



ANNUAL REPORT 2023 – 2024

GRAND RIVER EMPLOYMENT
AND TRAINING INC.



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MEGA ENDS STATEMENT

Grand River Employment and Training Inc. exists to increase the number of employable Onkwehon:we, regardless of residence, and at a cost justified by results.

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STUDENT
OFFICE

Syagoyadagenha
GREAT Jobs for the People

We see a prosperous community that has barrier-free access to sustainable employment

We create pathways to wellness and prosperity through employment and training

A Message on Behalf of the Board of Directors



Sge: no (hello)

On behalf of the GRETI Board of Directors, **nya:weh (thank you)** for taking the time to read the 2023-2024 Annual Report.

As we reflect on the past year, we celebrate the accomplishments our team has done here at Grand River Employment and Training (GRETI). The staff at GRETI has continued to provide exceptional services and programming to our community. None of our accomplishments would have been possible without committed, talented and knowledgeable staff. Thank you to our clients, funders, staff and community members for being a part of this past year.

As the Chair, I am immensely proud to be a part of the Board of Directors at Grand River Employment and Training Inc. The Board continues to look for ways to strengthen our commitments to empowering our people to find employment, training, and educational opportunities while building a better future for Six Nations of the Grand River.

We look forward to the opportunities 2024-2025 will bring.

Warmly,

Elijah M Williams
Chair, Board of Directors

Introduction to GRETI

Established in 1992, Grand River Employment and Training (GREAT) is an Indigenous-led, non-profit organization providing employment and training supports to Six Nations band members, job seekers, and employers across Canada. GREAT has been recognized by the Six Nations of the Grand River Elected Council, and the Confederacy Council as the Indigenous Skills and Employment Agreement Holder and provider of employment and training programs.

Located in downtown Ohsweken, GREAT is housed in a 45,100 square-foot building consisting of four wings, each representing a longhouse. These wings feed into a central atrium, similar to the manner in which Haudenosaunee villages were once structured. The building symbolizes both the growth of the organization and the return to traditions that have characterized its development. The building can be viewed as a single-source facility, where the various tenants in the building offer services in areas such as employment, computer training, trades training, language classes, social service delivery, and business development.

GRETI has established several social enterprises to help support its mandate. These entities include the Opportunity Centre Office Leasing, Financial Services, **Kayanase Ecological Restoration, Ogwehoweh Skills & Trades Training Centre (OSTTC), and Sadeko:nih Food Services.**

Primarily funded through Employment and Social Development Canada (ESDC), Employment Ontario (EO), and Indigenous Services Canada (ISC), GREAT also actively pursues partnership development and has worked with government, community service organizations, municipalities, colleges, sector councils, and Indigenous organizations, to strengthen opportunities and programs available to clients and employers. GREAT continues to build and explore new partnerships and training opportunities so that it can continue to offer the community, its clients, and employers the best innovative services which in turn creates a successful community. GREAT continues to strive to improve programs to meet the needs of Six Nations citizens, regardless of where they live and to improve the delivery of services through culturally relevant approaches.



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GREAT Programs and Services Overview and Update

Helping the People

Grand River Employment and Training had a successful 2023 – 2024 year.

First and foremost, GREAT would like to acknowledge the hard work of our staff and team, who have assisted the community in reducing the gaps between Indigenous and non-Indigenous people in the labour market. GREAT worked towards increasing wrap-around services and support for community members who accessed the programs and services here at GREAT to enhance each individual's success.

This year brought many unexpected changes and challenges, and the team worked together in a collaborative effort to ensure continued success in service delivery for the community. GREAT participated in many events throughout the year

to strengthen its presence, and service those hard-to-reach clients who often need GREAT's services the most.

For the 2023 – 2024 year, GREAT continued to offer Service Canada, Employment Ontario and Indigenous Service Canada funding. Various funding opportunities were provided, which contributed to the enhancement of the community's success one person at a time. The Work Experience, Skills Enhancement, and Employment Support Programs were the most successful.

Work Experience Program

In 2023/2024, GREAT facilitated 66 clients in gaining valuable work experience through a variety of training programs. These initiatives included on-the-job training and targeted wage subsidy workplace-based experiences, designed to provide practical, hands-on learning opportunities. By participating in these programs, clients were able to acquire hands-on skills and industry-specific knowledge that are critical for their professional growth. The on-the-job training programs allowed clients to work directly within their chosen fields, giving them a firsthand understanding of workplace dynamics and expectations. This experience is invaluable in bridging the gap between theoretical learning and practical application, making clients more competitive and job-ready.

Additionally, the targeted wage subsidy program offered significant financial benefits to employers. By subsidizing a portion of the wages for these training placements, GREAT alleviated some of

the financial burdens associated with hiring and training new employees. This support enabled employers to invest in developing their workforce without the immediate financial strain, fostering a mutually beneficial relationship between GREAT, the clients, and the local businesses.

Language and Culture Initiative

In 2023/2024, GREAT made significant strides in promoting culturally relevant programming and bridging language and cultural gaps within the community through our targeted initiatives. 18 clients benefited from culturally relevant programming through our "Purchase of Training" initiatives. These programs were specifically designed to integrate Indigenous cultural practices and knowledge into the training process, ensuring that clients not only gained professional skills but also deepened their connection to their heritage. This approach helped clients develop a strong cultural identity and resilience, which are essential for personal and professional growth. The culturally relevant



programming included traditional skills training, language preservation, and workshops that celebrated and reinforced Indigenous customs and values.

In addition, GREAT facilitated 2 wage subsidy placements aimed at addressing critical gaps in language and culture within the community. These placements provided financial incentives for employers to hire individuals who could contribute to the preservation and promotion of Indigenous languages and cultural practices. By supporting these placements, GREAT ensured that clients had the opportunity to apply their skills in the field while also promoting cultural continuity and community well-being. These initiatives underscore GREAT's commitment to fostering an inclusive and culturally vibrant community. By providing tailored training that respects and enhances Indigenous cultural heritage, we empower clients to succeed professionally while maintaining a strong cultural identity. Furthermore, the wage subsidy placements not only supported individual career development but also strengthened the community's cultural fabric, ensuring that vital cultural knowledge and practices are passed on to future generations.

Program and Operational Achievements

GREAT has proudly maintained its "Optimal Service Delivery" status within the Employment and Social Development Canada (ESDC) standing. This prestigious status provides GREAT with the credibility and accountability needed to effectively run programming for Six Nations. It underscores our dedication to delivering high-quality services and our capability to manage and implement programs that make a significant impact on the community.

In 2023/2024, GREAT introduced the use of artificial intelligence (AI) to assist clients in creating current and up-to-date resumes. By integrating AI technology into our resume

services, we provide personalized support that enhances the quality and relevance of our clients' resumes. This innovative approach ensures that clients' resumes are tailored to meet the specific demands of today's job market, highlighting their unique skills and experiences effectively. Through



AI, GREAT continues to empower our community members with the tools they need to succeed in their employment pursuits.

In 2023/2024, GREAT implemented the innovative "Client Categories" function within our database to better capture client successes and specific needs. This new feature allows us to categorize clients based on various criteria, such as employment status, skill level, barriers to employment, and participation in specific programs. By doing so, we can provide more

personalized support and gain deeper insights into client journeys, successes, and challenges. The "Client Categories" function enables us to tailor our services more effectively, identify trends and gaps in our current programming, and create or modify programs to better serve our clients. This tool also facilitates accurate tracking of client progress, improving our ability to measure the impact of our services and report on our successes. Additionally, understanding the specific needs of different client categories helps us allocate resources more efficiently, ensuring targeted and effective support. Since its implementation, the "Client Categories" function has significantly enhanced our service delivery. Moving forward, we plan to refine this function further and use the data to collaborate with community partners, ensuring a comprehensive approach to addressing employment and training challenges. Through this advanced tool, GREAT is committed to continuous improvement in supporting our clients and contributing positively to the community.

Employment Ontario Update

GREAT successfully ran the Employer Services, Youth Job Connection, Youth Job Connection: Summer, and the Canada Ontario Job Grant programs. These Employment Ontario programs played a critical role in alleviating many of the barriers to employment that clients were facing. The success of these programs can be attributed to the strong collaboration between Service Canada and Indigenous Services Canada, whose funding allowed GREAT to maximize benefits for clients, effectively reducing barriers and facilitating their path to success. Through these collaborative efforts, clients were able to access essential resources and support, leading to significant improvements in their employment outcomes. However, this year GREAT will be pausing the Employment Ontario programming. Despite this transition, GREAT remains committed to ensuring continued success and support for

its clients. The organization is actively working to sustain and enhance its services through the ongoing funding streams from Service Canada and Indigenous Services Canada. GREAT's dedication to leveraging these partnerships will ensure that clients continue to receive the support they need to overcome challenges and achieve their employment goals.

