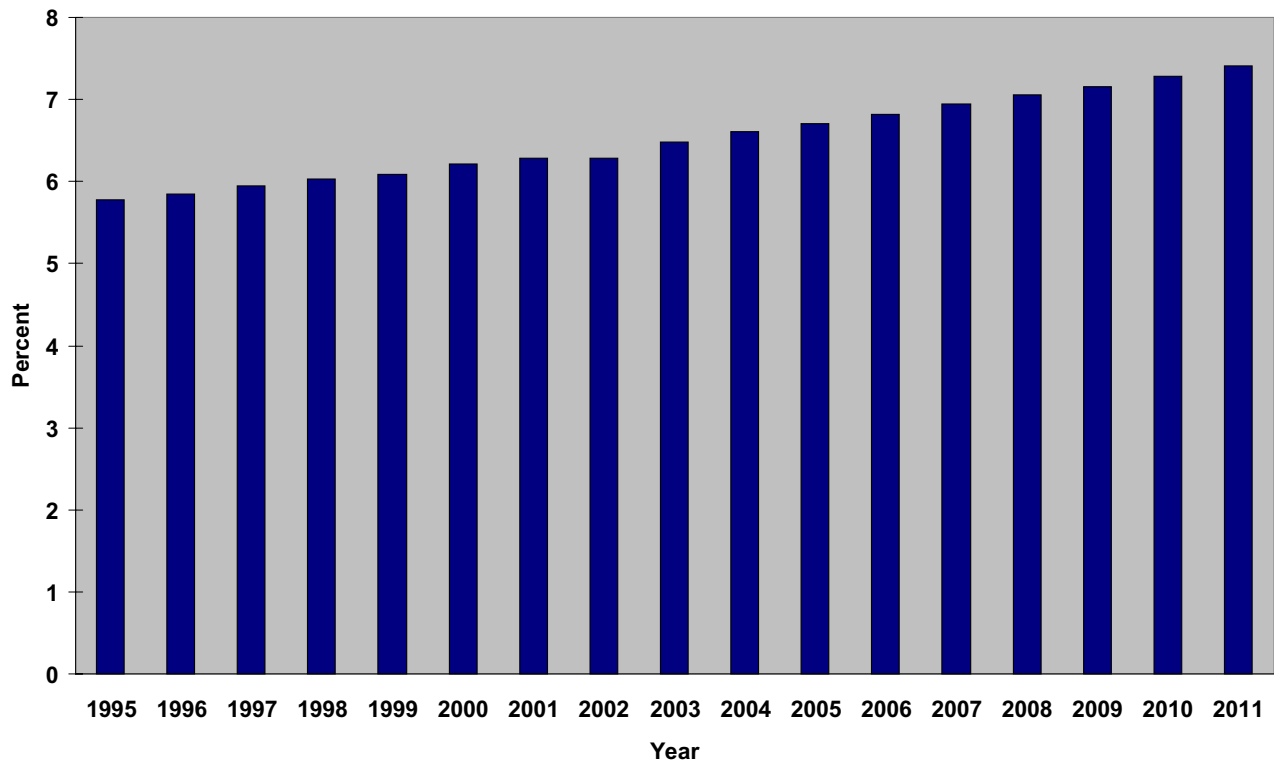
Source: *Population Projections, 1991–2015*, as prepared by the Department of Indian Affairs and Northern Development (February 1993) and Statistics Canada (July 1993). Workforce growth rate is calculated as the workforce population in 2001 minus the workforce population in 1995, all divided by the workforce population in 1995, then multiplied by 100. A similar calculation was performed for the period 1991–1995.

In 1995, there were over 96,000 Aboriginal peoples in the Alberta workforce. The Aboriginal workforce in Alberta is projected to increase by 18.2% between 1995 and 2001, from 96,817 to 114,564. This is more than double the 8.7% growth rate of the non-Aboriginal workforce over the same period.

3



FIGURE 8. Aboriginal Share of Total Alberta Workforce, Ages 18-64 (1995-2011)—Alberta

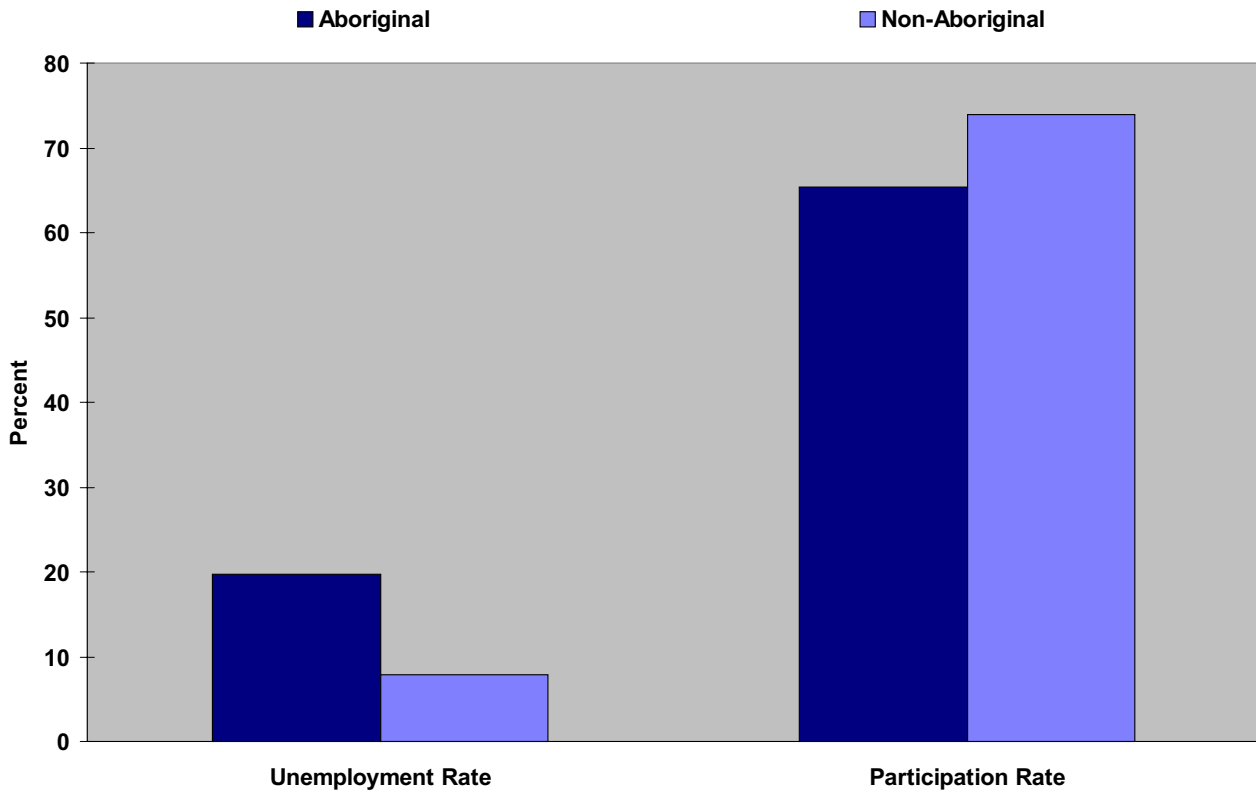


Source: *Population Projections, 1991-2015*, as prepared by the Department of Indian Affairs and Northern Development (February 1993) and Statistics Canada (July 1993). Workforce share is calculated as the Aboriginal workforce divided by the non-Aboriginal workforce, then multiplied by 100.

The Aboriginal workforce in Alberta is expected to exceed 149,000 by 2011. As a result, the Aboriginal share of the Alberta workforce will increase from 5.9% in 1995 to 7.5% in 2011.



FIGURE 9. Unemployment and Participation Rates (1995)—Alberta



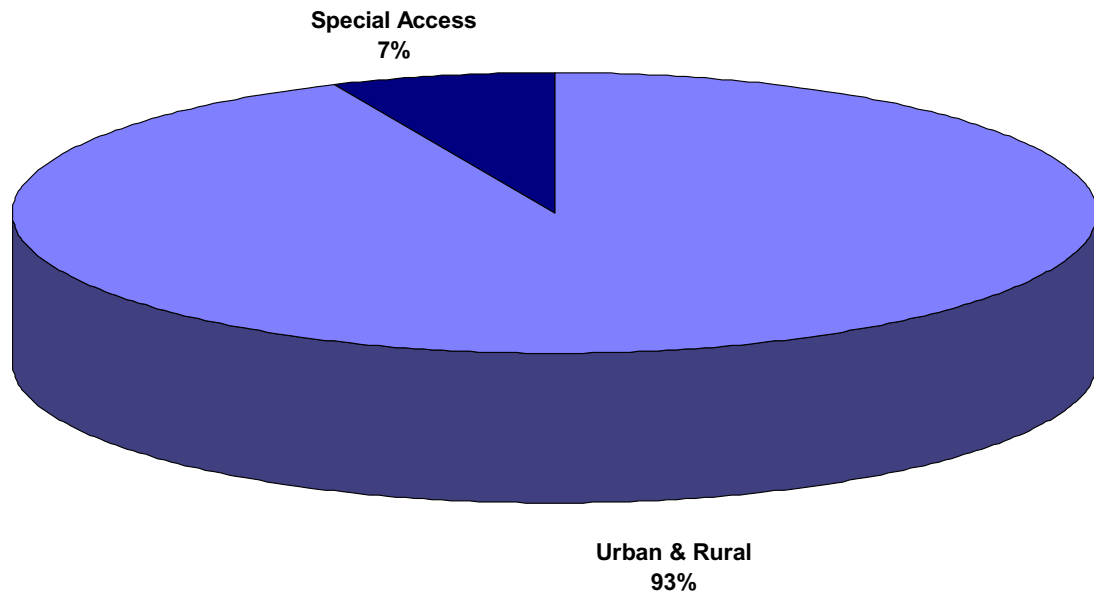
Source: *Profile of Canada's Aboriginal Population*, Statistics Canada (February 1995).

Participation rates measure the number of people in the workforce (aged 18–64) who are working or willing to work. Although participation rates were lower for Aboriginal peoples compared to non-Aboriginal peoples in 1995, the unemployment rate for Aboriginal peoples was more than double (20%) that of the non-Aboriginal workforce (8%). This is due to a variety of factors, including barriers and stereotypes which limit opportunities for Aboriginal peoples in the labour market. A key focus for AWPI is to help break down such barriers.



3. Location

FIGURE 10. Location of On-Reserve Registered Indian Population (1995)—Alberta



Source: *Basic Departmental Data 1996*, Information Quality and Research Directorate, Department of Indian Affairs and Northern Development (January 1997).

In 1995, the majority of Registered Indians resided in, or close to, urban and rural population centres across Alberta. Only 7% resided in a special access area (i.e., communities without year-round access to nearest service centre). The increasing mobility of Aboriginal peoples and their close proximity to urban and rural centres provides a largely untapped pool of workers.

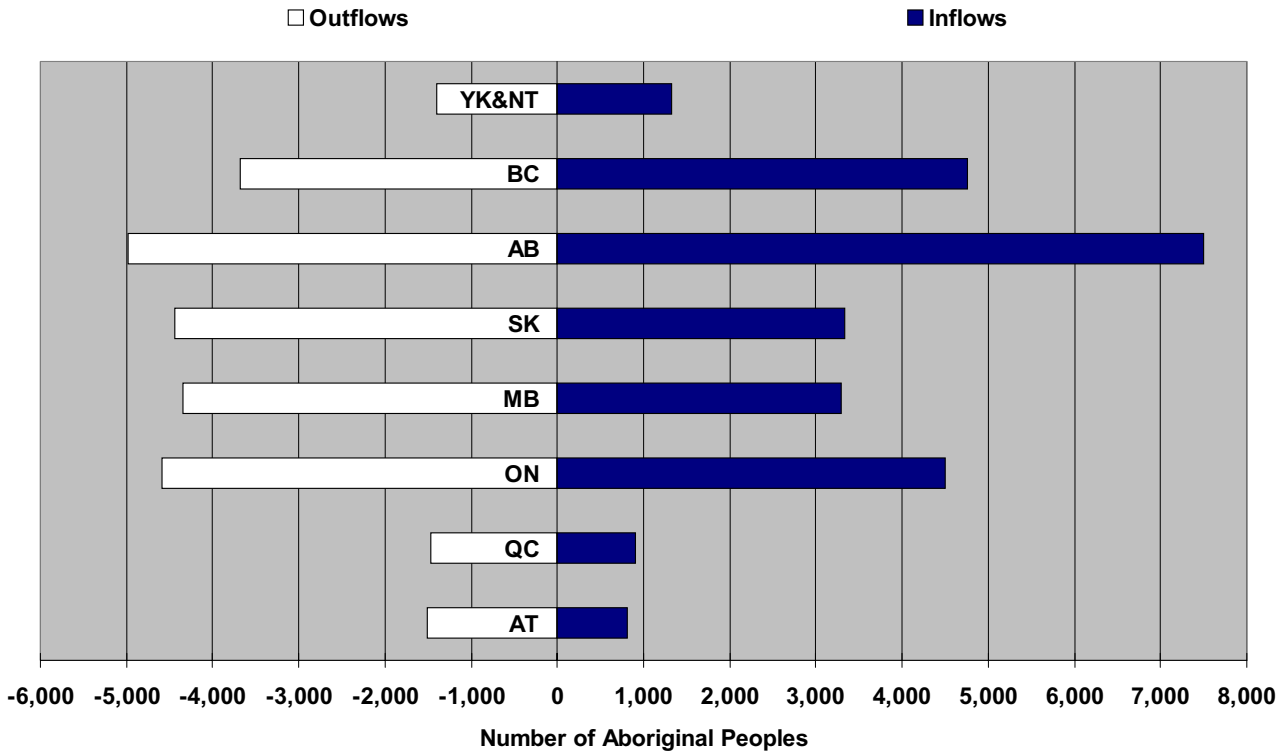
Urban & rural: refers to a community that is located within 350 km from the nearest service centre with year-round road access.

Remote: refers to a community that is located over 350 km from the nearest service centre with year-round road access.

Special access: refers to a community without year-round road access to the nearest service centre.



FIGURE 11. Migration of Aboriginal Peoples (Inflows and Outflows, 1986–1991)—Canada



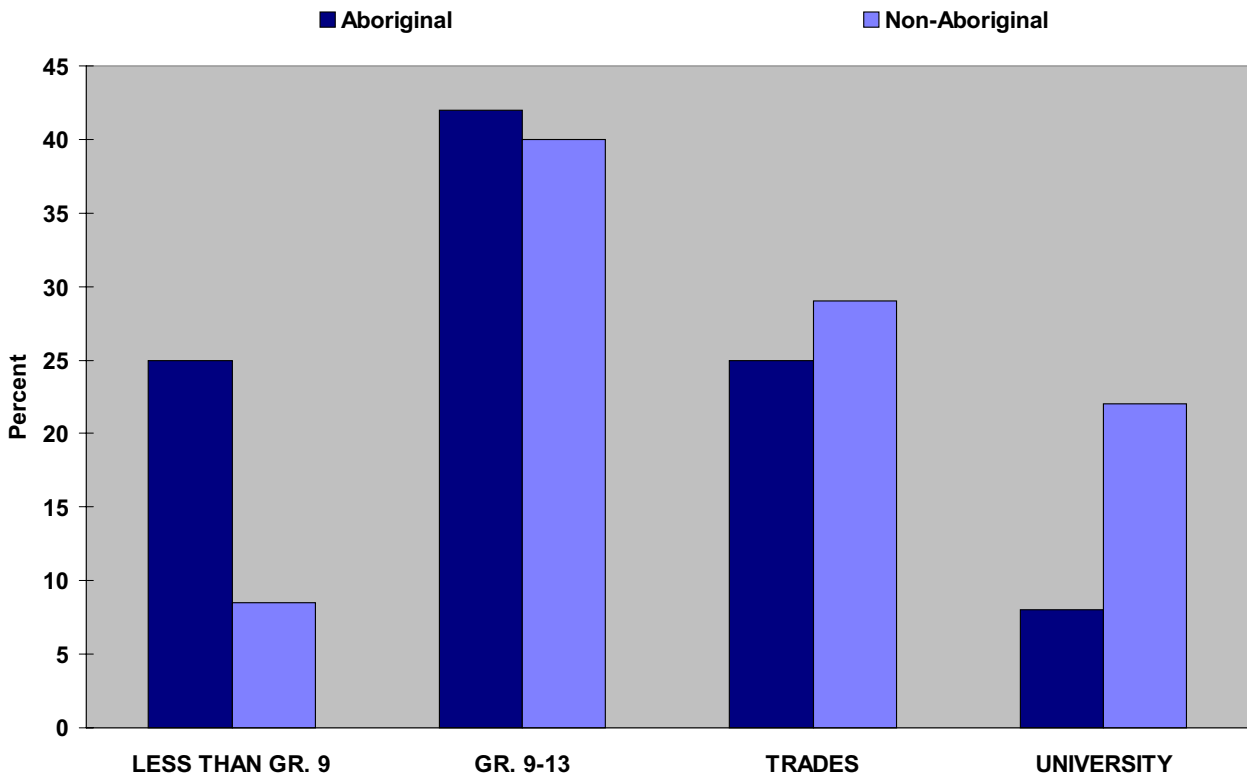
Source: *Migration and Mobility of Canada's Aboriginal Population*, Canada Mortgage and Housing Corporation (1996).

The Aboriginal population is becoming more mobile, with increasing numbers of Aboriginal peoples pursuing economic opportunities in other provinces and regions. Significant inflows and outflows of Aboriginal peoples took place in all regions of Canada, during 1986–1991, with the largest amount of movement taking place in Alberta.



