

# Frog Lake First Nation Portage College Partnership

Career Exposure and Job Readiness (CEJR)  
Essential Skills for the Tradesperson (EST)

December, 2016

# Norman C. Quinney

Partnerships in Frog Lake were largely attributed to the late Norm C Quinney's ongoing commitment to education and training.

He was instrumental in developing the current Careers Building which was recently renamed The Norman C Quinney Employment and Training Centre in his honour.

Norm was truly a champion of education, collaboration and 'thinking outside the box'.



# Project Initiation – CEJR

The CEJR project was created to:

- guide students through their own personal strengths and weaknesses analysis (SWOT), in order to determine a feasible career path.
- research their areas of interest and match that information to their academic standing.
- compile and record the information in a portfolio which the student then uses as a planner for their future.
- empower students to take the next step to independence and sustainability.

# Project Content – CEJR

- Students discuss life management skills; such as stress management, employer and employee expectations, team work, goal setting and social barriers.
- Students explore personal strengths and weaknesses.
- Students investigate careers that meet their personal interests and aptitudes.
- Students create portfolios which include a path to their future career or to their employment opportunities.

# Project Challenges - CEJR

- Unmotivated students
- Immature attitudes with respect to financial independence
- Insufficient child care spaces for some students
- Limited job placements or potential for future employment on reserve

# Measuring Success - CEJR

The program is deemed successful if:

- students are better prepared to pursue a career than when they first enrolled.
- students enrol in academic upgrading to pursue the pre-requisites for their future career goal.
- students decrease their barriers to employment by understanding the commitment needed to obtain and maintain employment.

# Project Initiation – Essential Skills for the Tradesperson (EST)

The EST project was initiated to:

- address the need for tradespeople in Frog Lake; thereby, minimizing the cost of services provided by other communities or outside businesses.
- address the difficulty of meeting the requirements for technical training in the trades.
- provide hands-on experiences to students interested in registering with Alberta Apprenticeship and Industry Training (AIT).

# Project Initiation – EST

- provide local, on-reserve employment to students interested in pursuing a trade as their career; consequently decreasing the reliance on the income support department.
- support students as they progress through the four year apprenticeship program.

# Program content - EST

This project provides the following opportunities:

- improve students' academic standing during in-class time to be better prepared for technical training.
- half time employment while learning on the job simulating the apprenticeship model of “earn as you learn”.
- half time employment during the academic portion and the on-the-job construction portion making them financially independent of the on-reserve income support program.

# Program content - EST

- opportunity to accumulate hours for their Blue Book once registered as an apprentice. Their work hours are reported as insurable earnings with Revenue Canada.
- inspected, well-constructed and much needed housing for the Frog Lake community. To date, ten houses have been constructed and are occupied with another five houses soon to be available for occupancy.



**PORTAGE  
COLLEGE**

Lorraine Quinney, Shirley Mochewinies, Yvette Shostak

# Project Challenges – EST program

- Securing financial support for the academic portion of the project.
- Securing construction projects for the hands-on portion of the project.
- Access to sustainable funding for all aspects of the project.
- Working collaboratively with three levels of government funding.

# Measuring Success – EST

Successes include:

- Registering Frog Lake members as apprentices.
- Enrolling students in technical training in various institutions.
- The following have completed one period of technical training:
  - ❖ 7 Carpenters
  - ❖ 8 Electricians
  - ❖ 5 Plumbers
- 7 students are now in period two of their technical training.

# Measuring Success – EST

Successes include:

- Constructing affordable and sound housing for members.
- Providing a better way of life for Frog Lake members.
- Providing a trained workforce for future developments and construction projects in Frog Lake (eg. Emergency Services Building and Elders Lodge)
- The overall goal is to build “Ready-To-Move” (RTM) homes for Frog Lake members built exclusively by FLFN Journeymen.