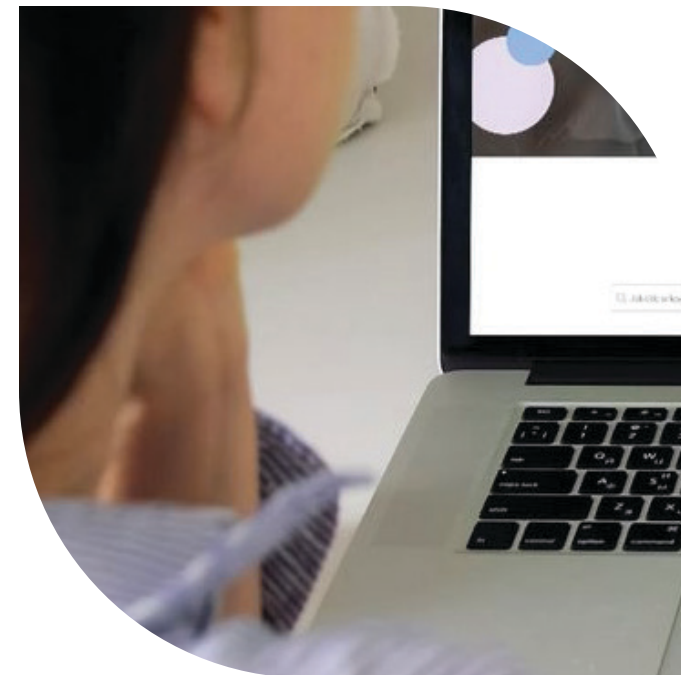


Challenges and Lessons Learned in 2023/2024

The 2023/2024 fiscal year presented several significant challenges for GREAT, reflecting broader trends in workforce dynamics and organizational changes. Despite these hurdles, we emerged with valuable lessons that will guide our future efforts to serve the community effectively.

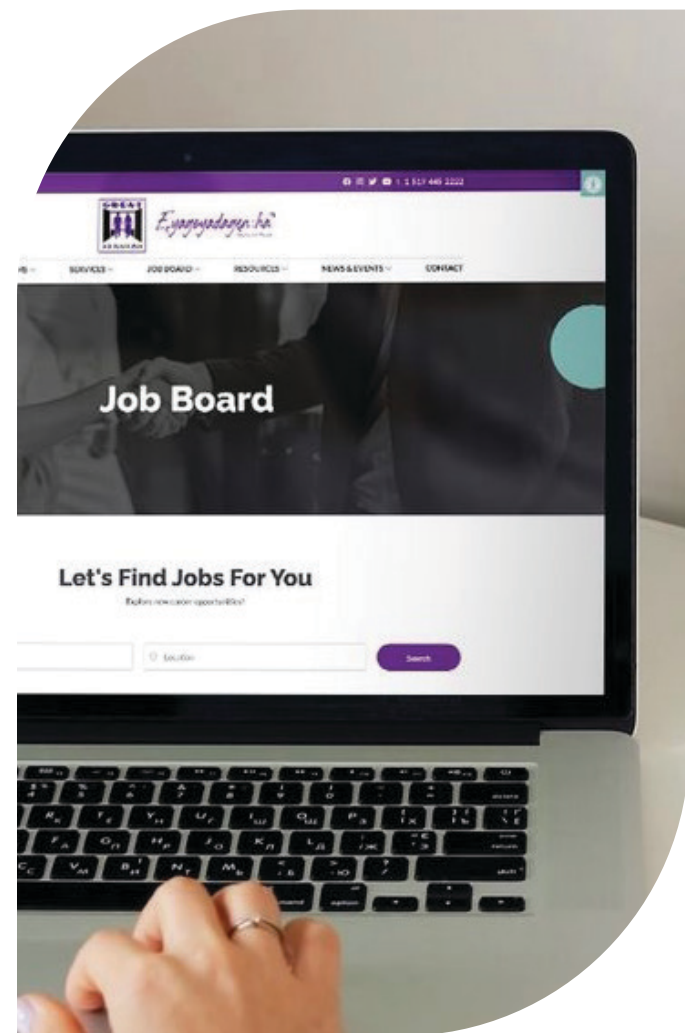
Short Staffing and Workforce Shortages

GREAT faced notable staffing challenges, including workforce shortages that affected our ability to meet growing service demands. A competitive job market compounded this issue, making it difficult to attract and retain qualified staff. Despite these shortages, our team remained committed to delivering high-quality services, often going above and beyond to support our clients.



Change of Leadership

The organization also underwent a leadership transition, which brought both opportunities and challenges. New leadership often requires a period of adjustment, and this year was no exception. The change necessitated the re-evaluation of strategies and the realignment of organizational goals. However, it also provided a fresh perspective and the chance to innovate and implement new approaches to our programs and services.



Client Barriers

Our clients encountered a variety of barriers that impacted their ability to access and benefit from our services. According to our intake data, the primary barriers included:

Lack of Labour Force Attachment:

69 clients

Language:

3 clients

Lack of Marketable Skills:

80 clients

Lack of Work Experience:

173 clients

Education:

278 clients

Physical, Emotional, or Mental Health Issues:

149 clients

Lack of Transportation:

174 clients

Economic:

252 clients

Other Barriers:

65 clients

Remoteness:

11 clients

Dependent Care:

88 clients

In total, 1,342 barriers were recorded, affecting 652 distinct clients. These statistics highlight the complex and multifaceted challenges our clients face, necessitating a holistic and flexible approach to service delivery.



Lessons Learned

1. Adaptability and Resilience

Our team demonstrated remarkable adaptability and resilience in the face of staffing challenges and leadership changes. Continuous training and support for staff are crucial to maintaining high service standards during periods of transition.

2. Client-Centered Approach

Understanding and addressing the diverse barriers our clients face is essential. Tailored interventions that consider individual needs and circumstances can significantly enhance client outcomes.

3. Collaboration and Partnerships

Strengthening partnerships with other organizations and stakeholders can help mitigate the impacts of workforce shortages and provide additional support for clients facing multiple barriers.

4. Innovative Solutions:

Embracing innovation, such as integrating AI for resume building and expanding culturally relevant programs, can improve service delivery and client engagement.

Despite the challenges of the past year, GREAT remains dedicated to its mission of supporting the community through comprehensive and culturally attuned employment and training services. The lessons learned in 2023/2024 will inform our strategies moving forward, ensuring that we continue to meet the evolving needs of our clients and community.



Highlights

For the third year in a row, GREAT met and exceeded targets for our ISETS programming. By our second quarter, September 2023, GREAT had already reached over 1200 clients served and 780 clients employed. We continue to be grateful to the team for the meaningful work GREAT does for the community of Six Nations. The organization prides itself on providing client-centered service, fostering partnerships, and continuing to enhance the programs and services provided.



66 clients received work experience via training programs such as Training-on-the Job, and targeted wage subsidy workplace-based experiences.



GREAT provided **4,413** unfunded interventions throughout the 2023/2024 fiscal year. These interventions encompassed a wide range of essential services, including employment counselling, resume and cover letter building, Employment Insurance assistance, career research and exploration, employer and organization referrals, diagnostic assessments, workshops, group sessions, and job search preparation strategies. These efforts reflect our commitment to supporting clients in all aspects of their employment journey, even beyond funded programs.



198 clients attended OSTTC classes and were funded through GREAT's ISET program.

GREAT's 'Purchase of Training' (POT) program saw significant participation and success. A total of :



502 clients engaged in this program.

419 successfully completed their training programs.

84% completion rate

...underscoring the effectiveness and impact of the 'Purchase of Training' initiative. The high completion rate demonstrates our clients' dedication and the comprehensive support provided by GREAT, from initial assessment through to the completion of their training.



2055 clients attended workshop development in the areas of: EI information, Apprenticeship orientation, specific trades, cultural awareness, resume/cover letter, budgeting, GREAT programs how we can help you, interview techniques, essential skills, worker health and safety, what's in the labour market, student opportunities.



GREAT assisted with :

523

Employment
Start-ups

38

Employment
Transition Supports

119

Employment
Retention Supports



GREAT posted and provided access to **28,590** jobs for clients on social media and on the GREAT job board.



GREAT supported **6** new businesses with our Self Employment Assistance program.



GREAT assisted in helping **29** clients with disabilities :

5

clients went on
to pursue training

20

clients received
employment supports

4

clients went
on placements

What is a POT?

A POT (Purchase of Training) is designed to provide tailored training interventions that address individual career development needs. These interventions include specialized courses, certifications, and hands-on training opportunities that equip clients with the skills required to advance in their chosen fields.



GREAT Student Office

The Student Office assisted both Post-secondary and Secondary students to obtain summer employment through the administration of 7 student-oriented programs: The GREAT Youth Summer Student Program, Indigenous Services Canada's Summer Work Experience Program and Co-operative Education program, Summer Challenge, Student Transition Supports, Student Employment Supports, Driver's Education funding.

The Summer Student Office assisted 200+ students with job searching, resume, cover letter and interview workshops, work placements, student transition supports, employment supports, and driver's education for the 23/24 fiscal. Registration includes Post-Secondary and Secondary students. The Student Office's objective is to help Six Nations youth acquire transferable skills and assist them in preparing for future entry into the labour market while exploring different career fields. The office is responsible for allocating funds to eligible employers to employ students and completing outreach for local employers. The Student Office was also able to successfully schedule sessions within the local high schools, which

offered lunch and learn, information sessions, and appointments on-site for students to access services and programming, as well as host our first Student-focused Job Fair.