4. Educational Attainment

FIGURE 12. Educational Attainment of Aboriginal/Non-Aboriginal Peoples (1991)—Alberta

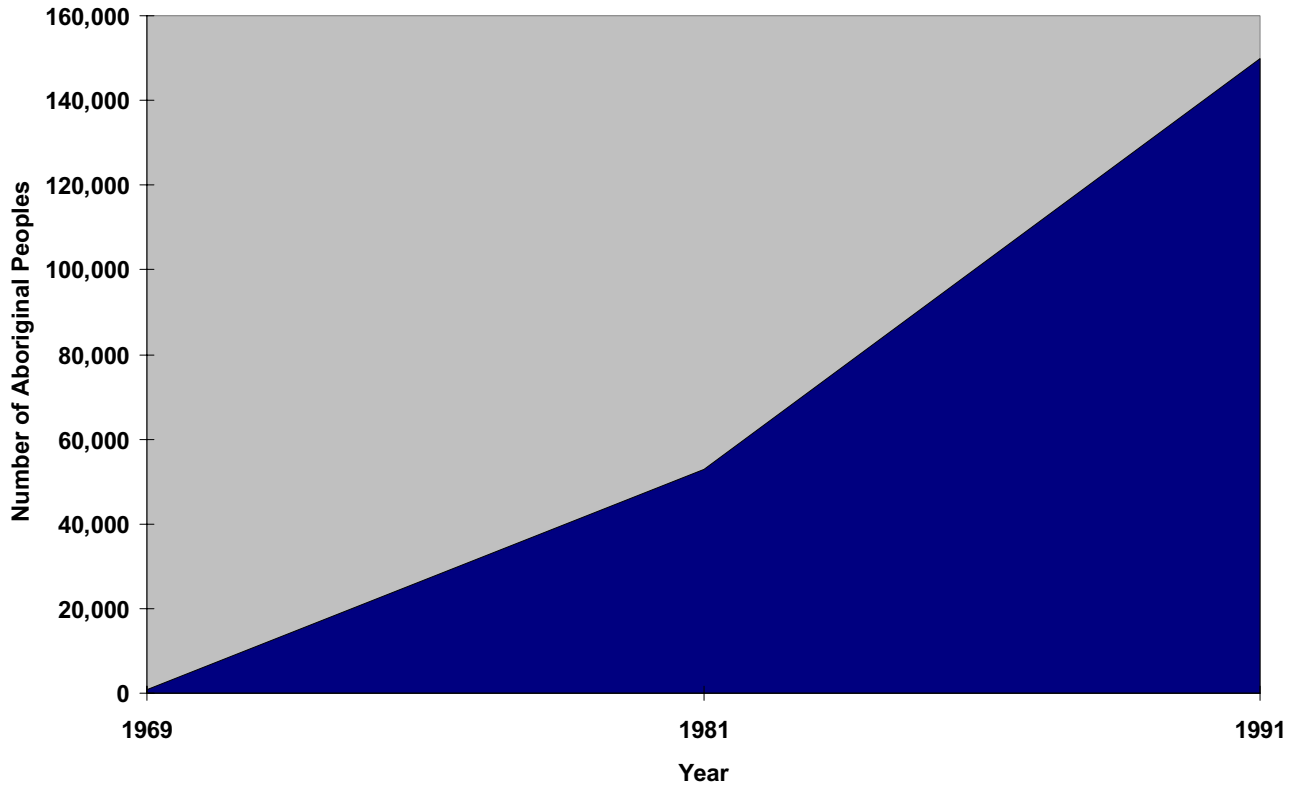


Source: Department of Indian Affairs and Northern Development customized tables based on the 1991 Census.

In Alberta, Aboriginal peoples are now as likely as non-Aboriginal peoples to have Grade 9-13 diplomas. Unfortunately, too many Aboriginal peoples still leave school without a Grade 9 education. However, the number of Aboriginal peoples with a post-secondary education has increased dramatically over the past three decades and is projected to keep rising due to the large number of Aboriginal youth under the age of 25 (estimated at 43% of the total Aboriginal population in Alberta).



FIGURE 13. Aboriginal Peoples with a Post-Secondary Education (1969—1991)—Canada



Source: *Profile of Canada's Aboriginal Population, Census 1991*, Statistics Canada (February 1995) and Department of Indian Affairs and Northern Development customized data from the 1981 and 1986 Census.

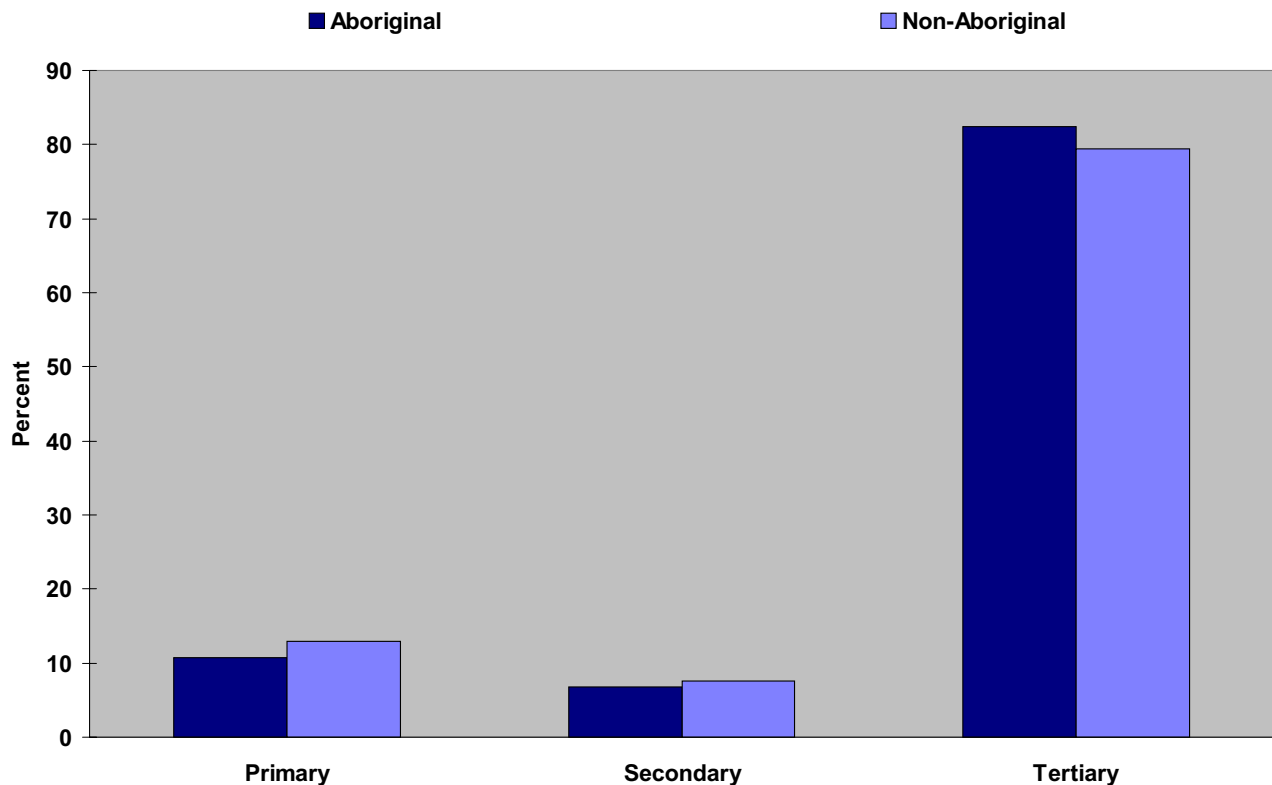
The number of Aboriginal peoples with a post-secondary education has increased dramatically over the past three decades. In 1991, over 150,000 Aboriginal peoples had a post-secondary education, up from 800 in 1969 and 53,000 in 1981. The number is expected to keep rising due to the young age of the Aboriginal population. The same trends are expected to occur in Alberta.

3



5. Occupation

FIGURE 14. Labour Forces by Occupation Sector (1991)—Alberta



Source: *1991 Census Highlights on Registered Indians*, Information Quality and Research Directorate, Department of Indian Affairs and Northern Development (October 1995).

Aboriginal peoples in Alberta work in a wide variety of occupations in all sectors of the economy. The distribution of the Aboriginal labour force by sector is similar to that of non-Aboriginal peoples.

Primary occupations: fishing, trapping, forestry, logging and agriculture

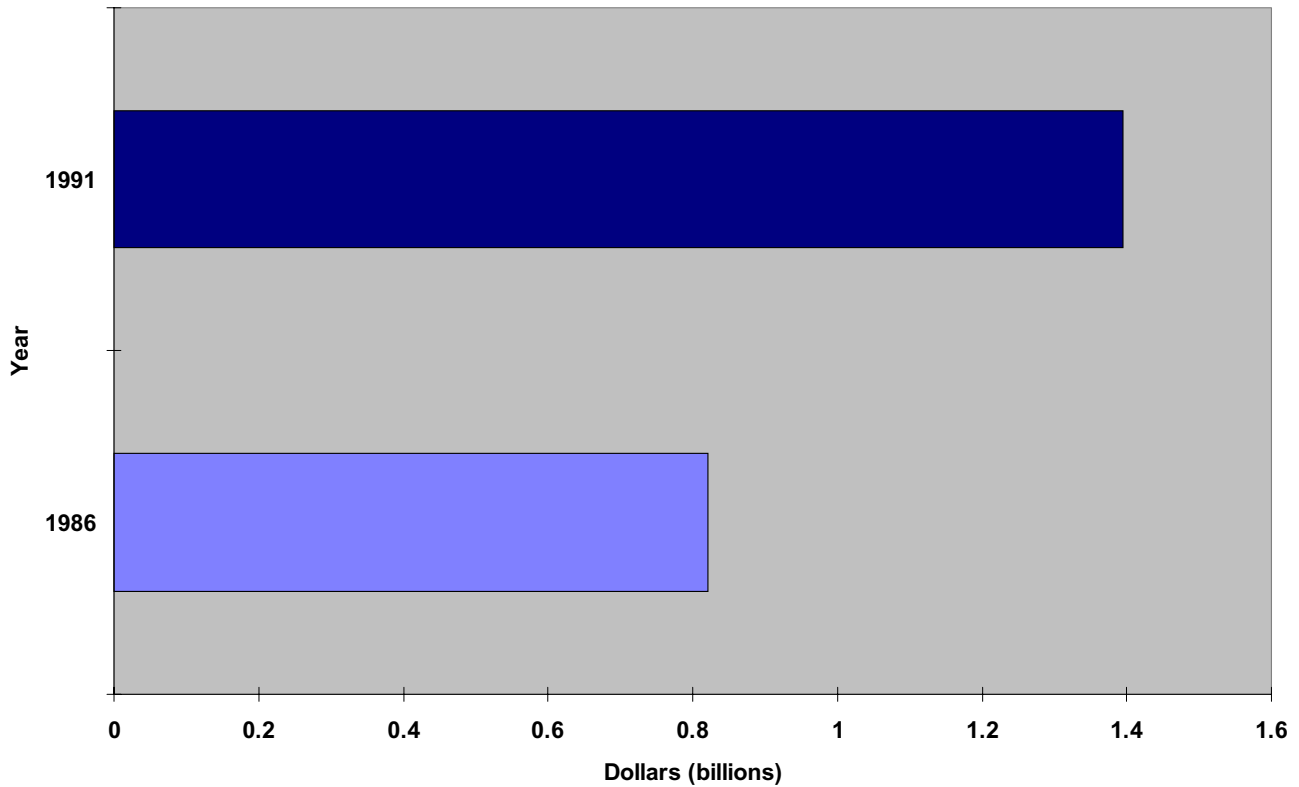
Secondary occupations: processing and manufacturing

Tertiary occupations: technological, social and health services, artistic, religious, teaching and culture



6. Income

FIGURE 15. Purchasing Power of Aboriginal Peoples (1986 and 1991)—Alberta



Source: Department of Indian Affairs and Northern Development customized tables based on the 1986 Census and *Profile of Canada's Aboriginal Population*, Statistics Canada (February 1995). Purchasing power is calculated as the average income multiplied by the number of Aboriginal peoples in the workforce for the same year.

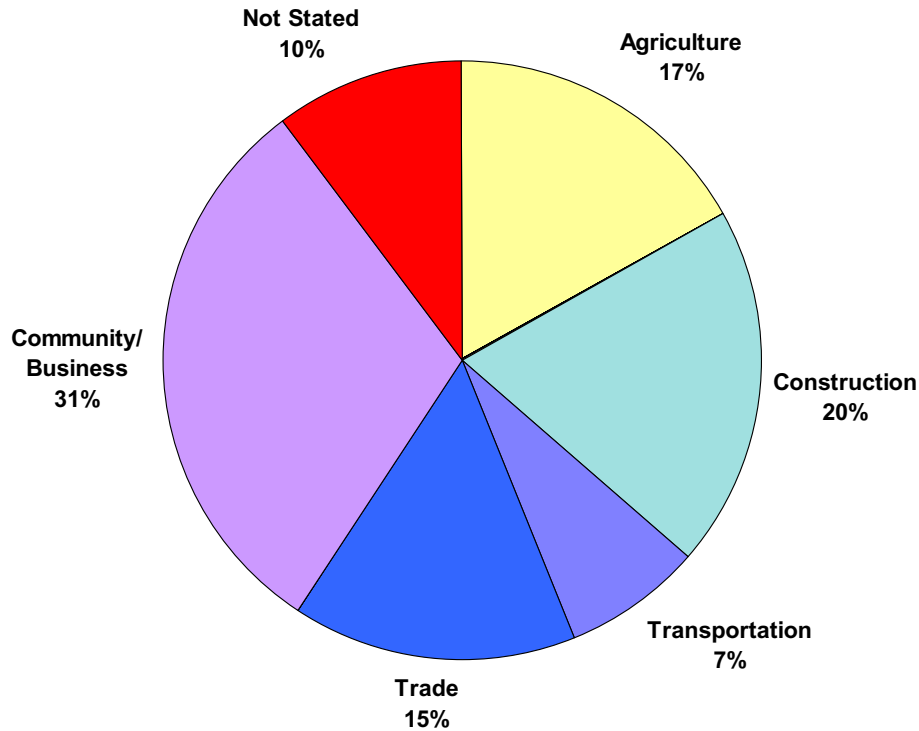
The Aboriginal population now constitutes a major market for goods and services in Alberta. As a result of a rapidly growing population and increasing per capita income, the purchasing power of Aboriginal peoples in Alberta increased by 60% between 1986 and 1991, from \$850 million to \$1.4 billion.

3



7. Aboriginal Business

FIGURE 16. Aboriginal Businesses by Sector (1991)—Alberta



Source: Data obtained from Aboriginal Business Canada for the year 1991.

Aboriginal peoples have established businesses in a wide variety of economic sectors. In Alberta, the largest sector is Community/Business at 31%. Aboriginal businesses are now capable of supplying a broad range of goods and services to non-Aboriginal businesses. Many non-Aboriginal companies are finding that they can increase Aboriginal employment through contracts and joint ventures with Aboriginal business partners.



3.4 Legislation and Policies Affecting Aboriginal Employment

☆ **Also See** Section 6.8: Off-the-Shelf Resource Materials..... 6-57

Note: Where summaries of legislation are reproduced in the *AWPI Employer Toolkit, Regional Supplement – Alberta Region*, the Department of Indian Affairs and Northern Development assumes no responsibility for any discrepancies that may have been transmitted. This information has been prepared for convenience of reference only and has no official sanction.

Employment-Related Laws and Policies, Alberta

The Employment Standards Office of Alberta Labour

The Employment Standards Office of Alberta Labour helps employers and employees resolve differences about payment of wages or application of the minimum standards outlined in the Employment Standards Code.

The Employment Standards Guide outlines the basic rights and responsibilities of employers and employees governed by the Employment Standards Code. Fact sheets are available from Employment Standards offices.

For further information, please call the nearest Employment Standards office:

Calgary

Main Floor, Elveden Centre
717 7 Avenue SW
Calgary AB T2P 0Z3
Tel.: (403) 297-4338

Edmonton

Main Floor, Sterling Place
9940 106 Street
Edmonton AB T5K 2N2
Tel.: (780) 427-3731

Grande Prairie

3101 Provincial Building
10320 99 Street
Grande Prairie AB T8V 6J4
Tel.: (780) 538-5254

3



Lethbridge

360 Provincial Building
200 5 Avenue South
Lethbridge AB T1J 4C7
Tel.: (403) 381-5423

Medicine Hat

103, Provincial Building
346 3rd Street SE
Medicine Hat AB T1A 0G7
Tel.: (403) 529-3520

Red Deer

2nd Floor
Provincial Building
4920 51 Street
Red Deer AB T4N 6K8
Tel.: (403) 340-4840

St. Paul

407, Provincial Building
5025 89 Avenue
St. Paul AB T0A 3A4
Tel.: (780) 645-6361

The toll-free number for the province-wide Employment Standards information line is: 1-800-310-0000.



CHAPTER 5

Aboriginal Awareness



The foundation for constructive relationships – those based on trust and mutual respect – is knowledge and understanding. Many attitudinal barriers to Aboriginal employment are the result of misconceptions and lack of information.

The information for this chapter is contained in the national version of the *AWPI Employer Toolkit* with the exception of Section 5.8, which provides regional information – including maps and population profiles – on Aboriginal communities and languages.

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5.1 Summary of this Chapter

5.8

Aboriginal Linguistic and Community Groups (page 5-3)

This section provides detailed information on Aboriginal peoples and communities in Alberta.

The diversity of Aboriginal peoples is highlighted by several demographic and cultural characteristics including: number of Aboriginal peoples, location, language, number of communities, etc. Maps of Aboriginal communities in Alberta are also included.