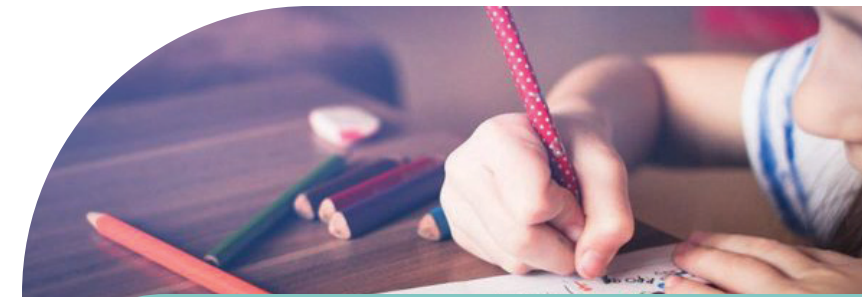
For the 23/24 Fiscal year, the GREAT Student Office funded 41 placements, with 10 students who successfully completed the Summer Challenge Program. The length of the programs ranged from 4 weeks to 16 weeks. Students gained work experience in various areas, including administrative, language and culture, general labour, ecological, legal, healthcare, and education. We also assisted with 94 Student Transition Supports, 37 Student Employment Supports, 25 funded Driver's Education courses, and 6 Cooperative Education supports and travel. The Student Office also delivered a new program, the Summer Readiness program, which assisted youth in learning about their employment options, rights as workers and employment exploration. Nya:weh to all the employers and students who accessed the services offered through the Student Office, we look forward to another year of providing programs and services to our community!

Summer Challenge

10 youths participated in the Summer Challenge program, which focuses on gaining work experience through pre- and post-employment workshops and placement. All 10 successfully completed the workshops and placement portions. Placements included Six Nations Land Based Healing, GREAT, Kayanase, Townline Variety, Six Nations of Grand River Development Corporation, Six Nations Housing, and Six Nations Parks and Recreation.

27,298
services were accessed,
which included:

- 13,931**
incoming calls
- 1,534**
new client registrations
- 9,118**
client interventions
- 516**
clients utilizing the
Career Information Centre (CIC)
- 2,055**
workshop attendees
- 144**
people applying for
Six Nations Elected Council (SNEC)
positions through GREAT.



First Nations and Inuit Child Care Initiative

Little and Littler Treasures

2023 - 2024 Renovations and Urgent Repairs Update

The First Nations and Inuit Child Care Initiative (FNICCI), funded by Employment and Social Development Canada (ESDC), is a program designed to support early childhood development and improve access to quality child care services for First Nations and Inuit communities. Launched in 1995, FNICCI aims to address the unique cultural, linguistic, and social needs of Indigenous children by providing funding for the creation and enhancement of child care facilities, training and development of early childhood educators, and the integration of culturally relevant programming. The initiative is a critical component of the broader strategy to enhance the well-being and educational outcomes of Indigenous children, fostering a foundation for lifelong learning and development within a supportive and culturally affirming environment.

In the 2023-2024 fiscal year, Little & Littler Treasures Child Care provided early learning and childcare services to children aged 0-6 years. The center operated at full capacity with 69 spaces, all of which were full-time. Despite having only one site, there was a significant demand for services, evidenced by a waitlist of 35 children. The center placed a strong emphasis on cultural enrichment and language development, particularly focusing on the Cayuga language. Children learned to introduce themselves, count, and follow simple commands in Cayuga, with a more in-depth approach taken in the



senior classroom. Cultural activities included drumming, rattling, and singing traditional songs, which were integrated into the daily routine. One of the major successes for the year was the completion of significant renovations, including improvements to the parking lot and retaining wall. All renovations were made possible after a successful FNICCI application that was approved for \$205,600.00. This was positively received by parents.

Additionally, the center was able to increase staff wages slightly above minimum wage, although they still faced challenges in offering competitive salaries compared to other centers. The primary challenges included a lack of consistent funding and high staff turnover, which hindered their ability to operate at full capacity. As the only center in Canada licensed under the Ministry of Education without access to provincial funding, they relied solely on FNICCI funding, which created financial instability. Despite these hurdles, the center remained operational and expressed gratitude for the funding received through FNICCI.



Six Nations Social Services

During the 2023-2024 fiscal year, Six Nations Social Services operated three early learning and childcare sites, serving a total of 213 spaces. The center enrolled 51 children aged 0-2 years and 91 children aged 3-6 years, with a waitlist of 99 children, indicating a high demand for their services. The sites provided a culturally rich environment, incorporating Indigenous language and cultural activities into the daily curriculum. These activities included land-based learning, traditional skills training, and engagement with Elders, which were integral to the children's education and development.

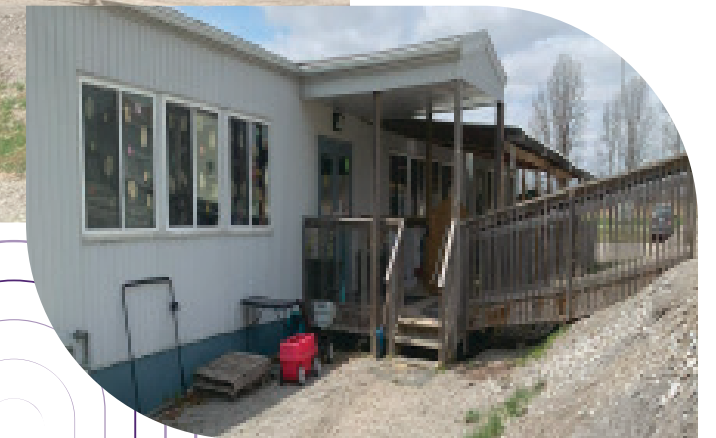
Funding for the year amounted to \$259,771.21 through FNICCI, which was crucial in maintaining the operations of the centers. Despite the substantial funding, challenges such as maintaining sufficient staffing levels and addressing the high demand for childcare spaces persisted. Overall, both centers demonstrated a strong commitment to providing culturally relevant early learning and childcare services, while also facing significant challenges related to funding and staffing. Their efforts to integrate Indigenous languages and cultural practices into their programs highlight their dedication to fostering a supportive and enriching environment for the children and families they serve.



Before



Front Exterior



After



Before



Main Office/ Bathroom



After

Before



Outdoor Play Area



After



GREAT Outreach Initiatives

GREAT was excited to have a full fiscal year without any COVID restrictions. Our staff took full advantage and attended as many events as we could to share information about our programs and services.

in a variety of stations to get them ready for employment. We offered free haircuts, a hot meal, a dress for success station, resume building, and cover letter writing, as well as on-site employers ready to discuss employment opportunities. We received feedback that this all-encompassing event left participants feeling empowered and ready to take the next step!

Annual Events

Once again, our annual events were a huge success! Community Awareness in May, Golf Tournament in July, Client Appreciation in August, Spooktacular in October, Walk-In-Wednesdays all year around, and our monthly Job Search Nights were all opportunities for us to share our programs and service and network with employers. We welcome the community into our building, offer refreshments, provide incentives, and aim to assist as many people as we can with employment preparation.

Employment Readiness Event

In September, we hosted our first Employment Readiness Event. Our goal was to invite un(der) employed community members to participate



School Outreach

GREAT continued our efforts to increase outreach to our local schools.

We successfully provided backpacks and lunch bags again to our local elementary schools, while also spending a day with each school providing a harvest lunch that was made with love by Lana Henhawk. It was fulfilling to see the older classes assist with preparation, kitchen duties, and serving their younger classmates.

Our student office also reached out to the local high schools before the summer of 2024. Our employment and training coaches provided resume and cover letter assistance, helped prepare for summer job applications, and shared information on how GREAT could financially assist students during high school and their journeys afterward.

New Brantford Office

With a new year, came some new beginnings. GREAT moved our Brantford office to 30 Brant Ave for a fresh start with our new neighbors, NPAAMB Indigenous Youth Employment & Training. We hosted an Open House in October, welcoming community members to stop in for some treats, learn about our programs and services, and check out our new space. Our



Brantford community continues to grow, and we are excited to continue our outreach efforts in the Brantford area.

New Website

In late 2023, we invested in an upgrade of our website in an effort to make it more user-friendly and give it a refreshing, modern look. Here you can find our staff directory, details about GREAT's programs and services, a job board, our intake form and training package, and so much more!! We encourage everyone to keep an eye on our



website as we work to make it more enticing for all. As of late, we have begun putting time into our blog posts, sharing topics like: Creating a Standout Resume, Nailing the Interview, Job Search Hacks, and more!

www.greatsn.com

Job Fair

In February, we were excited to host our annual Job Fair at the Six Nations Community Hall. This year we welcomed over 40 employers, offering over 60 employment opportunities to those who attended. Every year, we strive to create new partnerships with local and surrounding area employers in order to provide a variety

of career opportunities to our community members. Although we are unable to track every individual journey through the Job Fair, we did receive feedback from employers stating that over 20 applications were received, and over 10 interviews were completed, with at least 6 people beginning new employment within 2-4 weeks after the Job Fair.