5.8 Aboriginal Linguistic and Community Groups

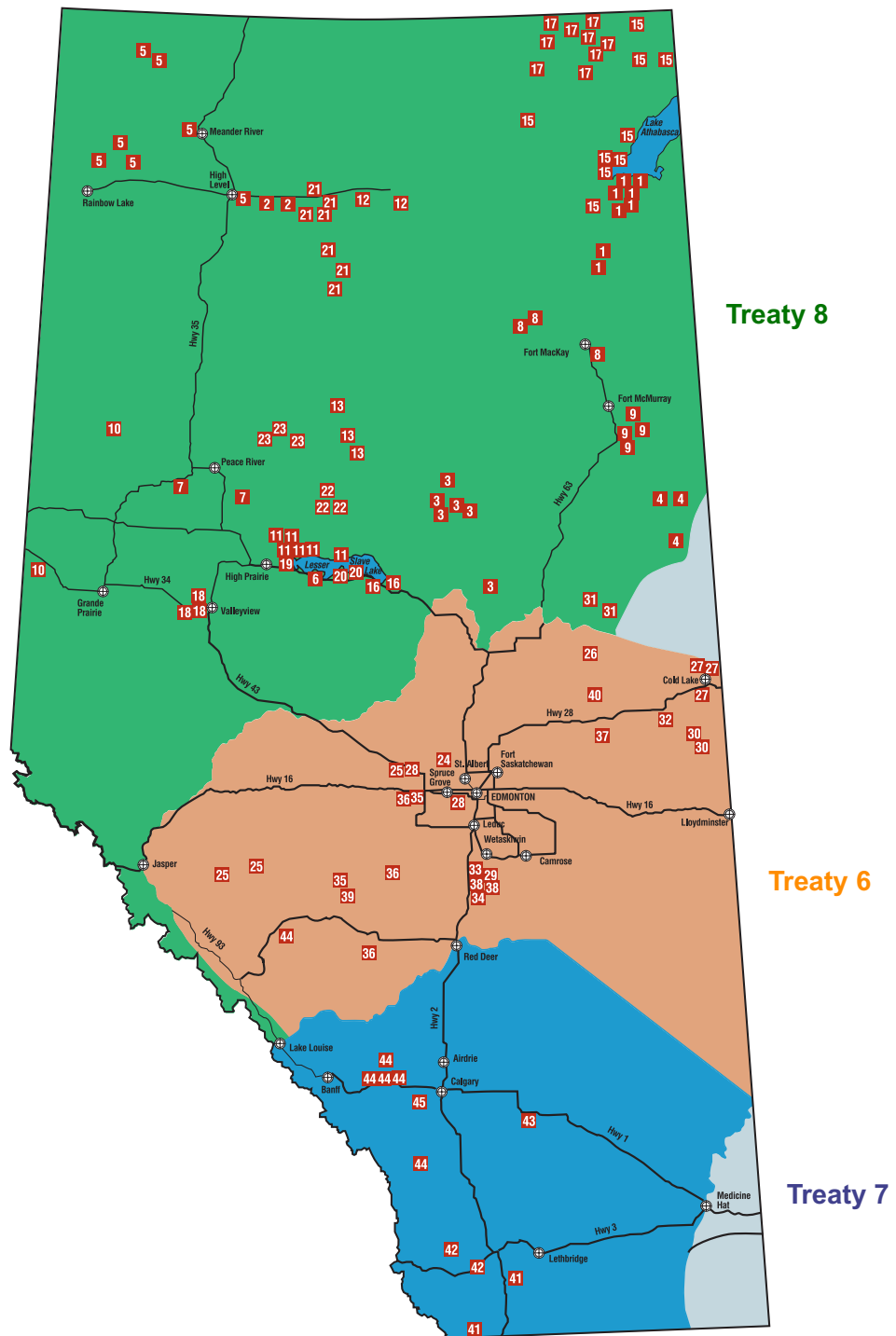
Several demographic and cultural characteristics highlight the diversity of Aboriginal peoples in Alberta. These include the number of Aboriginal peoples, location, languages and number of communities. Two maps in this section illustrate First Nations and Métis Settlements in Alberta.

To clarify the information found in this section, please consult the following notes:

1. **First Nations** statistics include only Registered Indians (Status Indians or Treaty Indians). Statistics are based on First Nations Community Profiles maintained by DIAND as of 1999.
2. There are no **Inuit** communities in Alberta. The Inuit population is minimal, scattered throughout the province and, in general, has come about through migration from the north.
3. **Métis** statistics are provided only for the **Métis Settlements of Alberta**, eight distinct geographic areas in northern Alberta. Métis Settlements people hold land title and exercise broad self-governing powers, the specifics of which are outlined in the *Métis Settlements Act* of Alberta.
4. The **Métis Nation of Alberta Association** represents all other Métis people in the province. Please contact them directly to find out more about their organization and membership.
5. Many **non-Status** Aboriginal peoples are not included in this profile, including those who identify as non-Status Indians, Inuit or Métis people not part of the Métis Settlements. To learn more about non-Status Aboriginal groups, contact their representative organizations listed in Section 6.4, Aboriginal Organizations.
6. The **languages** listed in each community profile are merely those most predominant. As with non-Aboriginal populations, other languages may exist in a given community. The list is not meant to be all-inclusive.
7. **Crown land** refers to Indian Register individuals who are band members or descendants from members of a band who are residing on Crown land, either in a community administered by other bands or not administered by any specific band. It is land controlled by a First Nation but not located on the main reserve.



FIGURE 17. First Nations in Alberta



5



Legend of First Nations in Alberta Map

Treaty 8	
1	Athabasca Chipewyan First Nation
2	Beaver First Nation
3	Bigstone Cree First Nation
4	Chipewyan Prairie First Nation
5	Dene Tha' First Nation
6	Driftpile First Nation
7	Duncan's First Nation
8	Fort McKay First Nation
9	Fort McMurray #468 First Nation
10	Horse Lake First Nation
11	Kapawe'no First Nation
12	Little Red River Cree Nation
13	Loon River Cree Nation
14	Lubicon Lake Band (no reserve)
15	Mikisew Cree First Nation
16	Sawridge First Nation
17	Smith's Landing First Nation
18	Sturgeon Lake Cree Nation
19	Sucker Creek Band
20	Swan River First Nation
21	Tallcree First Nation
22	Whitefish Lake First Nation (Atikameg)
23	Woodland Cree First Nation

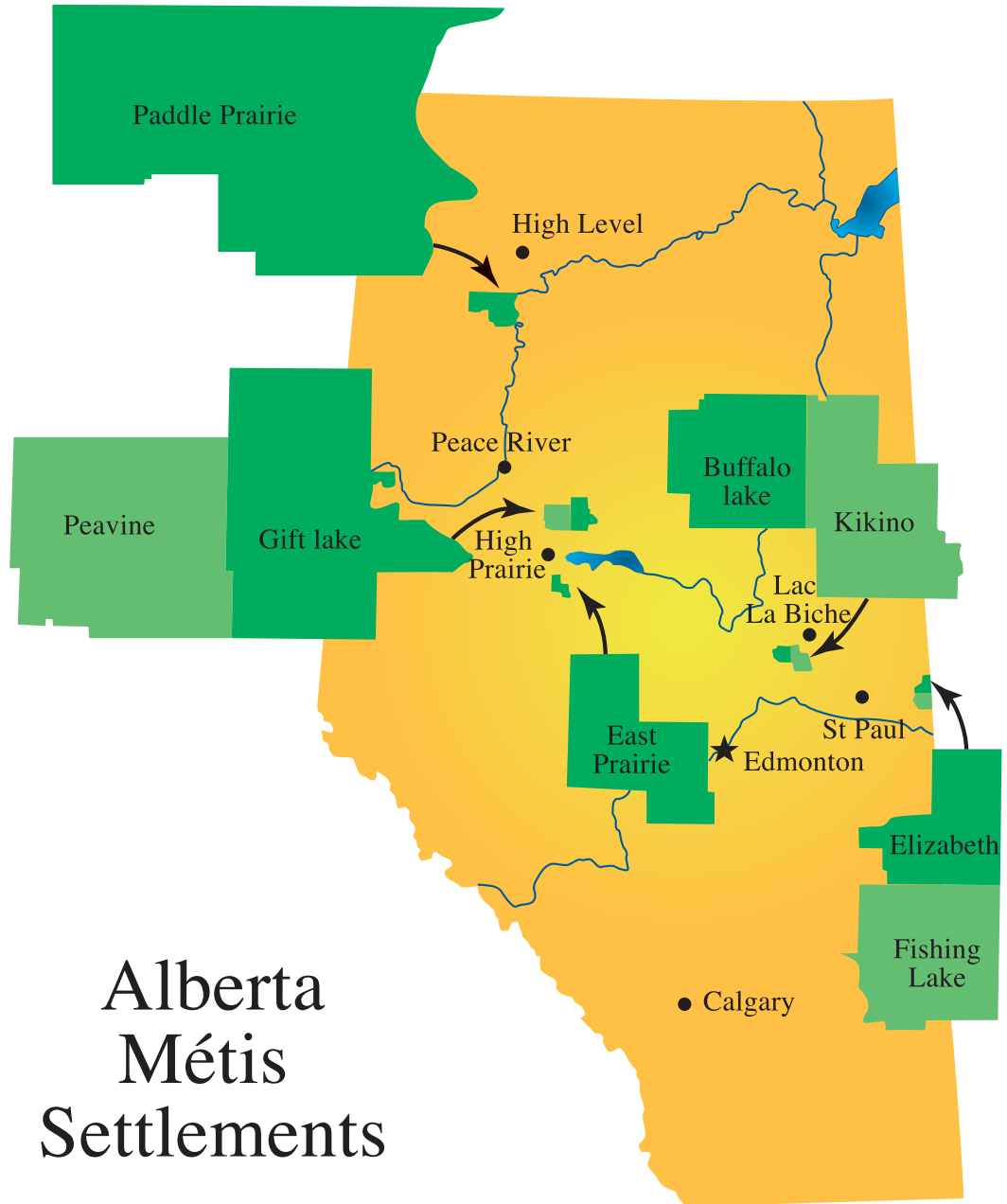
Treaty 6	
24	Alexander First Nation
25	Alexis Band
26	Beaver Lake First Nation
27	Cold Lake First Nation
28	Enoch Cree Nation #440
29	Ermineskin tribe
30	Frog Lake First Nation
31	Heart Lake First Nation
32	Kehewin Cree Nation
33	Louis Bull Tribe
34	Montana Band
35	O'Chiese First Nation
36	Paul First Nation
37	Saddle Lake First Nation
38	Samson Cree Nation
39	Sunchild First Nation
40	Whitefish Lake First Nation #128 (Goodfish)

Treaty 7	
41	Blood Tribe
42	Peigan Nation
43	Siksika Nation
44	Stoney Tribe
	* Bearspaw
	* Chiniki
	* Wesley
45	Tsuu T'ina Nation

Source: *First Nations in Alberta*, Department of Indian Affairs and Northern Development-Alberta Region (July 2000). QS-A011-000-EE-A3.



FIGURE 18. Alberta Métis Settlements



Alberta Métis Settlements

Source: Métis Settlements General Council



FIGURE 19. Indian and Métis Populations of Alberta (1999)

Nations	Total	On-Reserve	Off-Reserve	Crown Land
ALGONQUIN BLACKFOOT				
Blood	8,821	7,402	1,419	1
Peigan	3,035	2,123	912	0
Siksika	5,085	3,138	1,947	0
Total	16,941	12,663	4,278	1
ALGONQUIN CREE				
Alexander	1,357	777	575	5
Beaver Lake	758	281	467	10
Bigstone	5,525	1,843	3,090	592
Driftpile	1,847	638	1,209	0
Duncan's	181	109	72	0
Enoch	1,594	1,322	269	3
Ermineskin	2,716	2,073	512	131
Fort McKay	484	245	229	10
Frog Lake	1,689	1,114	569	6
Kapawe'No	242	61	181	0
Kehewin Cree	1,420	793	606	21
Little Red River	3,146	2,455	342	349
Loon River Cree	396	0	88	308
Louis Bull	1,269	1,039	221	9
Lubicon Lake	339	6	152	181
Mikisew Cree	2,053	115	1,397	541
Montana	649	477	172	0
Saddle Lake	7,417	5,335	2,073	9
Samson	5,449	4,598	845	6
Sawridge	321	28	293	0
Sturgeon Lake	2,040	1,041	999	0
Sucker Creek	1,861	464	1,397	0
Sunchild	765	489	276	0
Swan River	918	283	635	0
Tallcree	869	372	495	2
Whitefish Lake	1,637	805	696	136
Woodland Cree	775	574	196	5
Total	47,717	27,337	18,056	2,324
ALGONQUIN CREE/SIOUAN DAKOTA				
Paul	1,340	911	429	0
Total	1,340	911	429	0
ALGONQUIN OJIBWA				
O'Chiese	692	522	170	0
Total	692	522	170	0
ATHAPASKAN BEAVER				
Beaver	653	331	322	0
Horse Lake	649	264	385	0
Total	1,302	595	707	0
ATHAPASKAN CHIPEWYAN				
Athabasca	679	1	460	218
Chipewyen Prairie	563	214	349	0
Cold Lake	1,905	1,069	835	1
Fort McMurray	515	154	361	0
Heart Lake	217	143	74	0
Total	3,879	1,581	2,079	219
ATHAPASKAN SARCEE				
Tsuu T'ina	1,271	1,047	224	0
Total	1,271	1,047	224	0
ATHAPASKAN SLAVE				
Dene Tha	2,255	1,699	546	10
Total	2,255	1,699	546	10
SIOUAN DAKOTA				
Alexis	1,268	759	509	0
Stoney-Chiniki	1,187	1,159	27	1
Stoney-Wesley	1,312	1,198	114	0
Stoney-Bearspaw	1,114	1,043	71	0
Total	4,881	4,159	721	1
MÉTIS SETTLEMENTS				
Buffalo Lake	999	n/a	n/a	n/a
East Prairie	570	n/a	n/a	n/a
Elizabeth	731	n/a	n/a	n/a
Fishing Lake	691	n/a	n/a	n/a
Gift Lake	881	n/a	n/a	n/a
Kikino	1,103	n/a	n/a	n/a
Paddle Prairie	972	n/a	n/a	n/a
Peavine	584	n/a	n/a	n/a
Total	6,531	n/a	n/a	n/a
Grand Total	86,809	50,514	27,210	2,555

Source: First Nations Community Profiles. DIAND.



CHAPTER 6

Resources Available to Employers



Employers can access a wide range of resources to facilitate their employment of Aboriginal peoples. This chapter is designed to help you find the resources that fit your needs.

Section 6.1 offers an overview of the contents in this chapter. A biography of your AWPI Regional Coordinator can be found in Section 6.2. The information for Section 6.3 can be found in the national version of the *AWPI Employer Toolkit*. Section 6.4 contains a contact list of the major Aboriginal organizations in your region. Employers may be able to find Aboriginal employees through the help of Section 6.5, Services to recruit. Section 6.6 contains information and a contact list on the various Aboriginal awareness training programs. Employers who want to make important investments in their Aboriginal employees can do so by taking advantage of the education and training programs found under Section 6.7. Employers can further increase their own awareness and understanding of issues related to the employment of Aboriginal peoples by using their local library or the list of off-the-shelf resource materials in Section 6.8. Section 6.9 lists bookmarks to facilitate your search on the Internet. Section 6.10 can be found in the national version of the *AWPI Employer Toolkit*.

Contents of CHAPTER 6:

6.1	Summary of this Chapter	6-2
6.2	AWPI Regional Coordinator.....	6-4
6.4	Aboriginal Organizations.....	6-5
6.5	Services to Recruit Aboriginal Employees.....	6-21
6.6	Sources of Aboriginal Awareness Training.....	6-40
6.7	Programs Geared to Aboriginal Employment	6-53
6.8	Off-the-Shelf Resource Materials	6-57
6.9	Web Sites.....	6-64



6.1 Summary of this Chapter

6.2

AWPI Regional Coordinator (page 6-4)

The name of the AWPI Regional Coordinator working in your region is provided along with a short biography highlighting his/her experience and areas of expertise. If you need more information about the Employer Toolkit or about Aboriginal employment, the Coordinators are a resource always available to you!

6.4

Aboriginal Organizations (page 6-5)

Many Aboriginal organizations are dedicated to advancing the political, social, economic and cultural well-being of Aboriginal peoples in Alberta. Information in this section describes the aims of Aboriginal organizations and how to contact them. The list is in alphabetical order.

6.5

Services to Recruit Aboriginal Employees (page 6-21)

Services that help to recruit Aboriginal employees—such as inventories of Aboriginal job applicants, educational institutions, recruitment and placement agencies—may be particularly valuable to employers. A list of regional contacts is provided.

6.6

Sources of Aboriginal Awareness Training (page 6-40)

This section contains information about specific sources of Aboriginal awareness education and training courses in your region.

6.7

Programs Geared to Aboriginal Employment (page 6-53)

This section contains information about programs geared to the employment and training of Aboriginal peoples. Employers who wish to participate in job-oriented pre-employment training initiatives should find this useful.



6.8

Off-the-Shelf Resource Materials (page 6-57)

Off-the-shelf materials can further increase awareness and understanding of issues related to the employment of Aboriginal peoples. In this section, you will find a bibliography of relevant books and articles. If available, videos and CD-ROMs which can be used within the workplace, are also listed.

6.9

Web Sites (page 6-64)

There are more and more Web sites that offer information on Aboriginal employment issues. Listed are Web sites you can bookmark for future reference.

Note: The information in the *AWPI Employer Toolkit, Regional Supplement—Alberta Region* has been compiled from a variety of sources, many external to the Department of Indian Affairs and Northern Development (DIAND). DIAND therefore assumes no responsibility for the accuracy or reliability of the information, nor does DIAND assume any responsibility for the quality of the products or services listed or described in Sections 6.4 to 6.9. Users should be aware that information obtained from sources external to DIAND is available only in the language in which it was provided.



6.2 AWPI Regional Coordinator

ELIZABETH BUHA
AWPI Regional Coordinator
630 Canada Place
9700 Jasper Avenue
Edmonton AB T5J 4G2
Tel.: (780) 495-7495
Fax: (780) 495-2767
E-mail: buhae@inac.gc.ca

Elizabeth Buha

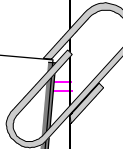
- Of Cree ancestry, Elizabeth is Métis and has a diploma in Business Administration. She began her career working as a temporary stenographer in the Department of Indian Affairs and Northern Development. A year later, she took a permanent position with the Canada Employment Centre, the first in a series of promotions. She served six years as an Employment Counsellor, Native Employment Coordinator, Staffing Officer and Classification Officer. She then joined the Alberta Government as a Native Employment Coordinator, Personnel Generalist, focusing on staffing and classification, including personnel management. Elizabeth was with the Department of the Secretary of State (now Canadian Heritage) for over nine years in a social development/program management role, and was responsible for managing programs and projects to address the social, cultural and justice issues of women and Aboriginal peoples. Completing job-related and personal development courses throughout her career has also contributed to her success in the Public Service.



6.4 Aboriginal Organizations

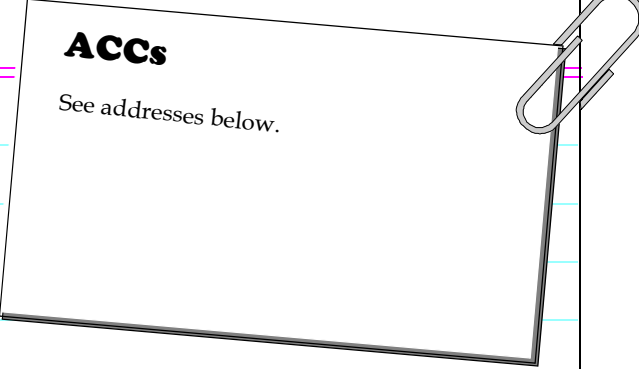
Many Aboriginal organizations are dedicated to advancing the political, social, economic and cultural well-being of Aboriginal peoples in Alberta. Below, you will find the major Aboriginal organizations that represent each of the three Aboriginal groups – First Nations, Inuit and Métis – as well as other general organizations. This section describes the aims of these Aboriginal organizations and how to contact them. Offices are listed in alphabetical order.

Aboriginal Business Canada (ABC)

Organization	 <p>ABC Industry Canada-Alberta Regional Office Canada Place 9700 Jasper Avenue, Suite 725 Edmonton AB T5J 4C3</p>
Description	<p>Tel.: (780) 495-2954 Fax: (780) 495-4172 Web site: http://abc.gc.ca E-mail: abc.edmonton@ic.gc.ca</p>
<p>ABC provides business services and support to Canadian Aboriginal peoples. It concentrates its funding, information services and management advice on start-up companies and small established businesses. ABC's focus is on: trade and market expansion, Aboriginal tourism, innovation and technology enhancement and youth entrepreneurship development.</p>	



Aboriginal Capital Corporations (ACCs)

Organization	
Description	
<p>ACCs are Aboriginal owned and controlled business-lending organizations. In 1998, there were 33 such organizations throughout Canada. ACCs are considered important financing sources for fuelling Aboriginal business development. This program also promotes Aboriginal business achievement and advocates the interests of Aboriginal entrepreneurs among the non-Aboriginal business community in order to improve linkages and networking.</p>	

ACCs in Alberta:

Alberta Indian Investment Corporation
 Box 180
 Enoch AB T7X 3Y3

Tel.: (780) 470-3600
 Fax: (780) 470-3605
 Web site: <http://nacca.net>
 E-mail: aiic@connect.ab.ca

Apeetogosan (Métis) Development Inc.
 12308 111th Avenue, Room 302
 Edmonton AB T5M 2N4

Tel.: (780) 452-7951 or 1-800-252-7963
 Fax: (780) 454-5997
 Web site: <http://www.nacca.net>
 E-mail: gvass@apeetogosan.ab.ca

Indian Agri-Business Corporation
 2720 12 Street NE, Suite 210
 Calgary AB T2E 7N4


Tel.: (403) 291-5151
 Fax: (403) 291-0953
 E-mail: ibc@telusplanet.net

Settlement Investment Corporation
 10339 124 Street, Suite 777
 Edmonton AB T5N 3W1

Tel.: (780) 488-5656
 Fax: (780) 488-5811
 Web site: <http://www.planet.eon.net/~sic>
 E-mail: sic@planet.eon.net



Alberta Native Friendship Centre Association (ANFCA)

Organization	 <p>ANFCA 10025 106 Street, Suite 1102 Edmonton AB T5J 1G4 Tel.: (780) 423-3138 Fax: (780) 425-6277 Web site: http://www.nativecentres.org E-mail: anfca@nativecentres.org</p>
Description	
<p>ANFCA provides Friendship Centres in Alberta with the resources and information they need to develop the appropriate services and programs within their communities. Programs and services range from employment to social and are for the betterment of all urban Aboriginal people.</p>	

For more information:

Athabasca Native Friendship Centre Society
4919 53 Street
Athabasca AB T9S 1L1

Tel.: (780) 675-3086
Fax: (780) 875-3063

Bonnyville CDN Native Friendship Centre
Box 3599, 4711 50 Avenue
Bonnyville AB T9N 2G5

Tel.: (780) 826-3374
Fax: (780) 826-2540

Calgary Native Friendship Centre
3333 34 Avenue NE
Calgary AB T2E 2J8

Tel.: (403) 777-2263
Fax: (403) 265-9275
E-mail: cnfsc@hotmail.com

Canadian Native Friendship Centre
11205 101 Street
Edmonton AB T5G 2A4

Tel.: (780) 479-1999
Fax: (780) 479-0043

Cold Lake Native Friendship Centre Society
Box 1978, 5015 56 Street
Cold Lake AB T9M 1P4

Tel.: (780) 594-7526
Fax: (780) 594-1599

Edson Friendship Centre
Box 6508, 4924 1 Avenue, 2nd Floor
Edson AB T7E 1T9

Tel.: (780) 723-5494/2226
Fax: (780) 723-4359



Section 6.4: Aboriginal Organizations

Grande Prairie Friendship Centre
10507 98 Avenue
Grand Prairie AB T8V 4L1

Tel.: (780) 532-5722
Fax: (780) 539-5121

High Level Native Friendship Centre
Box 1735, 10801 96 Street
High Level AB T0H 1Z0

Tel.: (780) 926-3355
Fax: (780) 926-2038

High Prairie Native Friendship Centre
Box 1448, 4919 51 Avenue
High Prairie AB T0G 1E0

Tel.: (780) 523-4511
Fax: (780) 523-3055

Hinton Friendship Centre Society
1 103 Government Road
Hinton AB T7V 2A6

Tel.: (780) 865-5189
Fax: (780) 865-1756

Lac La Biche Canadian Native Friendship
Centre
Box 2338, 10004 101 Avenue
Lac La Biche AB T0A 2C0

Tel.: (780) 623-3249
Fax: (780) 623-1846

Lloydminster Native Friendship Centre
Box 1364, 4602 49 Avenue
Lloydminster SK S9V 1K4

Tel.: (306) 825-6558
Fax: (306) 825-6565

Mannawanis Native Friendship Centre Society
Box 1358, 4901 50 Street
St. Paul AB T0A 3A0

Tel.: (780) 645-4630
Fax: (780) 645-1980

Napi Friendship Association
Box 657, 622 Charlotte Street
Pincher Creek AB T0K 1W0

Tel.: (403) 627-4224
Fax: (403) 627-2564

Nistawoyou Association Friendship Centre
8310 Manning
Fort McMurray AB T9H 1W1

Tel.: (780) 743-8555
Fax: (780) 791-4041

Red Deer Native Friendship Society
4815 50 Avenue, Unit 99
Red Deer AB T4N 1Z1

Tel.: (403) 340-0020
Fax: (403) 342-1610

Rocky Native Friendship Society
Box 1927, 4917 52 Street
Rocky Mountain House AB T0M 1T0

Tel.: (403) 845-2788
Fax: (403) 845-3093

Sagitawa Friendship Centre
Box 5083, 10108 100 Avenue
Peace River AB T8S 1R7

Tel.: (780) 624-2443
Fax: (780) 624-2728

Sik-ooh-kotoki Friendship Centre
1709 2 Avenue South
Lethbridge AB T1J 0E1

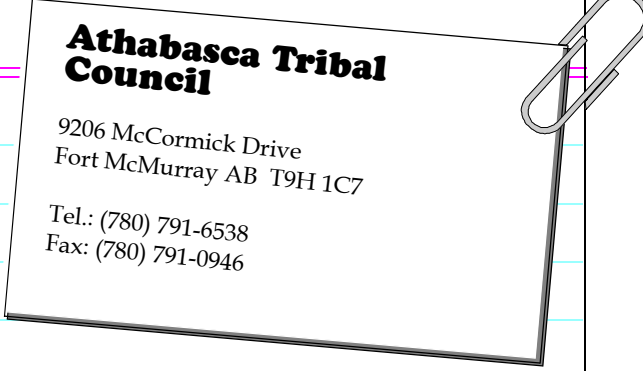
Tel.: (403) 328-2414
Fax: (403) 327-0087

Slave Lake Native Friendship Centre
416 6 Avenue NE
Slave Lake AB T0G 2A2

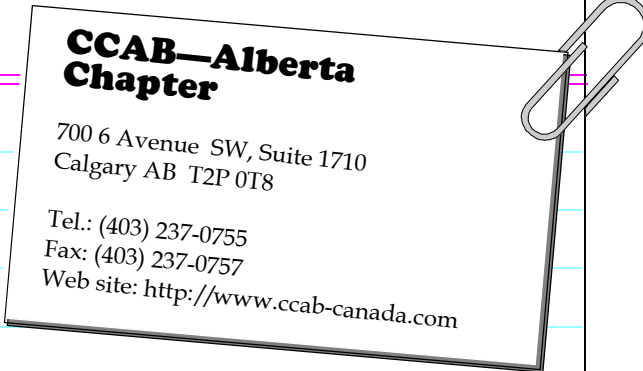
Tel.: (780) 849-3039
Fax: (780) 849-2402



Athabasca Tribal Council


Organization	 <p>Athabasca Tribal Council 9206 McCormick Drive Fort McMurray AB T9H 1C7</p>
Description	
<p>The Athabasca Tribal Council provides support to the First Nations bands in the area surrounding Fort McMurray. These include: Athabasca Chipewyan, Chipewyan Prairie, Fort McKay, Mikisew Cree and Fort McMurray First Nation bands.</p>	

Canadian Council for Aboriginal Business (CCAB)—Alberta Chapter

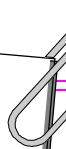
Organization	 <p>CCAB—Alberta Chapter 700 6 Avenue SW, Suite 1710 Calgary AB T2P 0T8</p>
Description	
<p>CCAB is Canada's leading organization dedicated to promoting the full participation of Aboriginal communities in the Canadian economy. Its mission is to connect Aboriginal and non-Aboriginal peoples and companies with the opportunities they require to achieve personal and business success. This is accomplished through Circle for 2015, Progressive Aboriginal Relations and the Foundation for the Advancement of Aboriginal Youth.</p>	



Confederacy of Treaty 6 First Nations

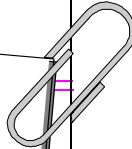
Organization	 Confederacy of Treaty 6 First Nations
Description	Tel.: (780) 944-0334 Fax: (780) 944-0346
<p>The Confederacy acts as a collective voice on behalf of Treaty 6 First Nations through the directions of the Chiefs.</p> <p>First Nations covered in Treaty 6 area include: Alexander, Alexis, Beaver Lake, Cold Lake First Nations, Enoch Cree Nation #440, Ermineskin, Frog Lake, Heart Lake, Kehewin Cree Nations, Louis Bull Tribe, Montana, O'Chiese, Paul, Saddle Lake, Samson, Sunchild First Nation and Whitefish Lake (Goodfish).</p>	

Congress of Aboriginal Peoples (CAP)

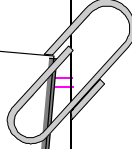
Organization	 CAP
Description	Tel.: (780) 917-1203 Fax: (780) 488-2741
<p>Formerly known as the Native Council of Canada, CAP members are First Nations people who live off-reserve, Non-Status First Nations people and Métis people in Canada. Its executive council is made up of 13 affiliate organizations from all provinces and territories. CAP's mandate is to represent the collective and individual interests of its membership. It works to achieve equity for all Aboriginal peoples, regardless of residence or status.</p>	



Indian Association of Alberta

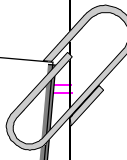
Organization	 <p>Indian Association of Alberta</p> <p>16678 114 Avenue Edmonton AB T5M 3R8</p>
Description	
<p>The Indian Association of Alberta represents a number of First Nations Bands in Alberta. It accepts calls from employers and can provide information on who to contact about employment matters.</p>	

Indian Resource Council of Canada (IRC)

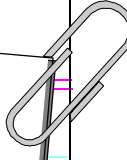
Organization	 <p>Indian Resource Council of Canada</p> <p>9911 Chula Boulevard, Suite 235 Tsuu T'ina Nation AB T2W 6H6</p>
Description	
<p>The IRC works on behalf of its 105 First Nation member bands to strengthen and develop partnerships with government and industry that will enhance employment, business and economic opportunity in the oil and natural gas industry.</p>	



Institute for the Advancement of Aboriginal Women (IAAW)

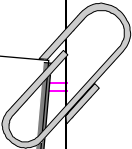
Organization	 IAAW 11205 101 Street, Suite 1 Edmonton AB T5G 2A4 Tel.: (780) 479-8195 Fax: (780) 471-2169 Web site: http://www.sites.netscape.net/liaaw/homepage/iaaw.htm E-mail: IAAW@telusplanet.net
Description	
<p>The IAAW is a non-profit organization that strives to meet the needs and issues of Aboriginal women. It also recognizes the success and triumphs of Aboriginal women through an annual awards program.</p>	

Interprovincial Association on Native Employment Inc. (IANE)

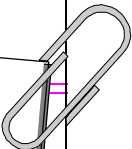
Organization	 IANE—Alberta Chapter Box 46053 Petroleum Plaza RPO Edmonton AB T5K 2S3 Tel.: (780) 429-8303 Fax: (780) 498-8757
Description	
<p>IANE is a non-profit and non-political organization committed to increasing employment of Aboriginal peoples. It does this by sharing expertise, knowledge and experience with others who share this common goal. Its members are Aboriginal and non-Aboriginal volunteers representing industry, unions, governments and Aboriginal peoples.</p>	



Kee Tas Kee Now Tribal Council

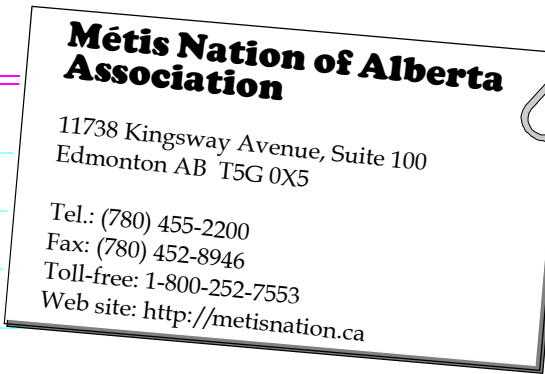
Organization	 Kee Tas Kee Now Tribal Council
	Box 120 Atikameg AB T0G 0C0
Description	Tel.: (780) 767-2116 Fax: (780) 767-2447
	The Council acts as a collective and coordinating voice on behalf of its member bands: Loon River, Whitefish Lake and Woodland Cree.

Lesser Slave Lake Indian Regional Council

Organization	 Lesser Slave Lake Indian Regional Council
	Box 1740 High Prairie AB T0G 1E0
Description	Tel.: (780) 523-4401 Fax: (780) 523-4406 Web site: http://slirc.gov.ab.ca
	The Council acts as a collective and coordinating voice on behalf of its member bands: Driftpile, Duncan's, Horse Lake, Kapawe'no, Sawridge, Sucker Creek, and Swan River.



Métis Nation of Alberta Association

Organization	
Description	
<p>The Métis Nation of Alberta Association is the representative organization for Alberta Métis (six zones). The office accepts inquiries from employers and will provide contact names, addresses and services provided by their regional offices and locals across the province. The office will also accept job advertisements to display. The association is the provincial affiliate of the Métis National Council (MNC).</p>	



Métis Settlements General Council (MSGC)

Organization	 <p>Métis Settlements General Council</p> <p>Mayfield Business Centre 10525 170 Street, 3rd Floor Edmonton AB T5P 4W2 Tel.: (780) 427-1122 Fax: (780) 489-9558 Web site: http://www.metis-settlements.org</p>
Description	
<p>Métis Settlements General Council represents the eight Métis Settlements in Alberta. It accepts inquiries from employers and will pass along contact names, addresses and services provided by their Settlement offices in northern and eastern Alberta. The MSGC will also accept job advertisements for display.</p>	

Métis Settlements:

<p>Buffalo Lake Métis Settlement Box 20 Caslan AB T0A 0R0</p> <p>Tel.: (780) 689-3981 Fax: (780) 689-2024</p>	<p>East Prairie Métis Settlement Box 1289 High Prairie AB T0G 1E0</p> <p>Tel.: (780) 523-5056 Fax: (780) 523-2777</p>
<p>Elizabeth Settlement Box 420 Cold Lake AB T9M 1P1</p> <p>Tel.: (780) 594-5028 Fax: (780) 594-5452</p>	<p>Fishing Lake Métis Settlement General Delivery Sputinow AB T0A 2B0</p> <p>Tel.: (780) 943-2202 Fax: (780) 943-2575</p>
<p>Gift Lake Métis Settlement Box 60 Gift Lake AB T0G 1B0</p> <p>Tel.: (780) 767-3891 Fax: (780) 767-3888</p>	<p>Kikino Métis Settlement General Delivery Kikino AB T0A 2B0</p> <p>Tel.: (780) 623-7868 Fax: (780) 623-7080</p>



Section 6.4: Aboriginal Organizations


Paddle Prairie Métis Settlement
General Delivery
Paddle Prairie AB T0H 2W0

Tel.: (780) 981-2227
Fax: (780) 981-3737

Peavine Métis Settlement
Box 238
High Prairie AB T0G 1E0


Tel.: (780) 523-2557
Fax: (780) 523-5616

Native Counselling Service of Alberta


Organization	
Description	
<p>The Native Counselling Service of Alberta contributes to the holistic development and wellness of the Aboriginal individual, family and community by working in partnership to provide culturally sensitive programs and services and by promoting fair and equitable treatment of Aboriginal peoples in the criminal justice system. Services are provided free of charge. Native Counselling Service of Alberta has regional offices across Alberta. Direct phone and fax numbers are available through the above address.</p>	



North Peace Tribal Council


Organization	 <p>North Peace Tribal Council Box 1889 High Level AB T0H 1Z0 Tel.: (780) 926-3446 Fax: (780) 926-4075 Web site: http://www.nttc.ab.ca E-mail: admin@nttc.ab.ca</p>
Description	
<p>The Council acts as a collective and coordinating voice on behalf of its member bands: Beaver First Nations, Dene Tha', Little Red River Cree, Lubicon Lake and Tallcree. Aboriginal awareness and cross-cultural training is also available.</p>	

Treaty 7 Tribal Council

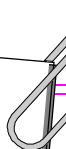
Organization	 <p>Treaty 7 Tribal Council 310 6940 Fisher Road SE Calgary AB T2H 0W3 Tel.: (403) 258-1775 Fax: (403) 258-1811 Web site: http://www.treaty7.org</p>
Description	
<p>The Treaty 7 Tribal Council is unlike other tribal councils in Alberta and across Canada. It does not provide program service delivery. Their mandate is to provide advisory services in areas of common interest to Treaty 7 First Nations. They facilitate, coordinate and develop positions for lobbying in areas such as treaties, education, health, community development, social development and economic development.</p>	



Treaty 8 First Nations of Alberta

Organization	 Treaty 8 First Nations of Alberta Sante Fe Plaza, 18178 102 Avenue Edmonton AB T5S 1S7
Description	
<p>Treaty 8 First Nations of Alberta preserves, protects and enhances the “spirit and intent of Treaty 8” by consulting, promoting, advancing and representing the concerns, issues and interests of all Treaty 8 First Nations within Alberta. It also works with other native organizations, all levels of governments and other agencies to monitor, evaluate, research, communicate and study all issues, policies, and programs and services affecting Treaty 8 First Nations of Alberta.</p>	

Western Cree Tribal Council

Organization	 Western Cree Tribal Council Box 2129 Valleyview AB T0H 3N0
Description	
<p>The Council acts as a collective and coordinating voice on behalf of its member bands: Duncan’s, Horse Lake and Sturgeon Lake.</p>	



Yellowhead Tribal Community Corrections Society (Y.T.C.C.S.)