We were happy to hear from many employers that this event also served as a great networking event, with everyone being able to share how we can work together for the betterment of the community. We are looking forward to our next Job Fair, stay tuned!

Partnership Events

On April 18, GREAT attended the first-ever, membership-wide Advocacy Day at Queen's Park for the First Work Network. This enables relationship-building with provincially elected representatives.

GREAT also attended the Federal Advocacy Day through First Work in Ottawa, in October. This advocacy day focused on relationship-building with federally elected representatives and their senate counterparts.

First Work is a leading membership organization that GREAT belongs to bringing together the best providers of employment services, business leadership, academia, and government committed to advancing healthy employment ecosystems. First Work hosts advocacy days for strategic network members to directly engage with elected representatives and bureaucrats, and watch the political process at work.

In February, GREAT also attended The Indigenous Skills and Employment Training (ISET) Program in-person meeting for First Nations agreement holders hosted by the Assembly of First Nations in British Columbia. Discussions around the ten-year agreement and an update from the AFN and ESDC were provided.



SUCCESS STORIES



Layla began utilizing GREAT services while she was in high school in 2020. As everyone was navigating the COVID-19 pandemic and shifting their learning to at home, we were able to support Layla with a \$500 Student Transition Support to help cover some of the costs included with that. After that, Layla stayed in touch with her Employment and Training Coach, and took advantage of more student opportunities like the Summer Challenge, and Be Your Own Boss Program. Both of these opportunities allowed her to increase her self-confidence, gain on-the-job experience, build on her skill set, and ultimately help her land a Summer Student position with GREAT as a Receptionist in 2023. GREAT is beyond proud of Layla's growth, we enjoy watching her continue to progress in her journey of becoming a police officer. Keep going, Layla!

"Completing a variety of programs at GREAT has helped me meet new people and continuously learn new skills."



Layla Johnson

SUCCESS STORIES



Jeff Tripp

Jeff Tripp is currently employed as a Trades Instructor at OSTTC, our partner training school. Jeff was fortunate enough to hear about GREAT's programs and services through family members and was able to begin using services in 2013. Over the years, Jeff has used our Mobility Assistance, to help while he was required to travel to job sites. He also qualified for the Employment Support program, where we were able to assist him in purchasing the necessary tools and safety gear to maintain his employment. More recently, we were able to provide Jeff with a Purchase of Training support to cover the cost of his safety training, as well as the Welding Supervisor Course and Welding Inspector Course. This recent assistance helped Jeff land his current position as a Trades Instructor with OSTTC, which has allowed him to work within his passion for passing on the skills he has learned over the years to new students.

"He has made a huge impact in our organization and plays a major role in the learning of every successful graduate."

- Jeff's Supervisor, Richard Green



James Hawke

James came to GREAT during his last year of high school in 2021, looking to gain work experience as he knew he was not returning to school the following fall. Right away, GREAT was able to connect James with the Kayanase Greenhouse to begin a wage subsidy program as a Greenhouse Worker. Later on, James registered for the Employment Readiness program with GREAT to increase his skills and employability. James thoroughly enjoyed the unique elements of this program, sharing that he was able to increase his independence and learn skills that he can carry with him into any employment opportunity. Currently, James is completing a Disability Opportunity Initiative program as a Maintenance Worker with GRET1. It has been a joy to watch James grow as an employee and put his best foot forward, we look forward to helping him with his future goals!

Rilyn made her first connection to GREAT in 2020 during the COVID-19 pandemic. Like many others, Rilyn was transitioning to learning at home and needing supplies to ensure her continued success; GREAT was happy to financially assist her with a \$500 Student Transition Support at this time. Although Rilyn did not need financial support from GREAT, she made her way back to our Student Office as her first year at Laurier University was coming to an end. She was completing the Criminology program, but wanted some field experience so she could better understand what her future career may look like. During the summer of 2023, Rilyn was a successful candidate for the Student Corrections Officer with Six Nations Correctional Services.

"I have been able to develop professionally by gaining skills while working a job in the justice field. I am also able to better understand what my future career could look like."



Rilyn Sandy



GREAT Programs and Services

Employment Support (ES) / Targeted Earning Supplement (TES)

The Employment Support program is designed to provide the support necessary for individuals to enter or re-enter the labour market/training program. Employment Supports may be used to cover costs, including but not limited to:

- Purchase of work clothes
- Certification and Testing
- Equipment (i.e. Safety glasses and work boots)
- Bus Passes
- Police Check
- Internet set-up fee
- iPad/laptop/tablet
- Purchasing Software for electronics/updating software
- Childcare
- Transportation Costs

Employment Transition Support (ETS)

The Employment Transition Support is designed to provide the support necessary for individuals to enter or re-enter the labour market/training program. Employment Transition Supports may be used to cover costs, including but not limited to:

- Purchase of work clothes
- Certification and Testing
- Equipment (i.e. Safety glasses and work boots)
- Bus Tickets
- Driver's License
- Birth Certificate
- Criminal Records Official Pardon
- Driver's Ed (non-student)
- Internet set-up fee
- iPad/laptop/tablet
- Purchasing Software for electronics/updating software
- Childcare
- Lost ID costs
- Transportation Costs
- Police Check

Employment Retention Support (ERS)

The Employment Retention Support is designed to provide support to enable a client with a job to continue working in that job. The assistance should be extraordinary in nature and not lead to continuing dependence on the ISETS program. An Employment Retention Support may be used to cover costs, including but not limited to:

- Purchase of work clothes
- Equipment (i.e. Safety glasses and work boots)
- Bus Tickets
- Driver's Licence
- Birth Certificate
- Police checks
- Career-driven technological demands
- Childcare
- Lost ID costs
- Transportation Costs
- Criminal Records Official Pardon

Mobility Assistance

The Mobility Assistance Program is designed to enable clients to accept full-time employment opportunities when the client must move from their existing residence to a new location to accept a job.



Purchase of Training (POT) / Skills Development (SD)

The Purchase of Training Program is designed to help participants overcome existing or anticipated labour market barriers, by obtaining employment that meets the labour market of businesses and other organizations' needs. The Program offers funding for a variety of training courses, from public and private training institutions. In order for a client to be reimbursed for any cost associated with a Purchase of Training/Skills Development Program, prior approval must be given from the ETC during the counselling interview. (Example, tuition fee, seat fee, books and other related costs.)



Monthly Training Supplement (MTS)

In order for a participant to be eligible for an MTS, the course must be considered full-time as deemed by the training institute. Following the eligibility guidelines, the participant must be unemployed or underemployed to be eligible for MTS.



Internship (Job Opportunities/ Career Focus)

An internship provides post-secondary graduates with career-related skills enhancement and work experience, to help them make a successful transition into the labour market in their education and employment field.

Skills Enhancement (Workplace Based Training)

The Skills Enhancement Program is designed to help employed or under-employed participants remain gainfully employed, when a threat of loss of job is imminent or to enable employed participants to enhance skills required for their employment goal. The threat of loss of a job can be a result of changes in technology or certification or education requirements for the job.

Examples: welding certificates, membership fees, etc.



Training on the Job (TOJ) / Targeted Wage Subsidy (TWS)

The Training On-The-Job Program is designed to assist eligible participants to become employed by providing training and work experience for entering into the workforce or a new employment field. This Program offers on-the-job training costs, participant wage subsidies and other specified costs to employers.

Eligible businesses and organizations including but not limited to: profit, not-for-profit and government departments.

Disability Opportunity Initiative (DOI)

The Disability Opportunity Initiative is designed to help persons with disabilities prepare for, obtain, and keep employment or become self-employed, thus, increasing their economic independence. Any of GREAT's employment and training programs can be utilized to remove barriers to employment for persons with disabilities.

Career Experience/Job Shadow

The Career Experience/Job Shadow Program is designed to expose unemployed participants to one or more careers, to help them decide on the career they want to pursue, before or after formal education. The program will provide participants with an opportunity to experience a career, through a job shadowing experience, with a selected employer.

Youth Community-Based Projects

The Youth Community-Based Project is designed to provide work opportunities to Six Nations youth ages 14-30 who face greater barriers than their peers, to entering the labour market, by providing opportunities for youth to participate in meaningful community service projects. The program offers valuable job and life skills while strengthening the sense of accomplishment and attachment to their community by supporting innovative projects that will respond to youth's need for community-based activities and involvement.

Language and Cultural Initiative (LCI)

The Language and Cultural Initiative program is designed to assist eligible clients who are seeking educational training / on-the-job training/employment assistance in the indigenous language and culture sectors. Financial assistance is provided towards wages, tuitions, supplemental allowances, employment start-ups or maintenance, program completion bonuses, etc.