Organization	Y.T.C.C.S.
	17304 105 Avenue, Room 300 Edmonton AB T5S 1G4
Description	Tel.: (780) 483-9404 Fax: (780) 481-4952
The Y.T.C.C.S. provides community support in the area of corrections to its member bands: Alexander, Alexis, Enoch, O'Chiese and Sunchild.	

Yellowhead Tribal Council

Organization	Yellowhead Tribal Council
	Box 150 Enoch AB T7X 3Y3
Description	Tel.: (780) 470-3454 Fax: (780) 470-3541
The Council acts as a tribal council for its member First Nations: Alexander, Alexis, Enoch, O'Chiese and Sunchild.	



Yellowhead Tribal Services Agency (YTSA)

Organization	YTSA
	17304 105 Avenue Edmonton AB T5S 1G4
Description	Tel.: (780) 481-7390 Fax: (780) 481-3064 E-mail: ytsa@telusplanet.net
	YTSA is the Indian Child and Family Services program representing about 5,500 First Nations people from its member bands: Alexander, Alexis, Enoch, O'Chiese and Sunchild. Services provided include protective, preventative, placement and community services and development of resources.



6.5 Services to Recruit Aboriginal Employees

Services to help recruit Aboriginal employees will be particularly valuable to employers seeking to increase Aboriginal employment.

This section provides names and contact numbers of organizations and programs that operate regionally. These organizations can either be recruitment agencies, data banks, referral offices or others. They are organized into two categories and presented in alphabetical order.

1. Services Employment and recruitment, data banks and referral offices, others.
2. Educational institutions While these organizations do not offer direct recruitment services of Aboriginal employees, some have employment centres and organize career days.

☆ Also See	Section 6.4: Aboriginal Organizations.....6-5
	Section 6.8: Off-the-Shelf Resource Materials6-57




1. Services

Aboriginal Career Centre for Employment Strategies and Services (ACCESS)

Organization	ACCESS 11205 107 Avenue Edmonton AB T5H 0Y2
Description	Tel.: (780) 423-2340 Fax: (780) 421-4760 Web site: http://www.accessemployment.org E-mail: amakokis@accessemployment.org
	ACCESS accepts telephone calls from employers, advertises job positions, and will refer qualified (pre-screened) individuals to an employer through a database network.



Alberta Native Friendship Centre Association (ANFCA)

Organization	 <p>ANFCA 10025 106 Street, Suite 1102 Edmonton AB T5J 1G4 Tel.: (780) 423-3138 Fax: (780) 425-6277 Web site: http://www.nativecentres.org E-mail: anfca@nativecentres.org</p>
Description	
<p>ANFCA provides Friendship Centres in Alberta with the resources and information they need to develop the appropriate services and programs within their communities. Programs and services range from employment to social and are for the betterment of all urban Aboriginal people.</p>	

For more information:

<p>Athabasca Native Friendship Centre Society 4919 53 Street Athabasca AB T9S 1L1</p> <p>Tel.: (780) 675-3086 Fax: (780) 875-3063</p>	<p>Bonnyville CDN Native Friendship Centre Box 3599, 4711 50 Avenue Bonnyville AB T9N 2G5</p> <p>Tel.: (780) 826-3374 Fax: (780) 826-2540</p>
<p>Calgary Native Friendship Centre 3333 34 Avenue NE Calgary AB T2E 2J8</p> <p>Tel.: (403) 777-2263 Fax: (403) 265-9275 E-mail: cnfsc@hotmail.com</p>	<p>Canadian Native Friendship Centre 11205 101 Street Edmonton AB T5G 2A4</p> <p>Tel.: (780) 479-1999 Fax: (780) 479-0043</p>
<p>Cold Lake Native Friendship Centre Society Box 1978, 5015 56 Street Cold Lake AB T9M 1P4</p> <p>Tel.: (780) 594-7526 Fax: (780) 594-1599</p>	<p>Edson Friendship Centre Box 6508, 4924 1 Avenue, 2nd Floor Edson AB T7E 1T9</p> <p>Tel.: (780) 723-5494/2226 Fax: (780) 723-4359</p>



Section 6.5: Services to Recruit Aboriginal Employees

Grande Prairie Friendship Centre
10507 98 Avenue
Grand Prairie AB T8V 4L1

Tel.: (780) 532-5722
Fax: (780) 539-5121

High Level Native Friendship Centre
Box 1735, 10801 96 Street
High Level AB T0H 1Z0

Tel.: (780) 926-3355
Fax: (780) 926-2038

High Prairie Native Friendship Centre
Box 1448, 4919 51 Avenue
High Prairie AB T0G 1E0

Tel.: (780) 523-4511
Fax: (780) 523-3055

Hinton Friendship Centre Society
1 103 Government Road
Hinton AB T7V 2A6

Tel.: (780) 865-5189
Fax: (780) 865-1756

Lac La Biche Canadian Native Friendship
Centre
Box 2338, 10004 101 Avenue
Lac La Biche AB T0A 2C0

Tel.: (780) 623-3249
Fax: (780) 623-1846

Lloydminster Native Friendship Centre
Box 1364, 4602 49 Avenue
Lloydminster SK S9V 1K4

Tel.: (306) 825-6558
Fax: (306) 825-6565

Mannawanis Native Friendship Centre Society
Box 1358, 4901 50 Street
St. Paul AB T0A 3A0

Tel.: (780) 645-4630
Fax: (780) 645-1980

Napi Friendship Association
Box 657, 622 Charlotte Street
Pincher Creek AB T0K 1W0

Tel.: (403) 627-4224
Fax: (403) 627-2564

Nistawoyou Association Friendship Centre
8310 Manning
Fort McMurray AB T9H 1W1

Tel.: (780) 743-8555
Fax: (780) 791-4041

Red Deer Native Friendship Society
4815 50 Avenue, Unit 99
Red Deer AB T4N 1Z1

Tel.: (403) 340-0020
Fax: (403) 342-1610

Rocky Native Friendship Society
Box 1927, 4917 52 Street
Rocky Mountain House AB T0M 1T0

Tel.: (403) 845-2788
Fax: (403) 845-3093

Sagitawa Friendship Centre
Box 5083, 10108 100 Avenue
Peace River AB T8S 1R7

Tel.: (780) 624-2443
Fax: (780) 624-2728

Sik-ooh-kotoki Friendship Centre
1709 2 Avenue South
Lethbridge AB T1J 0E1

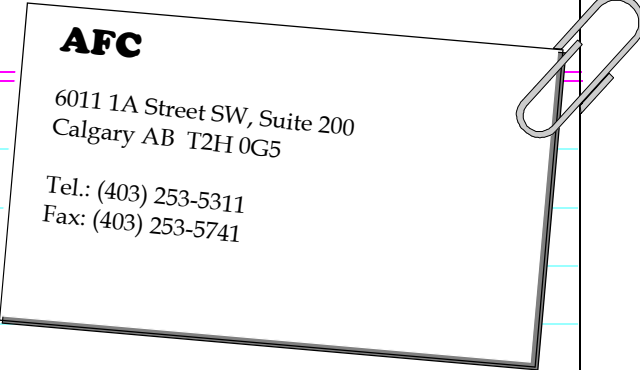
Tel.: (403) 328-2414
Fax: (403) 327-0087

Slave Lake Native Friendship Centre
416 6 Avenue NE
Slave Lake AB T0G 2A2


Tel.: (780) 849-3039
Fax: (780) 849-2402



Aboriginal Futures Corporation (AFC)


Organization	 <p>AFC 6011 1A Street SW, Suite 200 Calgary AB T2H 0G5 Tel.: (403) 253-5311 Fax: (403) 253-5741</p>
Description	
<p>The AFC provides employment services and training to Aboriginal clients including resumes, covering letters, field placement experiences and pre-employment training.</p>	

Loretta M. Belanger


Organization	 <p>Loretta M. Belanger 14944 43 Avenue Edmonton AB T6H 5S1 Tel.: (780) 988-6495 Fax: (780) 432-6885 E-mail: loretta@powersurfr.com</p>
Description	
<p>Loretta M. Belanger offers progressive diversified experience in staffing, organizational development, employee relations, Aboriginal relations, program/policy development, compensation, employee development and strategic planning.</p>	



Blackstar Corporation


Organization	 <p>Blackstar Corporation 11810 Kingsway Avenue Edmonton AB T5G 0X5 Tel.: (780) 452-5576 Fax: (780) 454-7736 Web site: http://www.blackstar.ab.ca</p>
Description	
<p>The company works in partnership with First Nations and Métis human resources development staff, unions, industry and the provincial government apprenticeship branch to provide Aboriginal peoples with the opportunity to become apprentices and to find permanent employment in the trades fields. It provides training, placement and follow-up to job seekers. The company will also provide sessions for employers on Aboriginal retention and development.</p>	

Canadian Council for Aboriginal Business (CCAB)—Alberta Chapter


Organization	 <p>CCAB—Alberta Chapter 700 6 Avenue SW, Suite 1710 Calgary AB T2P 0T8 Tel.: (403) 237-0755 Fax: (403) 237-0757 Web site: http://www.ccab-canada.com</p>
Description	
<p>CCAB is Canada's leading organization dedicated to promoting the full participation of Aboriginal communities in the Canadian economy. Its mission is to connect Aboriginal and non-Aboriginal peoples and companies with the opportunities they require to achieve personal and business success. This is accomplished through Circle for 2015, Progressive Aboriginal Relations and the Foundation for the Advancement of Aboriginal youth.</p>	



Career Path Services Ltd.


Organization	 <p>Career Path Services Ltd. 10130 103 Street, Suite 950B Edmonton AB T5J 3N9 Tel.: (780) 424-1280 Fax: (780) 420-6202 Web site: http://www.slate.ab.ca</p>
Description	
<p>A government-funded job placement service to unemployed Albertans, CPS helps job seekers obtain employment through assessment, resume preparation, interview techniques, motivation, job leads and one-on-one job search support. CPS covers a wide range of occupational groups and industries, including general labour, assembly line workers, restaurant, retail, warehouse, clerical, trades and professionals.</p>	

Eagle Vista Consulting

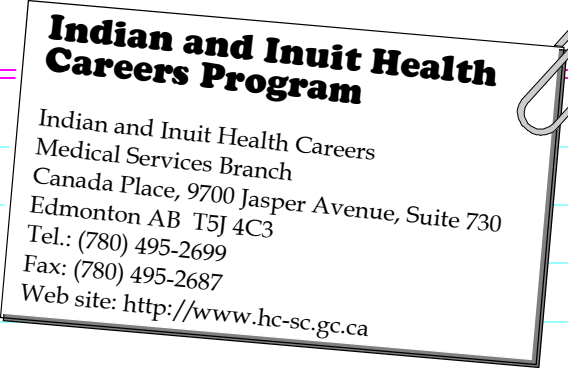
Organization	 <p>Eagle Vista Consulting Alfred L'Hirondelle 9A Sunset Boulevard St. Albert AB T8N 1N7 Tel.: (780) 916-8059 Fax: (780) 460-7224</p>
Description	
<p>Eagle Vista Consulting focuses on developing positive results through consulting in the areas of community involvement, project packaging, partnering, project implementation management, accessing funding opportunities and providing economic development services, creating opportunities, action planning, business plans and Aboriginal community liaison.</p>	



Fast Labour Solution

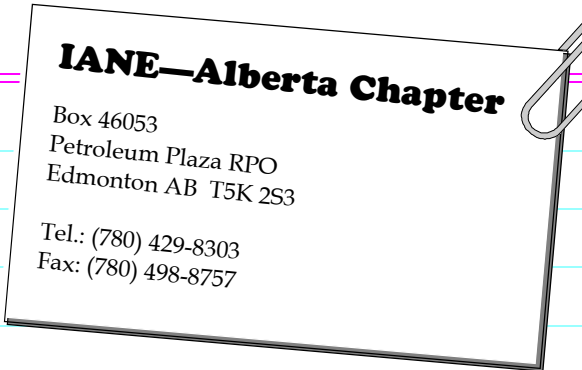
Organization	 <p>Fast Labour Solutions 619A 36 Avenue NE Calgary AB T2E 2L8 Tel.: (403) 276-6633 Fax: (403) 244-6033 E-mail: fastlaboursolutions@yahoo.com</p>
Description	
<p>Primarily Aboriginal owned and operated, Fast Labour Solutions is a temporary placement agency for the casual and industrial labour force.</p>	

Indian and Inuit Health Careers Program

Organization	 <p>Indian and Inuit Health Careers Program Indian and Inuit Health Careers Medical Services Branch Canada Place, 9700 Jasper Avenue, Suite 730 Edmonton AB T5J 4C3 Tel.: (780) 495-2699 Fax: (780) 495-2687 Web site: http://www.hc-sc.gc.ca</p>
Description	
<p>The Indian and Inuit Health Careers Program at Health Canada supports Aboriginal participation in education leading to professional careers in the health field. Bursaries and scholarships are available to Aboriginal students based on financial need and academic achievement.</p>	
<p>Note: This program is not primarily aimed at recruitment but may still be helpful. The national office is located in Ottawa.</p>	

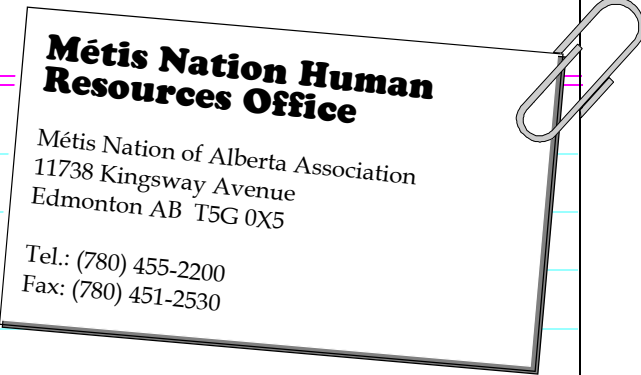


Interprovincial Association on Native Employment Inc. (IANE)

Organization	
Description	
<p>IANE is a non-profit and non-political organization committed to increasing employment of Aboriginal peoples. It does this by sharing expertise, knowledge and experience with others who share this common goal. Its members are Aboriginal and non-Aboriginal volunteers representing industry, unions, governments and Aboriginal peoples.</p>	



Métis Nation Human Resources Office

Organization	 <p>Métis Nation Human Resources Office Métis Nation of Alberta Association 11738 Kingsway Avenue Edmonton AB T5G 0X5 Tel.: (780) 455-2200 Fax: (780) 451-2530</p>
Description	
<p>The Métis Nation Human Resources Office accepts telephone calls from employers and advertises job positions. It also offers a Labour Market Development Unit that provides job readiness for employees. All qualified employees are entered in the employees' database.</p>	

For more information:

Zone 1 REACT Box 1350 Lac La Biche AB T0A 2C0 Tel.: (780) 623-3039 Fax: (780) 623-2733	Zone 1 Fort Chipewyan EAS Box 348 Fort Chipewyan AB T0P 1B0 Tel.: (780) 697-3811 Fax: (780) 697-3950
Zone 1 Society of Wood Buffalo Fort McMurray AB Tel.: (780) 743-1993 Fax: (780) 743-1956	Zone 2 Lakeland Employment Box 6497 Bonnyville AB T9N 2H1 Tel.: (780) 826-7483 Fax: (780) 826-7603
Zone 3 Labour Market Development Office 31110 14 Avenue, Room 1B Calgary AB T2A 6J4 Tel.: (403) 569-8800 Fax: (403) 826-7603	Zone 3 Helping Circle 2611 37 Avenue NE, Room 05 Calgary AB P1Y 5V7 Tel.: (403) 250-8902 Fax: (403) 250-2838



Zone 3
Lethbridge AC/EC
454 5 Avenue South
Lethbridge AB T1J 4L4

Tel.: (403) 320-8889
Fax: (403) 320-8842

Zone 3
Saamis EAS
530 5 Street SE
Medicine Hat AB P1A 0N3

Tel.: (403) 504-4056
Fax: 403) 504-4224

Zone 4
Labour Market Development Office
12429 127 Avenue
Edmonton AB T5L 3E4

Tel.: (780) 944-9288
Fax: (780) 455-5546

Zone 4
Aboriginal Counselling and Employment
Services Society 2000
12304 111 Avenue
Edmonton AB T5J 0J1

Tel.: (780) 423-2237
Fax: (780) 482-2834
E-mail: dward@metis.org

Zone 4
Kayas Employment
114 Macleod Avenue
Hinton AB T7V 2A9

Tel.: (780) 817-2202
Fax: (780) 817-2204

Zone 4
Muskwa Employment
Box 276, 1022 99 Street
Grande Cache AB T0E 0Y0

Tel.: (780) 827-3027
Fax: (780) 827-7333

Zone 4
Sagitawah Employment
211 Midtown Mall
Box 4545, 5015 49th Street
Whitecourt AB T7S 1N6

Tel.: (780) 778-7132
Fax: (780) 778-7211

Zone 5
Labour Market Development Office
Box 1787
Slave Lake AB T0G 2A0

Tel.: (780) 849-4654
Fax: (780) 849-2890

Zone 5
New Horizons
Box 1259
Slave Lake AB T0A 2A0

Tel.: (780) 849-4660
Fax: (780) 849-2047

Zone 5
Northern Abilities
Box 96
High Prairie AB T0G 1E0

Tel.: (780) 523-2004
Fax: (780) 523-2047

Zone 6
Labour Market Development Office
9621 90 Avenue
Peace River AB T8S 1G8

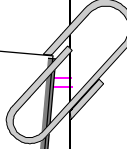
Tel.: (780) 624-4219
Fax: (780) 624-8411

Zone 6
Goals Unlimited
Box 1179
Valleyview AB T0H 3N0

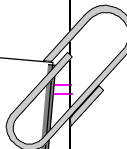
Tel.: (780) 524-5469
Fax: (780) 524-5484



Métis Settlements General Council Human Resources Office

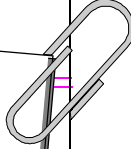
Organization	 Métis Settlements General Council Human Resources Office
Description	Mayfield Business Centre 10525 170 Street, 3rd Floor Edmonton AB T5P 4W2 Tel.: (780) 427-1122 Fax: (780) 489-9558 Web site: http://www.metis-settlements.org
	The Métis Settlements General Council Human Resources Office accepts telephone calls from employers and advertises job postings for settlement members.

Oteenow Employment and Training Society

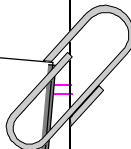
Organization	 Oteenow Employment and Training Society
Description	10470 176 Street, Suite 202 Edmonton AB T5S 1L3 Tel.: (780) 444-0911 Fax: (780) 444-3477 E-mail: rlaboucan@oteenow.com
	The Oteenow Employment and Training Society provides human resource development programs and services to First Nations people in the Edmonton metropolitan area to help them become self-reliant.



Slate Personnel Ltd.

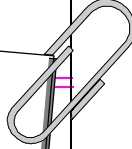
Organization	 <p>Slate Personnel Ltd. 10130 103 Street, Suite 990 Edmonton AB T5J 3N9</p>
Description	
<p>A temporary and permanent job placement agency which has served the Edmonton labour market for over 37 years, Slate Personnel specializes in office personnel, legal support staff, accounting, marketing/sales and computer specialists. It specializes in Aboriginal-specific temporary and permanent placements.</p>	

Spirit Staffing Inc.

Organization	 <p>Spirit Staffing Inc. 619B 36 Avenue NE Calgary AB T2E 2L8</p>
Description	
<p>An Aboriginal owned and operated agency, Spirit Staffing Inc. is committed to providing high quality temporary and permanent employment placement services, working in partnership with the needs of the employer and Aboriginal peoples.</p>	

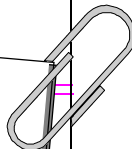


Treaty 6 First Nations Human Resources Office

Organization	 Treaty 6 First Nations Human Resources Office
Description	
<p>The Confederacy of Treaty 6 First Nations Human Resources Office accepts telephone calls from employers and advertises job positions. Other services include review of training, employment proposals, and administering funding for wage subsidies and work experience.</p>	

Confederacy of Treaty 6 First Nations
10310 176 Street, Suite 204
Edmonton AB T5S 1L3
Tel.: (780) 944-0334
Fax: (780) 944-0346
E-mail: firstconfederation@powersurfr.com

Treaty 7 First Nations Human Resources Office

Organization	 Treaty 7 First Nations Human Resources Office
Description	
<p>The Treaty 7 Tribal Council Human Resources Office accepts telephone calls from employers and advertises job postings. Candidates are pre-screened for potential jobs.</p>	

Treaty 7 Economic Development Corp.
3011 1A Street SW, Suite 300
Calgary AB T2H 0G5
Tel.: (403) 251-9571
Fax: (403) 251-9750
E-mail: t7edcmail@treaty.org



2. Educational Institutions

Alberta Educational Institutions

Organization	
	<p>Alberta Educational Institutions See addresses below.</p>
Description	
<p>The following educational institutions provide services to a large percentage of Aboriginal peoples. They may be useful sources for recruitment drives and educational/cultural awareness information (i.e., reports, studies, events, papers). Most have an Aboriginal contact, section or specific program.</p>	

For more information:

Alberta College of Art and Design
1407 14 Avenue NW
Calgary AB T2N 4R3

Tel.: (403) 284-7678
Fax: (403) 284-7644
Web site: <http://www.acad.ab.ca>

Athabasca University
1 University Drive
Athabasca AB T9S 3A3

Tel.: (780) 675-6100
Fax: (780) 675-6174
Web site: <http://www.athabascau.ca>
E-mail: auinfo@athabascau.ca

Augustana University College
4901 46 Avenue
Camrose AB T4V 2R3
Tel.: (780) 679-1100
Fax: (780) 679-1129
Web site: <http://www.augustana.ab.ca>
E-mail: admissions@augustana.ab.ca

Blue Quills First Nations College
Box 279
St. Paul AB T0A 3A0

Tel.: (780) 645-4455
Fax: (780) 645-5215



Section 6.5: Services to Recruit Aboriginal Employees

BowValley College
332 6 Avenue SE
Calgary AB T2G 4S6

Tel.: (403) 297-4040
Fax: (403) 297-4887
Web site: <http://www.bowvalley.ab.ca>
E-mail: info@bowvalley.ab.ca

Concordia University College of Alberta
10537 44 Street
Edmonton AB T6A 1W1

Tel.: (780) 413-7800
Fax: (780) 466-9394
Web site: <http://www.concordia.ab.ca>
E-mail: admits@concordia.ab.ca

Fairview College
Box 3000
Fairview AB T0H 1L0

Tel.: (780) 835-6605
Fax: (780) 835-6698
Web site: <http://www.fairviewc.ab.ca>
E-mail: registrar@fairviewc.ab.ca

Grande Prairie Regional College
10726 106 Avenue
Grande Prairie AB T8V 4C4

Tel.: (780) 539-2944
Fax: (780) 539-2888
Web site: <http://www.gprc.ab.ca>
E-mail: student_info@gpc.ab.ca

Grant MacEwan Community College
Office of the Registrar
Box 1796
Edmonton AB T5J 2P2

Tel.: (780) 497-5140
Fax: (780) 497-5001
Web site: <http://www.gmcc.ab.ca>
E-mail: gmccinfo@admin.gmcc.ab.ca

Keyano College
8115 Franklin Avenue
Fort McMurray AB T9H 2H7

Tel.: (780) 791-4801
Fax: (780) 791-4952
Web site: <http://www.keyanoc.ab.ca>
E-mail: registrar@keyanoc.ab.ca

Lakeland College
5707 47 Avenue W.
Vermilion AB T9X 1K5

Tel.: (780) 853-8420
Fax: (780) 853-2955
Web site: <http://www.lakelandc.ab.ca>
E-mail: admissions@lakelandc.ab.ca

Lethbridge Community College
3000 College Drive South
Lethbridge AB T1K 1L6

Tel.: (403) 320-3200
Fax: (403) 320-1461
Web site: <http://www.lethbridgecollege.ab.ca>
E-mail: advisor@al.lethbridgec.ab.ca



Maskwachees Cultural College
 Box 360
 Hobbema AB T0C 1N0

Tel.: (780) 585-3925
 Fax: (780) 585-2080
 Web site: <http://www.maskwachees.ab.ca/maskwach.htm>
 E-mail: royalmcc@www.wtc.ccinet.ab.ca

Medicine Hat College
 299 College Drive
 Medicine Hat AB T1A 3Y6

Tel.: (403) 529-3819
 Fax: (403) 504-3521
 Web site: <http://www.mhc.ab.ca>
 E-mail: info@acd.mhc.ab.ca

Northern Alberta Institute of Technology
 (NAIT)
 11762 106 Street
 Edmonton AB T5G 2R1

Tel.: (780) 471-6248
 Fax: (780) 471-8490
 Web site: <http://www.nait.ab.ca>
 E-mail: registrar@nait.ab.ca

NorQuest College
 10215 108 Street
 Edmonton AB T5J 1L6

Tel.: (780) 422-2020
 Fax: (780) 427-4211
 Web site: <http://www.norquest.ab.ca>
 E-mail: info@norquest.ab.ca

Northern Lakes College
 Bag 3000
 Grouard AB T0G 1C0

Tel.: (780) 849-8600
 Fax: (780) 751-3376
 Web site: <http://www.yourfuture.ab.ca>
 E-mail: registrar@yourfuture.ab.ca

Old Sun Community College
 Box 1250
 Siksika AB T0J 3W0

Tel.: (403) 264-9658
 Fax: (403) 734-5363

Olds College
 4500 50 Street
 Olds AB T4H 1R6

Tel.: (403) 556-8281
 Fax: (403) 556-4711
 Web site: <http://www.oldscollege.ab.ca>
 E-mail: info@admin.oldscollege.ab.ca

Portage College
 Box 417
 Lac La Biche AB T0A 2C0

Tel.: (780) 623-5568
 Fax: (780) 623-5682
 Web site: <http://www.portagec.ab.ca>
 E-mail: info@portagec.ab.ca



Section 6.5: Services to Recruit Aboriginal Employees

Red Crow Community College
Box 1258
Cardston AB T0K 0K0

Tel.: (403) 737-2400
Fax: (403) 737-2101

Red Deer College
Box 5005
Red Deer AB T4N 5H5

Tel.: (403) 342-3400
Fax: (403) 342-8940
Web site: <http://www.rdc.ab.ca>
E-mail: registrar@admin.rdc.ab.ca

Southern Alberta Institute of Technology (SAIT)
1301 16 Avenue NW
Calgary AB T2M 0L4

Tel.: (403) 284-7248
Fax: (403) 284-7112
Web site: <http://www.sait.ab.ca>
E-mail: advising@sait.ab.ca

University of Alberta
Office of the Registrar
11023 90 Avenue
Edmonton AB T6G 2M7

Tel.: (780) 492-3113
Fax: (780) 492-7172
Web site: <http://www.registrar.ualberta.ca>
E-mail: registrar@ualberta.ca

University of Calgary
2500 University Drive NW
Calgary AB T2N 1N4

Tel.: (403) 220-6645
Fax: (403) 289-1253
Web site: <http://www.ucalgary.ca>
E-mail: appplinfo@ucalgary.ca

University of Lethbridge
4401 University Drive
Lethbridge AB T1K 3M4

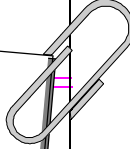
Tel.: (403) 320-5700
Fax: (403) 329-5159
Web site: <http://www.uleth.ca>

Yellowhead Tribal Council Education
Department
17304 105 Avenue, Suite 304
Edmonton AB T5S 1G4

Tel.: (780) 484-0303
Fax: (780) 481-7275
Web site: <http://www.ytced.ab.ca>



Slate Training Centre

Organization	 Slate Training Centre 10130 103 Street, Suite 950 Edmonton AB T5J 3N9
Description	
A private vocational school, the Slate Training Centre specializes in training programs in Word Processing, Microsoft Word, Excel, Pagemaker, Power Point, E-mail and Internet.	



6.6 Sources of Aboriginal Awareness Training


This section outlines specific sources of Aboriginal awareness education and training courses that have been brought to AWPI's attention.

Note: While AWPI makes every effort to ensure the providers listed in this section are reputable and reliable, we strongly urge toolkit users to conduct their own research. An excellent place to begin is at the cultural centres located in most Aboriginal communities. While the centres may not provide education and training services directly, they will generally be able to recommend quality services in the area. You should also consult the checklists in the national version of the *AWPI Employer Toolkit* for suggestions on what to look for in an Aboriginal awareness training provider.

☆ Also See	Section 6.4: Aboriginal Organizations 6-5
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Alberta Native Friendship Centre Association (ANFCA)

Organization	 <p>ANFCA 10025 106 Street, Suite 1102 Edmonton AB T5J 1G4 Tel.: (780) 423-3138 Fax: (780) 425-6277 Web site: http://www.nativecentres.org E-mail: anfca@nativecentres.org</p>
Description	
<p>ANFCA provides Friendship Centres in Alberta with the resources and information they need to develop the appropriate services and programs within their communities. Programs and services range from employment to social and are for the betterment of all urban Aboriginal people.</p>	

For more information:

Athabasca Native Friendship Centre Society
4919 53 Street
Athabasca AB T9S 1L1

Tel.: (780) 675-3086
Fax: (780) 875-3063

Bonnyville CDN Native Friendship Centre
Box 3599, 4711 50 Avenue
Bonnyville AB T9N 2G5

Tel.: (780) 826-3374
Fax: (780) 826-2540

Calgary Native Friendship Centre
3333 34 Avenue NE
Calgary AB T2E 2J8

Tel.: (403) 777-2263
Fax: (403) 265-9275
E-mail: cnfsc@hotmail.com

Canadian Native Friendship Centre
11205 101 Street
Edmonton AB T5G 2A4

Tel.: (780) 479-1999
Fax: (780) 479-0043

Cold Lake Native Friendship Centre Society
Box 1978, 5015 56 Street
Cold Lake AB T9M 1P4

Tel.: (780) 594-7526
Fax: (780) 594-1599

Edson Friendship Centre
Box 6508, 4924 1 Avenue, 2nd Floor
Edson AB T7E 1T9

Tel.: (780) 723-5494/2226
Fax: (780) 723-4359



Section 6.6: Sources of Aboriginal Awareness Training

Grande Prairie Friendship Centre
10507 98 Avenue
Grand Prairie AB T8V 4L1

Tel.: (780) 532-5722
Fax: (780) 539-5121

High Level Native Friendship Centre
Box 1735, 10801 96 Street
High Level AB T0H 1Z0

Tel.: (780) 926-3355
Fax: (780) 926-2038

High Prairie Native Friendship Centre
Box 1448, 4919 51 Avenue
High Prairie AB T0G 1E0

Tel.: (780) 523-4511
Fax: (780) 523-3055

Hinton Friendship Centre Society
1 103 Government Road
Hinton AB T7V 2A6

Tel.: (780) 865-5189
Fax: (780) 865-1756

Lac La Biche Canadian Native Friendship Centre
Box 2338, 10004 101 Avenue
Lac La Biche AB T0A 2C0

Tel.: (780) 623-3249
Fax: (780) 623-1846

Lloydminster Native Friendship Centre
Box 1364, 4602 49 Avenue
Lloydminster SK S9V 1K4

Tel.: (306) 825-6558
Fax: (306) 825-6565

Mannawanis Native Friendship Centre Society
Box 1358, 4901 50 Street
St. Paul AB T0A 3A0

Tel.: (780) 645-4630
Fax: (780) 645-1980

Napi Friendship Association
Box 657, 622 Charlotte Street
Pincher Creek AB T0K 1W0

Tel.: (403) 627-4224
Fax: (403) 627-2564

Nistawoyou Association Friendship Centre
8310 Manning
Fort McMurray AB T9H 1W1

Tel.: (780) 743-8555
Fax: (780) 791-4041

Red Deer Native Friendship Society
4815 50 Avenue, Unit 99
Red Deer AB T4N 1Z1

Tel.: (403) 340-0020
Fax: (403) 342-1610

Rocky Native Friendship Society
Box 1927, 4917 52 Street
Rocky Mountain House AB T0M 1T0

Tel.: (403) 845-2788
Fax: (403) 845-3093

Sagitawa Friendship Centre
Box 5083, 10108 100 Avenue
Peace River AB T8S 1R7

Tel.: (780) 624-2443
Fax: (780) 624-2728

Sik-oooh-kotoki Friendship Centre
1709 2 Avenue South
Lethbridge AB T1J 0E1

Tel.: (403) 328-2414
Fax: (403) 327-0087

Slave Lake Native Friendship Centre
416 6 Avenue NE
Slave Lake AB T0G 2A2

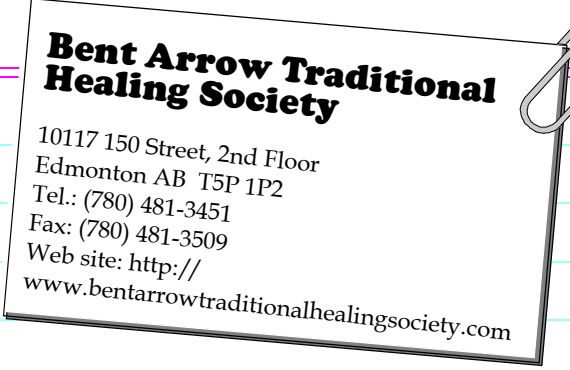
Tel.: (780) 849-3039
Fax: (780) 849-2402