Student Support Services

The Student Support Services Program is designed to provide year-round workshops to assist in-school youth with awareness activities

and provide information on career options and planning for the future. E.g. Workshop Facilitator can conduct workshops and information sessions with elementary school students.

On-going intervention to youth of all ages to increase awareness around broader career counseling and information outreach, and to encourage students to complete their schooling.

Student Transition Support (STS)

To assist Six Nations of the Grand River band members who are attending secondary and post-secondary school full-time with financial assistance in the transition to school and/or training.

Student Employment Support (SES)

To provide employment support the youth of the Six Nations of the Grand River to encourage and provide the necessary support to stay in school and work towards their chosen career path.

Student Program – (ISETS-Summer Student Place- GREAT Youth)

The Student Program is designed to provide career-related, summer employment for secondary and post-secondary students, by providing wage subsidies to employers. The Student Program also supports the operation of a summer employment office.

Summer Challenge

The Summer Challenge Program is designed to encourage students to stay in school, return to school or transition from school to work, by

encouraging personal development, through life skills and job readiness training, while stressing the importance of staying in school.

Indigenous Services Canada

The First Nations and Inuit Skills Link Program is one of two programs Indigenous Services Canada (ISC) administers under the First Nations and Inuit Youth Employment Strategy (FNIYES). The other portion of the FNIYES is the Summer Employment Experience program. GREAT runs our Mentored Work Program, Science and Technology program and Co-operative Education program under the FNIYES program as well as the Summer Employment Experience program.

The program has the following objectives:

- To promote the benefits of education, as key to youth's participation in the labour market.
- To support the development and enhancement of young people's essential employability skills, such as communication, problem-solving and working with others.
- To introduce youth to a variety of career options

Eligible participants include:

First Nations and Inuit youth ordinarily residents on reserve, in recognized communities or on community lands

Inuit who are residents of Canada but reside outside their territory and are no longer eligible to be funded by their territory

Eligible participants must be legally entitled to work in Canada. Youth means persons aged 15 to 30 inclusive.

Mentored work placements are for youth who are not in school, are unemployed or underemployed.

Co-operative education placements youth may be younger than 15 years of age. Activities under cooperative placements are designated for students in grades 7 to 12 (secondary 1 to secondary 5) and are enrolled in and attending a federal or First Nation administered school.

For career promotion and science and technology activities, youth may be younger than 15 years of age.

The key activities of Skills Link Program are:

- wage subsidies for work placements and mentorship for youth who are not in school to enable them to develop employability skills and support their educational and career development
- activities designed to support First Nations and Inuit youth entrepreneurs to gain self-employment
- training experiences that support youth in acquiring skills needed for work placements
- career development information, including awareness and support activities like career fairs and leadership projects
- career planning and counselling activities that promote science and technology as an educational or career choice, including science camps, computer clubs and activities that connect science and technology to traditional Indigenous knowledge.



ISETP Interventions

Skills Development: Essential Skills

A program of instruction designed to enhance one or more Essential Skills, to a level required by the specific job or occupation that the client is seeking. Essential Skills provide the foundation for learning all other skills and enable people to evolve with their jobs and adapt to workplace change.

Skills Development: Academic Upgrading

A program of instruction designed to enable the client to obtain high school credits or academic qualifications required to pursue further post-secondary instruction or training.

Occupational Skills Training: Diploma

Interventions related to a program of study leading to a diploma from a provincially recognized university, college, institute or school, either public or private. A diploma program, in addition to being non-degree in nature, is distinguished from a certificate program primarily by the amount of time the client takes to earn the diploma. A diploma program is typically greater than one academic year, in length.



What is ISETP?

The Indigenous Skills and Employment Training (ISET) Program is designed to help Indigenous people improve their skills and find employment. The ISET Program provides funding to Indigenous service delivery organizations that design and deliver job training services to First Nations, Inuit, Métis and urban/non-affiliated Indigenous people in their communities.

Occupational Skills Training: Certificate

Interventions related to a program of study leading to a certificate from a provincially recognized university, college, institute or school, either public or private.

Occupational Skills Training: Apprenticeship

Interventions related to pre-apprenticeship training or apprenticeship technical training in a designated trade. This intervention does not cover the practical training of an indentured apprentice that occurs on the job. It also does not cover a pre-employment training intervention that is not recognized as credit towards a designated trade.

Occupational Skills Training: Industry Recognized

Interventions related to formal skills instruction that may provide certificates of completion, tickets and/or licenses which may be professionally recognized but are not normally recognized by post-secondary institutions or counted as academic credits.



Work Experience: Student Employment

Interventions designed to provide employment to students, during school breaks or while still in school, such as the Student Summer Employment Program or the Internship Program. An individual student is provided with an opportunity to develop and enhance employability and occupational skills with practical, on-the-job experience. Employers are generally provided with a wage subsidy, to encourage the hiring of these students. Students can be working during the school year or during the summer months and must be enrolled in full-time studies.

Work Experience: Wage Subsidy

Is a financial assistance program that has as its objective, encouraging employers to hire individuals in order to provide them with direct work experience and/or on-the-job training. The employer receives a wage subsidy to hire the client for a specific length of time, with the object of providing the client with sufficient skills to find employment at the end of this time either with the same employer or another.

Work Experience: Job Creation Partnership

Is a financial assistance program that seeks to enable unemployed persons to gain work experience, by creating temporary jobs. Project activities should benefit both the participant and the community and must therefore be limited to partnerships with public sector and non-profit employers; no private companies. This will also improve the client's long-term employment prospects.

Employer Retention Supports

An intervention that provides some sort of funded assistance, to enable a client with a job to continue working in that job. Assistance should be extraordinary and temporary, in nature and not lead to continuing dependence on the ISETS program.

Career Research & Exploration

An activity engaged in by the client, intended to provide the client with background information and data, on career opportunities, employment prospects, qualifications, requirements and benefits, for different jobs and/or local and regional employers and employment opportunities, in order to assist the client make informed career decisions. This can be done individually or through group sessions.

Employment Counselling

Providing the client, within the context of an Action Plan, with the advice and support of a designated employment counsellor to assist the client in arriving at a suitable career choice.

Job Search Preparation Strategies

This intervention is to be utilized when a client is preparing to seek and attain employment and requires support from an employment counsellor. Activities within this intervention can include: resume and cover letter writing, labour market research, interview skills, etc.

Employer Referral

A client is referred to an employer to seek information on the company, the occupation of interest and/or an employment opportunity within the company.

Referral to Agencies

An intervention that refers a client to a responsible agency, as part of the client's Action Plan, to address one or more employment barriers (e.g. social housing authority, drug treatment program, subsidized daycare center, transportation for persons with disabilities, household finances, etc.)





Ogwehoweh Skills and Trades Training Centre (OSTTC)

Brantford Office

**30 Brant Avenue, Unit 3B,
Brantford, Ontario N3T 3G6**

548-328-3057

Hours of Operations:

Monday to Friday
8:30am - 4:30pm

Ohsweken Office

**16 Sunrise Court
Ohsweken, Ontario NOA 1M0**

519-445-4074

Hours of Operations:

Monday to Friday
8:30am - 4:30pm

The Ogwehoweh Skills and Trades Training Centre (OSTTC) was established in 2003 as a division of Grand River Employment and Training Inc. Designed to address the training needs of the Six Nations of the Grand River Territory, OSTTC is a proud member of the Indigenous Institutes Consortium, which consists of seven Indigenous Institutes included under Ontario's Indigenous Institutes Act. Indigenous owned and operated, OSTTC offers accessible, locally focused, and culturally relevant programming.

As an Indigenous Institute, OSTTC provides culturally responsive and safe learning environments that are rooted in Indigenous traditions and ways of knowing and living. OSTTC has emerged as an academic, trade, and professional development education and training leader. It primarily serves the communities of the Six Nations of the Grand River and Mississaugas of the Credit, while also partnering with regional employers, the Grand Erie District School Board, the Canadian Welding Bureau, various trade unions, the Workers Health and Safety Centre, Relay Education, and the Ontario Skilled Trades Alliance.

Official slogan

Eyagoyadagen:ha' — Helping the People

Mission statement

Our mission is to create pathways to wellness and prosperity through employment and training.

Vision statement

Our vision is a prosperous community that has equal access to sustainable employment.

The organization's slogan, mission, and vision statement express the philosophy that GREAT exists to empower clients to pursue their individual growth and development. By doing so, GREAT's efforts, in the long run, will help increase Indigenous representation in the workforce and create lifelong sustainable careers for our community members.