Loretta M. Belanger

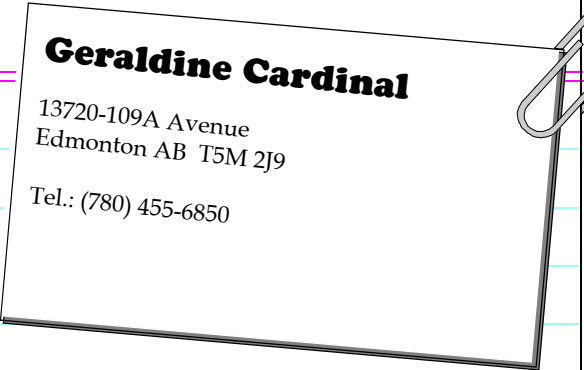
Organization	 <p>Loretta M. Belanger 14944 43 Avenue Edmonton AB T6H 5S1 Tel.: (780) 988-6495 Fax: (780) 432-6885 E-mail: loretta@powersurfr.com</p>
Description	
<p>Loretta M. Belanger offers progressive, diversified experience in staffing, organizational development, employee relations, Aboriginal relations, program/policy development, compensation, employee development and strategic planning.</p>	

Bent Arrow Traditional Healing Society

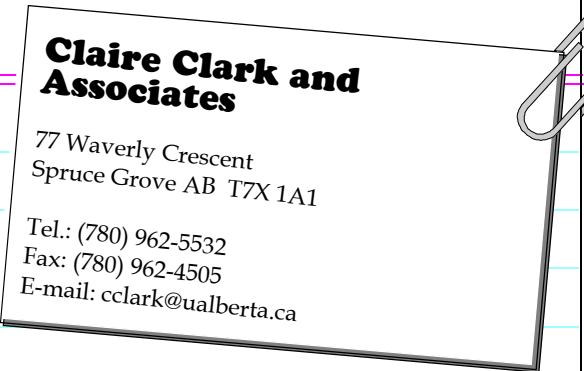
Organization	 <p>Bent Arrow Traditional Healing Society 10117 150 Street, 2nd Floor Edmonton AB T5P 1P2 Tel.: (780) 481-3451 Fax: (780) 481-3509 Web site: http://www.bentarrowtraditionalhealingsociety.com</p>
Description	
<p>The Bent Arrow Traditional Healing Society offers Aboriginal awareness, cross-cultural training, career and job counselling, training, business development, education, program development, advocacy, life management skills and a healing society.</p>	



Geraldine Cardinal

Organization	 <p>Geraldine Cardinal 13720-109A Avenue Edmonton AB T5M 2J9 Tel.: (780) 455-6850</p>
Description	
<p>Geraldine Cardinal promotes Aboriginal awareness training. She is a pipe holder who conducts workshops and assists others in gaining an understanding of Aboriginal culture and tradition.</p>	

Claire Clark and Associates

Organization	 <p>Claire Clark and Associates 77 Waverly Crescent Spruce Grove AB T7X 1A1 Tel.: (780) 962-5532 Fax: (780) 962-4505 E-mail: cclark@ualberta.ca</p>
Description	
<p>Claire Clark is a certified adult educator specializing in project management, researching and updating manuals, coordinating conferences and facilitating personal/professional business seminars and workshops.</p>	



Elders

Organization	<p>Elders See addresses below.</p>
Description	
<p>The following is a list of some of the Elders who are involved in Aboriginal awareness training. Consult individual Treaty, Métis and Native Friendship Centre offices for further contacts.</p>	
<p>Note: Refer to Chapter 5, Section 5.5, Protocols on Elders in the national version of the <i>AWPI Employer Toolkit</i> for more information.</p>	

For more information:

Annie Bare Shin Bone, John Bare Shin Bone
28 Terriglen Place NE
Calgary AB T3J 2N4

Tel.: (403) 590-5385/248-8025
E-mail: jonpsb@hotmail.com

Alfred Bonnais
650 10909 Jasper Avenue
Edmonton AB P5J 3L9

Tel.: (780) 429-5990
Fax: (780) 429-6106
E-mail: mpcs@compusmart.ab.ca

Joe P. Cardinal
Box 4
Saddle Lake AB T0A 3T0

Tel.: (780) 726-2479

Christine Daniels
11220 99 Avenue, Suite 308
Edmonton AB T5K 2K6

Tel.: (780) 427-1709/488-0842
Cell: (780) 707-0871

Cora Fedyk
Box 2281
Claresholm AB T0L 0T0

Tel.: (403) 625-4996

Raven Macinnaw
Box 59, RR1 Site 4
Carvel AB C0E 0H0

Tel.: (780) 477-4106/892-2554




Madge McCrae
1120 11 Avenue SE
Slave Lake AB T0G 2A3

Tel.: (780) 849-2896

Antoinette Vanhazendonk
c/o Aboriginal Futures Corporation (AFC)
6011 1A Street SW, Suite 200
Calgary AB T2H 0G5

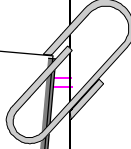
Tel.: (403) 253-5311
Fax: (403) 253-5741
E-mail: info@aboriginalfuturescorporation.com

Four Winds & Associates

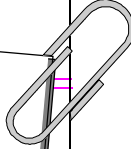
Organization	 <p>Four Winds & Associates North Tower, 10030 107 Street, Suite 1202 Edmonton AB T5J 3E4 Tel.: (780) 414-1006 Fax: (780) 414-1007 Web site: http://www.fwinds.net</p>
Description	
<p>Four Winds & Associates initiatives include employment and training, organizational and community development, and Aboriginal health care. Focusing on building capacity, its coordinated approach assists individuals, families and organizations to discover, build and access the tools, skills and resources to address their needs and achieve success.</p>	



Kimamow Atoskanow Foundation


Organization	 Kimamow Atoskanow Foundation
	RR 1, Site 1, Box 133 Onoway AB T0E 1V0
Description	Tel.: (780) 967-4868 Fax: (780) 967-4868
	Kimamow Atoskanow Foundation focuses on personal development and cultural awareness.

Rose Martial—Walks with Rainbow

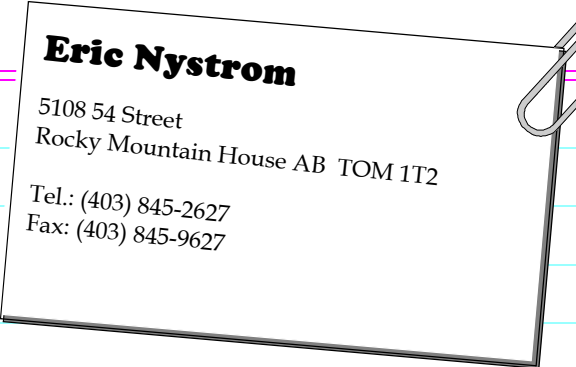
Organization	 Rose Martial—Walks with Rainbow
	4507-32A Avenue Edmonton AB T6L 4K7
Description	Tel.: (780) 461-4511 Fax: (780) 490-1173 Cell: (780) 907-5704
	Originally from Cold Lake First Nations, Rose Martial is a trainer with a vast amount of experience facilitating topics that enable others to expand their awareness of issues in the Aboriginal community. Specific workshops can be developed to meet the needs of your seminar or workshop.



Michael Merrier


Organization	 <p>Michael Merrier 13303 140 Street Edmonton AB T5L 2E4 Tel.: (780) 452-2324</p>
Description	
<p>Michael Merrier conducts Aboriginal awareness workshops and seminars.</p>	

Eric Nystrom


Organization	 <p>Eric Nystrom 5108 54 Street Rocky Mountain House AB TOM 1T2 Tel.: (403) 845-2627 Fax: (403) 845-9627</p>
Description	
<p>Eric Nystrom is a Métis pipe holder and storyteller who conducts Aboriginal awareness workshops.</p>	



Oldman River Cultural Centre

Organization	 <p>Oldman River Cultural Centre Box 70 Brocket AB T0K 0H0</p>
Description	
<p>The Oldman River Cultural Centre aims “to preserve, retain, and promote the Peigan culture, heritage and language...” through the following programs: cultural activities, cultural courses, interpretive programs, research library and archival services and resource programs. The Centre provides a support service to individuals or organizations planning cultural activities or special events. It offers assistance in planning and fund-raising in areas such as interpretation, or contracts.</p>	

Red Road Healing Society

Organization	 <p>Red Road Healing Society 3010 119 Avenue NE Edmonton AB T5W 4T4 Tel.: (780) 471-3220, 471-3221 Fax: (780) 471-2750 Web site: http://homepage.oanet.com/redroad/</p>
Description	
<p>The Red Road Healing Society offers cultural sensitization workshops to raise awareness about Indigenous history, culture and community relationships. Workshops are based on Directional Lodge Door Teachings.</p>	



Ripple Effects Limited

Organization	Ripple Effects Limited
	Robert Laboucane 6135 Longmoor Way SW Calgary AB T3E 5ZE
Description	Tel.: (403) 242-1618 Fax: (403) 217-3095 Web site: http://www.ripplefx.ca
	Robert Laboucane holds workshops and seminars that focus on Aboriginal awareness training.

Lorraine Sinclair (Asanee Watchew Iskwiw)

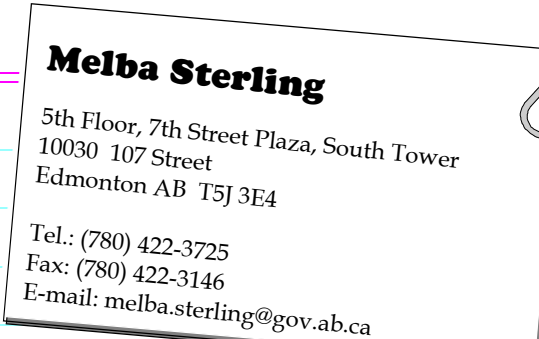
Organization	Lorraine Sinclair (Asanee Watchew Iskwiw)
	3855 85 Street NW Edmonton AB T6K 2L5
Description	Tel.: (780) 461-9532 E-mail: deits@connect.ab.ca
	Lorraine Sinclair, a cultural teacher and student, has facilitated workshops for more than a decade. She introduces a historical and cultural overview of Aboriginal cosmology. Participants will learn about the gifts of Mother Earth, teaching wheels, spiritual practices and the meanings behind sweetgrass, tobacco and the eagle feather.



Doreen Spence

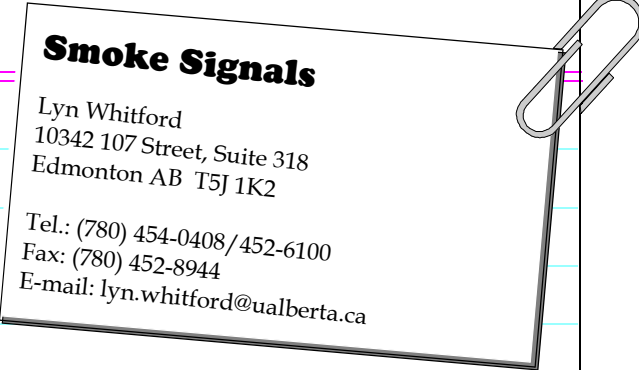
Organization	
Description	
<p>Doreen Spence presents workshops and assists others in Aboriginal awareness training.</p>	

Melba Sterling

Organization	
Description	
<p>Melba Sterling was born and raised at Paddle Prairie Métis settlement. She has worked in the areas of social work, employment and management for 24 years. She now designs and facilitates Aboriginal Life Management programs, including self-management skills, human relations skills, life management skills, career management skills and life transitions.</p>	



Smoke Signals

Organization	 <p>Smoke Signals Lyn Whitford 10342 107 Street, Suite 318 Edmonton AB T5J 1K2 Tel.: (780) 454-0408/452-6100 Fax: (780) 452-8944 E-mail: lyn.whitford@ualberta.ca</p>
Description	
<p>The focus of Smoke Signals is Aboriginal awareness and cultural diversity seminars and workshops for the Aboriginal/non-Aboriginal community. Culturally sensitive program/policy/evaluation development and implementation is also available. Programs focus on healing, empowerment and life management skills, combining a head/heart perspective and using an Indigenous knowledge framework.</p>	

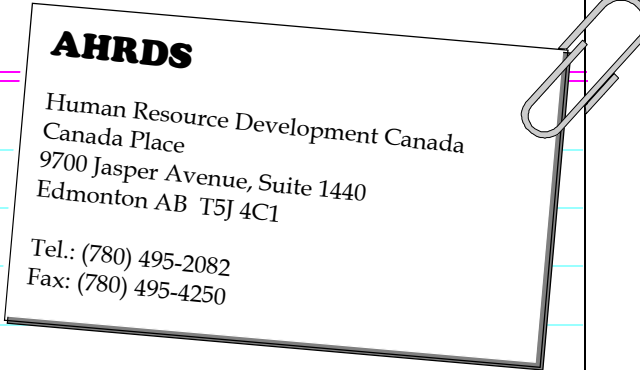


6.7 Programs Geared to Aboriginal Employment

Programs geared to Aboriginal employment include: federal programs, provincial/territorial/regional programs and private sector programs. Each has its own target group and requirements. This section provides a sample of programs, listed alphabetically by name of organization/program.

☆ **Also See** Section 6.8: Off-the-Shelf Resource Materials6-57

Aboriginal Human Resource Development Strategy (AHRDS)

Organization	 <p>AHRDS Human Resource Development Canada Canada Place 9700 Jasper Avenue, Suite 1440 Edmonton AB T5J 4C1 Tel.: (780) 495-2082 Fax: (780) 495-4250</p>
Description	<p>AHRDS seeks to enable Aboriginal groups to deliver a wider range of human resource programming and assist clients to prepare for, obtain and maintain employment. The six pillars of the AHRDS are: Aboriginal Human Resources Development Agreements, internal HRDC program integration, capacity building for Aboriginal delivery mechanisms, partnerships, Aboriginal Human Resources Development Sector Council and the horizontal management of Aboriginal human development.</p>

For more information on programs and services administered through the AHRDAs, contact:

Athabasca Tribal Council
9206 McCormick Drive
Fort McMurray AB T9H 1C7

Tel.: (780) 791-6538
Fax: (780) 791-0946
E-mail: atc@atc97.org

Bigstone Cree Nation
Box 960
Desmarais AB T0G 0T0

Tel.: (780) 891-3313
Fax: (780) 891-3942
E-mail: bigstone@telusplanet.net



Section 6.7: Programs Geared to Aboriginal Employment

Confederacy of Treaty Six First Nations
10310 176 Street, Suite 204
Edmonton AB T5S 1L3

Tel.: (780) 944-0334
Fax: (780) 944-0346
Cell: (780) 498-1685
E-mail: firstconfederation@powersurfr.com

Kee Tas Kee Now Tribal Council
Box 120
Atikameg AB T0G 0C0

Tel.: (780) 767-2116
Fax: (780) 767-2447
E-mail: aiic49@telusplanet.net

Lesser Slave Lake Indian Regional Council
Box 269
Slave Lake AB T0G 2A0

Tel.: (780) 849-4943
Fax: 780-849-4975

Métis Nation of Alberta
11738 Kingsway Avenue, Suite 100
Edmonton AB T5G 0X5

Tel.: (780) 455-2200
Fax: (780) 452-8948

Métis Settlements General Council/Strategic
Training Initiatives Society
10525 170 Street, 3rd Floor
Edmonton AB T5P 4W2

Tel.: (780) 427-1122
Fax: (780) 489-9558
E-mail: sti.director@metis-settlements.org

North Peace Tribal Council
Box 1889
High Level AB T0H 1Z0

Tel.: (780) 926-3446
Fax: (780) 926-4075
E-mail: fun.nptc@ccinet.ab.ca

Oteenow Employment and Training Society
10470 176 Street, Suite 202
Edmonton AB T5S 1L3

Tel.: (780) 444-0911
Fax: (780) 444-3477

Treaty Seven Economic Development
Corporation
6011 1A Street SW, Suite 300
Calgary AB T2H 0G5

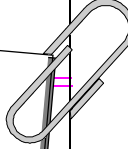
Tel.: (403) 251-9571
Fax: (403) 251-9750
E-mail: t7edcmail@treaty.org

Western Cree Tribal Council
Box 2129
Valleyview AB T0H 3N0

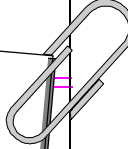
Tel.: (780) 524-5978
Fax: (780) 524-2898



Banff Centre for Management

Organization	 Banff Centre for Management Box 1020 Banff AB T0L 0C0
Description	
<p>Canada's Centre for Aboriginal Leadership and Self-Government Programs is a leading adult learning institution. Aboriginal leaders and managers are invited to come together to address issues vital to the success of their organizations and communities. Focus is on developing the skills for self-government. The Centre utilizes skilled, educated and reputable Aboriginal educators throughout its process.</p>	

First Nations Employment and Training Centre (FNET)

Organization	 FNET 9911 Chula Boulevard, Suite 235 Tsuu T'ina Nation AB T2W 6H6
Description	
<p>The FNET concept was developed jointly by the Indian Resource Council of Canada (IRC) and representatives from the oil and gas industry as a coordinating agency for First Nations employment and training initiatives. It also serves as a clearinghouse for information relating to employment in this sector.</p>	



Urban Multipurpose Aboriginal Youth Centre Initiative (UMAYC)

Organization	UMAYC Canadian Heritage 9700 Jasper Avenue Edmonton AB
Description	Tel.: (780) 495-5615 Fax: (780) 495-4873 E-mail: val_kaufman@pch.gc.ca
The UMAC Initiative provides funding for projects designed to meet the needs of Aboriginal youth to foster personal growth, development, employment and training.	

Youth Internship Canada—Alberta

Organization	Youth Internship Canada—Alberta HRDC Edmonton AB
Description	Tel.: (780) 871-6445 Toll-free: 1-800-935-5555 Web site: http://www.hrdc-drhc.gc.ca
This Human Resources Development Canada (HRDC) program is designed to create entry-level jobs in new and emerging industries to provide young people with the skills enhancement and work experience they need to get and keep a job. Internship initiatives are also available in key scientific and technological areas and in international areas as well as for First Nations and Inuit youth.	



6.8 Off-the-Shelf Resource Materials

Off-the-shelf materials can further increase awareness and understanding of issues related to the employment of Aboriginal peoples.