Programs and Courses

Academic and Professional Development

- Academic and Professional Development
- GED
- Accounting Essentials
- Human Resources Essentials
- Professional Office Essentials
- Business Fundamentals
- Ogwehoweh Identity and Cultural Awareness
- Introduction to Residential Construction
- Early Childhood Education [ECE]
- Introduction to Land Based Tourism and Adventure
- Basic Computers
- Employment Readiness
- Introduction to Healthcare
- Introduction to Indigenous Broadcasting
- Academic Upgrading – Math
- Academic Upgrading – Physics
- Basic Kayak and Land Based Skills Workshops
- Preserving Our Sustenance Workshops
- Ribbon Shirt and Skirt Workshops
- Standard First Aid/CPR, Level C
- Driver's Education

Trades Training

- Welding Techniques (Level 1)
- Introduction to Metal Fabricator (Level 1)
- Construction Safety Training
- Work Ready Indigenous Trades Experience [W.R.I.T.E]
- Welding Inspector (Level 1) Training
- Welding Re-Certification Testing
- Manufacturing Technology - Robotics
- Welding (Level 1) Assessments
- Welding Supervisor Training
- Canadian Welding Bureau [CWB] Accreditation and Test Centre

Skills Upgrading

- Grade 11 Math
- Grade 12 Math
- Grade 12 Physics
- Assessments
- Trades Entrance Exam Preparation



Currently, OSTTC provides accredited programs in collaboration with Fanshawe College. OSTTC can develop a customized curriculum tailored to the specific needs of clients, employers, or agencies. Current funders include GREAT, Service Canada, MTCU, and Ontario Works.



Vision

OSTTC is a leader in education and training built on a foundation of Indigenous knowledge, creating holistic wellness and student success.



Mission

OSTTC will achieve this vision by:

- Working with the community and employers to ensure employability by creating an in-demand skill set.
- Supporting student success through culturally based and appropriate learning, wellness resources, and individual guidance.



Mandate

OSTTC's mandate includes:

- Increasing the capacity of life-long learners towards self-reliance, responsibility, and wellness through education and careers;
- Providing responsive programming that meets labour market demands;
- Forging meaningful partnerships with employers and stakeholders;
- Building a sustainable organization of choice for students and funders of Indigenous education;
- Increasing awareness and enhancing recognition of OSTTC.



Values

The OSTTC Professional Code of Ethics reflects the values and ethical foundation of the organization, essential to both teaching staff and administrative staff. Professional conduct, practice, and integrity are outlined in detail within the Code of Ethics: Respect; Care; Trust; Integrity.

Our Sites

The main campus operates out of the GREAT Business Opportunity Centre in downtown Ohsweken, consisting of five classrooms and three trades bays for the ultimate hands-on learning experience. This campus is home to welding, metal fabrication, essential academic programming, and professional development.

Our second campus is the Multi-Trades Building, located at 1039 Chiefswood Rd. This campus hosts our construction, manufacturing, safety training, and outdoor programs in an open, multi-purpose learning space.

OSTTC utilizes Kayanase to provide land-based learning and ecological programming by incorporating a 55,000 sq. ft. greenhouse. We are hopeful to rebuild the 80 ft. 17th-century replica Iroquoian Longhouse.

Many of OSTTC's current training programs are regulated by external or provincial agencies, requiring OSTTC to maintain progress reports, reporting, and delivery mechanisms to retain existing licenses. With extensive experience in delivering post-secondary programs, OSTTC has achieved high rates of student retention and successful employment outcomes upon program completion. We take pride in the partnerships we have fostered. We work with various organizations within the Six Nations and surrounding communities and have also developed partnerships with Ministry organizations, surrounding school boards, and employers. We want to ensure we provide the best opportunities possible to our students!

For more information, please visit our website at www.OSTTC.com or follow up on social media

   @OSTTC & @OSTTC.sn



OSTTC Outreach Initiatives

Thursday Social Sing

OSTTC hosted a Social Sing over the lunch hour on Thursdays for anyone interested in learning or listening to traditional social songs. We offered rattles for use, as well. Everyone was welcome to join!

OSTTC attended and supported many Six Nations community events. This allowed us to share information about our trade and academic programs, as well as our student services and support. We are always happy to engage and connect with the community!

- Six Nations Energy and Employment Fair
- Ohahodoni: Health Symposium
- Dajoh's End of Season Concert Event
- Hagersville S.S. Kick Off to Indigenous Month
- Campus Day at Six Nations Polytech
- Solidarity Day
- Ogwadeni:deo's End of Summer Celebration
- Woodland Culture Centre Smoke Dance Competition
- OSTTC Pop-up Info Events
- Job fairs
- And many more!



Epic Jobs Fair

OSTTC connected with over 1600 Grade 7 and 8 students from the Grand Erie District School Board! Students could visit the OSTTC booth to learn more about our school, the programs, and the services we offer, and try our new Virtual Welding Simulator! Students used our Virtual Welding Simulator to put their welding techniques to the test! After completing the virtual weld, the system assessed a graded value on their efforts.



WRITE Students attended a fun week with LiUNA 837

Our Work Ready Indigenous Trades Experience program allowed students the opportunity to visit multiple Trades Unions during their studies. This enabled the students to have first-hand experience in various Trade sectors to create an informed decision on what Trade they would like to pursue as a career! During the visit, our students were trained in Forklift, Skid Steer, and Mini Excavator!



Cultural Workshops

OSTTC worked with various community facilitators to offer knowledge and skills connected with Haudenosaunee culture. It is important to demonstrate and explain the importance of preserving Indigenous sustenance.

- Beading
- Moccasins
- Ribbon Skirt
- Mid Winter Teachings
- Preserving Our Sustenance Series



Six Nations Fire stopped by OSTTC's Multi-Trades Building, at 1039 Chiefswood Road, to pick up a firehose prop. This project was completed and donated by our Residential Construction class.

Trades Open House

During the summer, OSTTC hosted an open house to invite the community to learn about the Trades sector and all that it has to offer! The event offered tours of our state-of-the-art facilities, meet and greets with our Trades Team, employer booths to learn more about a variety of organizations within the Trades, and simulators for hands-on interactive experiences.



OSTTC Youth Summer Camp

Our youth camp was a great opportunity for kids to experience all that OSTTC has to offer! Over 5 days, they engaged in kayaking, land-based activities, welding, nature walks, and lots of fun and games!



CWB Mind Over Metal Welding Camp

OSTTC partnered with the CWB Welding Foundation to offer youth in the community a chance to experience hands-on learning in a valuable skilled trade. Our participants completed a variety of projects with the help of our highly skilled instructors, and celebrated their achievements at the end of the week!



SUCCESS STORIES



Tracy Martin

The Accounting Essentials Program helped Tracy strive for her future goals, as she mentioned "It has become the foundation of those future programs and the foundation of my self-confidence to pursue those careers". Enrolling in OSTTC's essential and introductory programs is a great pathway into higher education and dream jobs!

Looking forward, Tracy envisions a future as a bookkeeper, channelling her passion for numbers into a fulfilling career. Tracy's success is not an exception; it is evidence of the potential within each student who chooses to embark on the journey of education.

Nicki Bomberry's journey through the Human Resources Essentials program at OSTTC was nothing short of transformative. In her own words, Nicki described the experience as "eye-opening," tackling a full-time program condensed into just 16 weeks. Despite the intensity, Nicki found the program to be a revelation, thanks in no small part to her instructor Lynette, whom she considers a "godsend." Lynette's guidance played a crucial role in helping Nicki grasp the intricacies of HR and understand the essence of being a valuable member of an HR department. Completing the program clarified her desire to be a part of an Indigenous Labour and Relations board, where she can contribute to creating employment opportunities for community members and uphold the accountability and transparency of organizations. Nicki envisions a future where she plays a vital role in alleviating lateral violence in her community, promoting growth, and fostering a culture of mutual support.



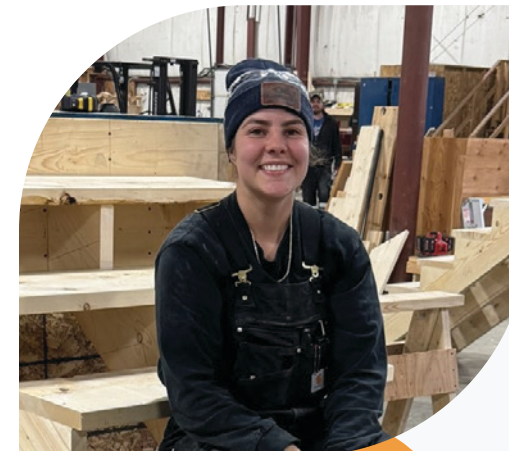
Nicki Bomberry

SUCCESS STORIES



Loretta Hill

Loretta's transformative journey through the Welding Techniques Level 1 program at OSTTC has been a testament to her resilience, determination, and unwavering passion for the skilled trades. From the outset, Loretta approached the program with a mixture of excitement and trepidation, fully aware of the challenges that lay ahead. As a woman in a field predominantly occupied by men, she understood the importance of carving out her place and making her mark in an industry where gender stereotypes often loomed large. One of the defining moments of Loretta's journey was her discovery of a deep-seated passion for welding science and the intricacies of welding machines. Exploring the various forms of welding opened up new avenues of learning and self-discovery, reaffirming her commitment to the craft and igniting a desire to delve deeper into its nuances



Dana Isaacs

Dana is a recent graduate of the Residential Construction Program. Before joining the program, Dana hadn't found a career path that excited her. "I really enjoyed this program," she recalls. "I learned a lot and had to relearn things I was taught wrong." The program introduced her to various aspects of construction, from woodworking to complex tasks like roofing and drywalling.