In this section, you will find a bibliography of relevant books and articles that can be used within the workplace. Where possible, we have indicated where these materials can be obtained. If you have questions, or need more information, contact your AWPI Regional Coordinator.

Resource materials are listed under books and articles, and media. Those sections the resource materials relate to are identified in the left-hand margin. As the Toolkit is updated, we hope to identify resource materials for all sections.

Sources of information in Alberta:

Alberta Department of Learning
7th Floor, Commerce Place
10155 102 Street
Edmonton AB T5J 4L5
Tel.: (780) 427-7219 or toll-free: 1-800-310-0000
Fax: (780) 427-0591
Web site: <http://www.learning.gov.ab.ca>

Alberta International and Intergovernmental Relations
Aboriginal Relations Section
13th Floor, Commerce Place
10155 102 Street
Edmonton AB T5J 4G8
Tel.: (780) 427-9390
Fax: (780) 427-1760
Web site: <http://www.iir.gov.ab.ca>

Alberta Labour Communications
9th Floor, 10808 99 Avenue
Edmonton AB T5K 0G5
Tel.: (780) 427-5585 or toll-free: 1-800-310-0000
Fax: (780) 427-5988
Web site: <http://www.gov.ab.ca/hre>

Alberta Learning Library Services
4th Floor, Devonian Building
11160 Jasper Avenue
Edmonton AB T5K 0L2
Tel.: (780) 427-2952
Fax: (780) 422-9682
Web site: <http://www.learning.gov.ab.ca>



CANDO
10036 Jasper Avenue, Suite 240
Edmonton AB T5J 2W2
Tel.: (780) 990-0303
Fax: (780) 429-7487
Web site: <http://www.edo.ca>

Learning Resources Distribution Centre
12360 142 Street NW
Edmonton AB T5L 4X9
Tel.: (780) 427-2767
Fax: (780) 422-9750
Web site: <http://www.irdc.edc.gov.ab.ca>

National Film Board
Tel.: 1-800-267-7710
Aboriginal Directors Video Collections 2000
Aboriginal Video Collection
Web site: <http://www.nfb.ca>

Programs and Services for Aboriginal Edmontonians
Edmonton Aboriginal Urban Affairs Committee (compiled by)
Community Services Department
5th Floor, Revillon Building
10320 102 Avenue
Edmonton AB T5J 2R7

Books & Articles

General

- **Black, Joan. "Northern Job prospects Great for an Educated Workforce." *Windspeaker* (January 2000), p. 28.**

Ms. Black focuses on an address given by Syncrude Canada's CEO, Eric Newell, at the Conference Board of Canada's CEO Forum on Aboriginal Issues. He spoke about the success story of Syncrude's relationship with First Nations businesses in the Fort McMurray area. Also described is the Aboriginal development program the company has fostered since 1974.

General

- **Black, Joan. "Creating Opportunities for Others Motivates Businessman." *Windspeaker* (April 1999), p. 4.**

Ms. Black profiles David Tuccaro, a Mikisew Cree First Nation businessman in Fort Chipewyan, Alberta. He was the 1999 winner of the National Aboriginal Achievement Award for Business and Commerce. Mr. Tuccaro's business philosophy and the breadth of his commercial enterprises are detailed.

General

- **"Dene Heads Venture in Fort Liard Area: Take Note". *Edmonton Journal* (January 11, 2000), p. F1.**



The Hay River Dene Band Council and three Alberta oil and gas service firms formed a joint venture to seek business in the Fort Liard region. The venture will include training for Northwest Territories residents.

General

- **Department of Indian Affairs and Northern Development. *First Nations Effective Practices: Getting Things Done in Aboriginal Communities, Businesses and Organizations*. Ottawa: Research and Analysis Directorate Reports June 1997.**

This report is useful for the case studies it lists under headings such as economic development, community development, environmental management and business management. The Alberta-specific case study is: "Little Red River Cree Nation – Tallcree First Nation Cooperative Management Agreement: Working Towards Self-Sufficiency." It is available on the Internet in English: http://www.ainc-inac.gc.ca/pr/pub/ep/index_e.html.

The report is also available in hard copy from: Publications and Public Enquiries, Room 1415, Indian and Northern Affairs Canada, Ottawa ON KIA OH4. Tel.: (819) 997-0380 Fax: (819) 953-3017 E-mail: InfoPubs@inac.gc.ca. Catalogue No: R32-80/1997E; ISBN 0-662-25836-3

General

- **Erasmus, Peter, and Geneva Ensign. *Practical Frame Work for Community Work In Native Liaison*. Manitoba: Justin Publishing.**

Written by local authors, this book outlines practical steps on how to work with Aboriginal communities. It can be purchased at Lac La Biche Portage College book store. The phone number is (780) 623-5580.

General

- **Frank, Charles. "Natives Win Contracts: \$400 Million Worth of Deals to be Signed at Summit". *Calgary Herald* (October 16, 1998), p. C12.**

This article describes the first First Nations NAFTA (North American Free Trade Agreement) International Summit, which convened in Calgary in 1998. The Summit, which brought together First Nations from around the world, was held to stimulate business, encourage entrepreneurship and create jobs in Aboriginal communities around the world.

General

- **Information Development and Marketing Branch. *Defining Work: An Aboriginal Perspective*. Edmonton, Alberta: Alberta Advanced Education and Career Development, 1994.**

This publication relates career planning to life stages in Aboriginal cultures. It also describes the work available in areas such as the arts, clerical, crafts, sales, service, trades, etc., and the relationship of careers to self-government.

Available from: Information Development and Marketing Branch, Alberta Advanced Education and Career Development, 9th Floor, 10155 102 Street, Edmonton AB T5J 4L5 Tel.: (403) 422-1794 Fax: (403) 422-0408.



General

- **Marck, Paul. "Native Forestry Projects About More Than Jobs: Business Meets Bands." *Edmonton Journal* (January 30, 1998), p. F3.**

The article emphasizes the benefits to forest companies and bands from business partnerships in the forest industry. Weyerhaeuser Canada, which has partnership agreements with Native groups in British Columbia, Alberta and Saskatchewan, wants to focus on revenue and good business practices. According to the article, bands need to establish their partnerships on good market strategy rather than enter into agreements just to create jobs.

Section 3.3

- **Government of Alberta. *Profiles: Métis Settlements and First Nations*. Edmonton, Alberta: Aboriginal Affairs, Alberta International and Intergovernmental Relations, 2000.**

This document profiles every Métis Settlement and First Nation in Alberta. Profiles include the governing members, contact numbers, location, size, population and elected provincial representatives. This publication is available from Research and Analysis Branch, Strategic Services, Aboriginal Relations, Alberta International and Intergovernmental Relations, 1301, Commerce Place, 10155 102 Street, Edmonton AB T5J 4G8. Tel.: (780) 427-8407 Fax: (780) 427-1760 or in pdf format at: http://www.gov.ab.ca/iir/ab_affairs/pages/resources/publications.htm

Section 3.3

- **Indian Register Population documents from the Government of Alberta include: *Alberta: First Nations Population, 1999 – Summary*. *First Nations in Alberta, Indian Register Population, December 1998*. *First Nations in Alberta, Population Profile, 1996*.**

These publications are also available from Research and Analysis Branch, Strategic Services, Aboriginal Relations, Alberta International and Intergovernmental Relations, 1301, Commerce Place, 10155 102 Street, Edmonton AB T5J 4G8. Tel.: (780) 427-8407 Fax: (780) 427-1760 or in pdf format on the Web: http://www.gov.ab.ca/iir/ab_affairs/pages/resources/publications.htm

Section 3.4

- **Aboriginal Affairs, Alberta International and Intergovernmental Relations, Government of Alberta information sheets are available on the Web in pdf format: http://www.iaa.gov.ab.ca/iir/ab_affairs/media/metis_settlements_legislation.pdf. These reference sheets are also available in hard copy from: Aboriginal Relations, Alberta International and Intergovernmental Relations, 1301, Commerce Place, 10155 102 Street, Edmonton AB T5J 4G8. Tel.: (780) 427-8407 Fax: (780) 427-1760.**

Métis Settlements Legislation – This information sheet describes the legislation that established the only Métis land base and the only form of legislated Métis government in Canada.

Alberta/Métis Nation of Alberta Association (MNAA) Framework Agreement – Describes the seven-year Framework Agreement that expires March 31, 2006. The agreement will ensure effective participation by Métis people in



developing and accessing to Alberta government policies, programs, initiatives, resource and services, and will promote joint planning and action.

Canada/Alberta/Métis Nation of Alberta Association Tripartite Process Agreement – Describes the agreement to establish a tripartite forum to identify opportunities for developing practical, negotiated arrangements that would further Métis self-management and self-reliance. Under this agreement a Tripartite Joint Committee was established.

Understanding on First Nations/Alberta Relations – Describes the draft Understanding on First Nations/ Alberta Relations.

Memorandum of Understanding between the Grand Council of Treaty 8 First Nations and the Government of Alberta – Describes the MOU that has established a means of consultation between the Alberta Grand Council and the Government of Alberta regarding new and existing policies, programs and services.

Treaty Land Entitlement Claims Reference List – Notes when various treaties began and describes Alberta's treaty obligations. As well, it provides a list of land claim settlements as of March 2000.

Land Claims Backgrounder – Defines and explains the three general categories of land claims: comprehensive, entitlement and specific.

Section 3.4

- **Government of Alberta. *Strengthening Relationships: The Government of Alberta's Aboriginal Policy Framework*. Edmonton, Alberta: Aboriginal Affairs, Alberta International and Intergovernmental Relations, 2000.**

Alberta's Aboriginal policy framework document addresses two goals: to improve the socio-economic opportunities for Aboriginal peoples and communities and to clarify the roles and responsibilities of federal, provincial and Aboriginal governments and communities. Also discussed are the benefits of increased First Nation, Métis and other Aboriginal participation in Alberta's economy. This publication is available from Research and Analysis Branch, Strategic Services, Aboriginal Relations, Alberta International and Intergovernmental Relations, 1301, Commerce Place, 10155 102 Street, Edmonton AB T5J 4G8. Tel.: (780) 427-8407 Fax: (780) 427-1760. It is also available in pdf format at: http://www.gov.ab.ca/iir/ab_affairs/pages/resources/publications.htm

Section 6.4

- **Government of Alberta. *Guide to Aboriginal Organizations in Alberta*. Edmonton, Alberta: Aboriginal Affairs, Alberta International and Intergovernmental Relations, 2000.**

This publication lists Alberta Aboriginal organizations, by categories such as arts and crafts, housing and friendship centres, as well as including business and economic development. The document is available from: Research and Analysis Branch, Strategic Services, Aboriginal Relations, Alberta International



and Intergovernmental Relations, 1301, Commerce Place, 10155 102 Street, Edmonton AB T5J 4G8. Tel.: (780) 427-8407 Fax: (780) 427-1760 Or in pdf format at: http://www.gov.ab.ca/iir/ab_affairs/pages/resources/publications.htm

Section 6.5 ➤ **Copley, John. "Contractors Groups Help to Build Trades Careers for Youth." *Alberta Native News* (February 2000).**

This article describes an innovative program that seeks to place high school students in trade jobs related to construction in order to promote apprenticeship and careers. The program enables students to earn money, obtain high school credits and complete their first year apprenticeship at the same time.

Section 6.7 ➤ **Black, Joan. "Plan Targets Metis Employment". *Windspeaker* (October 1999), p. 27.**

This article describes the five-year agreement that the Métis Nation of Alberta Association signed with Human Resources Development Canada to implement an urban Aboriginal employment strategy. The strategy's goal is to deliver a wide range of labour market programs and services to help off-settlement Métis, especially youth, disabled people and women, to prepare for, obtain and maintain employment.

Section 6.7 ➤ **Burke, Marie. "Youth Camp to Provide a Foundation to Entrepreneurs". *Windspeaker* (March 1999), p. A27.**

The first annual entrepreneurial youth camp was organized by the Treaty Seven Economic Development office at Tsuu T'ina First Nation. The one-week course was designed to help young Aboriginal peoples with a business idea or plan, flesh out those plans and to learn how to start a business.

Section 6.7 ➤ **Gladue, Yvonne I. "Student Help Available for Summer Projects". *Windspeaker* (February 1999), p. 33.**

Ms. Gladue describes the Ooskipikwa program which is geared to university students who want to work with Aboriginal agencies on reserves or in Aboriginal communities. The students spend four months as trainees on a job and get administrative experience in such areas as legal research, community development, management or technical assistance.

Section 6.7 ➤ **Rose, Philip J. "Opening the Door to Aboriginal Employment". *Windspeaker* (July 1999), p. 34.**

Mr. Rose uses the July 1999 Winnipeg news conference – announcing the Aboriginal Apprenticeship Project Steering Committee study, *Aboriginal Participation in Apprenticeship: Making It Work* – to profile a Pimicikamak Cree carpenter. The man was able to achieve his journeyman carpenter qualifications earlier than usual by participating in the program. Mr. Rose also



draws parallels between the program's delivery and traditional patterns of learning for Aboriginal peoples.

Media

General

➤ *Alberta Native News*

For subscription information, contact #330 Canada Trust Building, 10038 Jasper Avenue, Edmonton AB T5J 2W2. Tel.: (403) 421-7966 Fax: (403) 4240-3851

General

➤ *Alberta Sweetgrass*

For subscription information, contact 15001-112 Avenue, Edmonton AB T5M 2V6. E-mail: edsweet@ammsa.com Web: <http://www.ammsa.com/sweetgrass>.

General

➤ *Western Native News*

For subscription information, contact Suite 330, 10115 100A Street, Edmonton, AB T5J 2W2 Tel.: (780) 421-7966 Fax: (780) 424-3951 E-mail: nativenews@powersurfr.com

General

➤ *Windspeaker*

For subscription information, contact 15001 112 Ave., Edmonton AB T5M 2V6. Tel.: (780) 455-2700 Fax: (780) 455-7639 or E-mail: edwind@ammsa.com web: <http://www.ammsa.com/windspeaker>.



6.9 Web Sites

The Internet has a wealth of information available on all subjects. Employers can access the Internet for information on Aboriginal issues, including cultural and community information, as well as information on Aboriginal employment.

The following web sites have been provided to give an example of what is available via the Internet and are in alphabetical order by organization / site name.

Note: This section does not list Web sites appearing in Sections 6.4 to 6.8.

Web Sites on Aboriginal Issues

Aboriginal Law and Legislation

An exhaustive, though slightly dated, list of Aboriginal law, legislation and court cases compiled by a Toronto lawyer specializing in Aboriginal law. Includes "Bill's Aboriginal Links," a listing of various Aboriginal resources.

Web address: <http://www.bloorstreet.com/300block/ablawleg.htm>

Aboriginal Multi-Media Society (AMMSA)

An independent Aboriginal communications organization committed to providing objective, mature and balanced coverage of news, information and entertainment relevant to Aboriginal issues and peoples while maintaining profound respect for the values, principles and traditions of Aboriginal peoples. Based in Edmonton, AMMSA publications include *Alberta Sweetgrass*, *Buffalo Spirit*, *Raven's Eye*, *Saskatchewan Sage* and *Windspeaker*.

Web address: <http://www.ammsa.com>

Careerclick.com

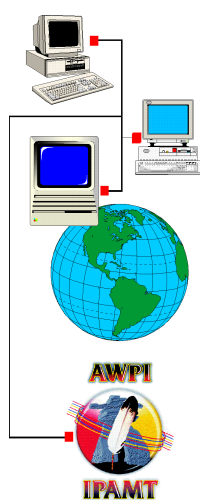
Canada's premier Internet site for candidates to manage their careers and for employers and recruiters to find candidates.

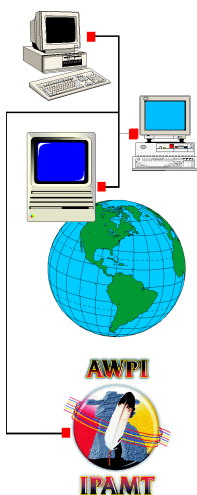
Web address: <http://www.careerclick.com>

Consolidated Statutes and Regulations (Justice Canada)

Quick access to primary federal legal information (Statutes and associated Regulations), including Constitutional documents. The *Indian Act* is available.

Web address: <http://canada.justice.gc.ca/en/laws/index.html>





First Nation Profiles

Profiles can be searched by First Nation, Tribal Council, Reserve or by province. This site is sponsored by the Department of Indian Affairs and Northern Development.

Web address: <http://www.esd3.inac.gc.ca/FNProfiles>

Government of Alberta—Aboriginal Affairs

The Aboriginal Affairs Section of the department of International and Intergovernmental Relations provides leadership in the development of strategies and policies to ensure that the well-being and self-reliance of Aboriginal people in Alberta will be comparable to that of other Albertans. This site contains an Alberta Government directory, *Guide to Aboriginal Organizations in Alberta*.

Web address: http://www.gov.ab.ca/iir/ab_affairs/ab_affairs_home.htm

Métis Business Centre

Contains information on the Métis people in Canada and the Métis National Council, a Métis Business Directory and much more on Métis issues.

Web address: <http://www.metisnationalcouncil.com/mbc/mbcHOME.html>

Supreme Court of Canada Judgments

A searchable compilation of judgments by the Supreme Court of Canada from 1985.

Web address: http://www.scc-csc.gc.ca/Judgments_Jugements/menu_e.htm

Turtle Island Native Network

Features sections dedicated to education, news, healing and wellness, resources, communities, business and culture. Also includes a discussion forum.

Web address: <http://www.turtleisland.org>

World Indigenous Peoples Conference on Education (WIPCE) 2002

WIPCE 2002 will be hosted by the First Nations Adult and Higher Education Consortium on Stoney Nation lands in the mountains west of Calgary. Read their Bid to Host the World Conference 2002, and accompanying Letter of Intent.

Web address: <http://www.wipcehawaii.org/2002/wipce2002.htm>

Youth Resource Network of Canada

Variety of information for youth, including employment, careers, training and education, job search and postings.

Web address: <http://www.youth.gc.ca>