"My favourite thing was learning how to frame walls- not just four walls like a box, but making partitions and seeing how everything comes together to make a whole house."

Currently working as an industrial electrician helper, Dana continues to build on her skills. Dana's goal is to join the Carpentry Union one day." Dana's story is an inspiring example of how determination, a positive mindset, and a supportive educational environment can lead to personal and professional fulfillment.

Contact Us

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-  www.osttc.com
-  @osttc
-  www.facebook.com/OSTTC.sn
-  @OSTTC
-  @osttc



Visiting Us

Ogwehoweh Skills & Trades Training Centre
- GREAT Opportunity Business Centre

Monday – Friday
8:30 am to 4:00 pm.



2024-25 PROGRAM CALENDAR

PROGRAMS AND DATES

2024	
JUN	Basic Kayak Workshop Jun 8, 2024 Driver's Education Jun 15 - 16 and Jun 22 - 23, 2024
JUL	OSTTC Youth Summer Experience Camp Jul 8 - 12, 2024 First Aid - CPR Jul 13 - 14, 2024 Basic Kayak Workshop Jul 20, 2024 Mind Over Metal Youth Camp Jul 29 - Aug 2, 2024
AUG	Basic Kayak Workshop Aug 17, 2024 Construction Safety Training Aug 26 - 30, 2024
SEP	Introduction to Educational Assistant Sep 3 - Dec 20, 2024 Employment Readiness Sep 3 - Dec 20, 2024 Welding Techniques (Level 1) Sep 3 - Dec 13, 2024 Basic Canoe Workshop Sep 7, 2024
OCT	First Aid - CPR Oct 5 - 6, 2024
NOV	Driver's Education Nov 2 - 3 and Nov 9 - 10, 2024
DEC	Construction Safety Training Dec 2 - 6, 2024
2025	
JAN	Introduction to Information Technology Jan 6 - Apr 25, 2025 Introduction to Metal Fabricator (Level 1) Jan 6 - Apr 18, 2025 First Aid - CPR Jan 25 - 26, 2025
APR	Construction Safety Training Apr 7 - 11, 2025

Program Dates and Tuition Amounts are Subject to Change



Longhouse

On July 22, 2022, the Ganōsa'ō:weh, "Real/Original House" The Longhouse was engulfed in flames. Grand River Employment and Training Inc. Board and staff would like to acknowledge the outpour of support from our community, partners, and neighbours. We are very eager to rebuild Ganohsa'oweh and continue our mission of education and cultural awareness.

Our Story

Kahyonha'kta "By the River" envisions a place where the history and culture of the Haudenosaunee are accurately and appropriately represented. At the heart of Kahyonha'kta is a reconstructed 17th-century Iroquoian longhouse Ganohsa'oweh, "Real/Original House" in Cayuga Language. The longhouse construction was undertaken by local tradesmen in Six Nations beginning in October 2016 and officially completed in August 2017. The dimensions of the longhouse are consistent with historical records. Some longhouses were longer (over 400 feet). It is understood that villages and longhouses generally had a lifespan of 20-30 years before moving to a new location to allow the land to rest and wildlife to regenerate.



Our Vision

- Encourage community involvement by providing a space where people can learn, interact and engage with other community members
- Provide comprehensive and appropriate overview of Haudenosaunee culture and history from the beginning to contemporary times
- Provide students at the Ogwehoweh Skills and Trades Training Centre and clients of Grand River Employment & Training with a cultural learning space to reconnect with their history and strengthen their social identity
- Stimulate the local artisan economy by providing a marketplace where their goods and services can be sold
- Provide employment opportunities

The Ejidwahsṛ:ni:' Fund which in the Cayuga language translates to 'We Will Build Again' is a fundraising campaign to assist in the rebuild of Ganōsa'ō:weh. Help us achieve our vision of rebuilding the longhouse and support our mission of cultural awareness. The Ejidwahsṛ:ni:' Fund campaign will be launched on August 8th, please stay tuned for more information and follow our social media for more updates.

Nya:weh to everyone for their support and kind words. We look forward to being able to open our doors again.

   **OSTTCLonghouse & @osttc_longhouse**





Kayanase Greenhouse

Kayanase has been in operation since early 2007. It was established to work in partnership with the City of Hamilton to perform ecological restoration after the construction of the Red Valley Parkway. Kayanase is a division of Grand River Employment and Training Inc (GRETI). GRETI is an incorporated, not-for-profit, registered charitable organization, located on the Six Nations of the Grand River territory. A Board of Directors governs the organization.

Kayanase operates at 993 Highway 54, Ohsweken, ON. There are 2 buildings – 9 000 s/f office/warehouse and a 55 000 s/f unheated greenhouse.

Kayanase's Mission

Kayanase supports and promotes the health and well-being of Mother Nature using a Two Eyed Seeing approach through the production of Carolinian native plants via source-identified seeds, the restoration and conservation of damaged ecosystems, and fostering stewardship of the land for future generations.

Objectives and Activities

We offer a full range of services that support our goal of restoring Mother Earth while using an adaptive management strategy to account for the ever-changing characteristics of our industry.

Our services include Ecological Restoration and Enhancement activities:

- Native Plant Seed Collection, Propagation and Contract Growing
- Invasive Plant Species Management
- Urban Habitat Naturalization and Native Plant Gardening
- Planting and Direct Seeding
- Tree Planting & Watering Maintenance
- Wildlife Habitat Structure Production
- Tree Cutting and Trimming
- Consulting
- Outreach

April – December Recap 2023

Kayanase secured \$548,630 in grant funding for the 23/24 fiscal that allowed us to:

- Retain existing staff. Currently, we have 11 staff (3 Admin, 5 GH, 3 Eco)
- Create new seasonal employment for students & community members
- Complete Internet upgrades
- Add a digital road sign
- Complete infrastructure upgrades to support visitor accessibility ie. Paved parking lots, concrete walkways, 2 dedicated accessible parking spots
- Greenhouse repairs
- Create outdoor learning spaces (2 yurts, 2 pavilions with an outdoor kitchen plus seating and visitor centre)



Visiting Us

Currently, Kayanase is open to the public **Monday – Friday 8:30 am to 4:00 pm**. We will remain open to the public until mid-October



Clients Served - Ecological Restoration Services

TYPE	23/24 Totals
Workshops Delivered	2
Ecological Outreach	416
Plant Maintenance Sites	2
# of Trees planted	6,342
Herbaceous/Scrubs Planted	4,157
Live Stakes Planted	256
Ecological Webinars	8
Conferences	1

2023 – 2024 Field Projects: Restoring Mother Earth

Our 2023/24 Planting Total was 10 499 Plants. 6342 of those were Trees.

Our 8 Year Planting Total is now 102 056 Plants of which 71 314 were Trees.

Taddle Creek – July 2023

This year we were honoured to be part of The Indigenous Landscape Project at the University of Toronto, “an initiative part of The Landmark Project and response to the Truth and Reconciliation Commission of Canada: Calls to Action. The Indigenous Landscape Project hopes to honour Taddle Creek while creating an outdoor space where the Indigenous community may gather and see themselves represented on campus.” Kayanase played an important role in securing the plants and completing all of the planting for this project.



Leslie Lookout

Our biggest project this year involved the creation of a brand new park in Toronto - the Leslie Lookout Park. Kayanase planted nearly 5,000 trees representing 45 tree species and 1,500 plants to create one of the largest Miyawaki forests ever established in Toronto! The mini forest will increase plant diversity and the overall health of the city's ecology. Taking cues from the Miyawaki method (a technique used to create dense forests with native plants), the mini forest will also act as a sound barrier around the park's perimeter. A project to be proud of, this project even garnered us a mention in Canadian Geographic magazine!



FORESTS ONTARIO

50 Million Tree Program

This year we continued our partnership with Forests Ontario and planted 5000 trees under the 50 Million Tree Program. The trees were planted on three separate sites; 3000 trees in Kitchener for Conestoga College's Indigenous Studies Program to restore natural forest cover, as well as a sustainable food forest and traditional medicines at Wijindamaan, also known as Pioneer Tower Natural Area in Kitchener; 500 trees for a Six Nations community member, and 1500 trees at Kayanase to help establish windbreaks on our property.

The Greenhouse

TYPE	Clients Served-Greenhouse	
	23/24 Totals	22/23 Totals
Clients	1160	460
Seed Packs Sold	3763	156
Retail Plants Sold	3866	2754
Catalogues Sold	2	10
Seed Collection - # of Species	131	



The Greenhouse

It was another vibrant growing season at Kayanase Greenhouse! We had various native Ontario trees, shrubs, wildflowers, ferns, grasses, and sedges growing and blooming.

Support the bees, butterflies, and hummingbirds.



Wild Strawberry
Fragaria vesca

Height: 3 – 9 ft.
Spread: 9 – 12 ft.
Blooms: April – May
Sun: Part Sun/Shade
Soil: Fertile, well-drained loam



Blazing Star
Liatrix spicata

Height: 2 – 4 ft.
Spread: .17 – 1.5 ft.
Blooms: July – August
Sun: Full sun – Part Shade
Soil: Adapts to a variety of soil types as long as not too wet.



Swamp Milkweed
Asclepias incarnata

Height: 2 – 4 ft.
Spread: 2 – 3 ft.
Blooms: July – September
Sun: Full sun, part shade
Soil: Adapts to a variety of soils



Sneezeweed
Helenium autumnale

Height: 3 – 5 ft.
Spread: 2 – 3 ft.
Blooms: August – Sept.
Sun: Full sun
Soil: Adapts to average, medium to wet soils



Calico Aster
Mphyotrichum lateriflorum

Height: 1 – 4 ft.
Spread: 2 – 3 ft.
Blooms: August – Sept.
Sun: Part Sun/Shade
Soil: Adapts to all soil types. Tolerates some drought but flourish in moist soils



Smooth Rose
Rosa blanda

Height: 2 – 5 ft.
Spread: 2 – 5 ft.
Blooms: June – August
Sun: Full Sun – Part Shade
Soil: Sandy, loam and also clay



Prairie Sage
Artemisia ludoviciana

Height: 2 – 3 ft.
Spread: 2 – 3 ft.
Blooms: August – Sept.
Sun: Full sun
Soil: Clay, sand, loam – drought tolerant



Sweet Grass
Hierochloe odorata

Height: 2 ft.
Spread: 2 ft.
Blooms: July – August
Sun: Full sun
Soil: Adapts to a variety of soil from medium to moist areas

Seed Orchard Project

With the demand for Ontario native seed increasing we are taking a proactive approach to meeting those demands by improving our seed production and supply through the development of seed orchards at Kayanase. As part of our Seed Collection Internship project with World Wildlife Fund Canada we have completed the initial stages of establishing a herbaceous seed orchard at our facility. This legacy project, led by our Native Seed Production Intern, will support on-site seed production at Kayanase. The seed produced will help build up our seed bank, providing seed for plant production at our greenhouse, as well as for seed mixes for garden use and ecological restoration purposes.

In addition to what has already been established, we will be expanding our seed production area with funding through the Six Nations Economic Development Trust, further increasing the amount of seed we can produce. Work for this will begin in summer 2024 and we expect our first harvest as early as this fall.



Seedy Sunday – April 2023 – Trina & Cal





Greenhouse Plant Sale and Culinary Event

In September we held a plant sale and culinary event.

- Sweetgrass Tea
- Strawberry Juice
- 3 Sisters Soup
- 3 Sisters Kale Salad
- Wild Game (Moose & Sweet Potato) Shepherd's Pie
- Lyed Corn Berry Parfait



Facility Upgrades

Visitors Centre



Yurts with Wood stoves for Year Round Outdoor Learning Space



Outdoor Kitchen



Looking Ahead

The demand for native plants and seeds for landscaping, conservation, and ecological restoration continues to grow, as does the demand for experienced professionals to carry out landscaping and restoration services. This is especially evident as our society moves towards creating more environmentally sustainable communities by incorporating green infrastructure, climate adaptation and nature-based solutions.

Other organizations (Carolinian Canada Coalition and the World Wildlife Fund) and nurseries in our industry, as well as our own continued growth, show that there is a growing awareness from businesses, institutions, municipalities, and homeowners across Ontario of the value of using native plants to create attractive, green, climate-resilient, and biodiverse natural infrastructure. Planners of ecological restoration and urban naturalization projects are recognizing the importance of involving restoration professionals, like us, early on in the planning stages. As a result, we are seeing increasing requests for our consulting services, as well as, increasing opportunities for contract growing services for future projects.

With the increasing demand for native plants and seeds comes the need to increase the supply to meet the demand, which at the current state of the industry far exceeds the supply. This is an opportunity. With our partnership with World Wildlife Fund Canada and funding support from the Six Nations Economic Development Fund,

we are already working towards meeting this opportunity by boosting our production of native seed. This in turn will help improve Kayanase's recognition as one of the few native seed supply companies in southern Ontario.

Further to this, we continue to make improvements and upgrades to our greenhouse helping to build our plant production capacity. Future capacity-building projects will focus on increasing our ability to produce tree seedlings for large-scale tree-planting projects, like the 2 Billion Tree and 50 Million Tree Programs.

Interest in land-based learning and Indigenous awareness is also increasing. With the future development of our Eco Cultural Tourism programming, we hope to fill this gap by providing meaningful experiences for our visitors through workshops, community engagement, and tours.

As both a supplier of native plants and a provider of ecological restoration and eco cultural tourism services, Kayanase is in a unique position to take advantage of these opportunities.

Our connection to Six Nations and our use of Traditional Ecological Knowledge also makes us attractive to clients. By using the advantages that we have already established and with proper direction the potential for our company to succeed in this industry is without question.

Contact Us

-  **519-770-0013 and 519-751-0568**
-  **admin@kayanase.ca**
-  **www.kayanase.ca**
-  **@kayanasegreenhouse**
-  **www.facebook.com/kayanasegreenhouse**
-  **@kayanase**

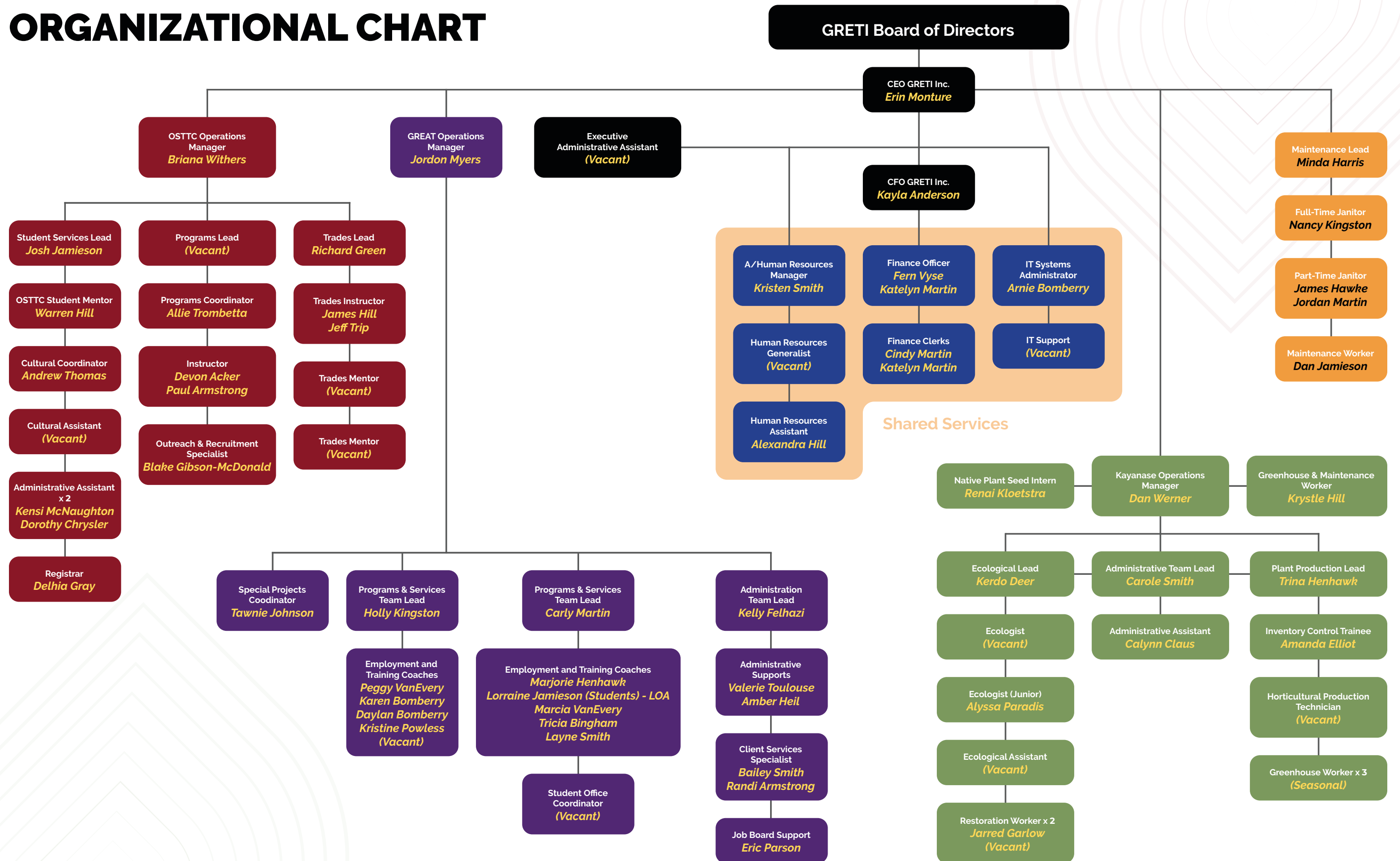
Visiting Us

Currently, Kayanase is open to the public
Monday – Friday
8:30 am to 4:00 pm.

We will remain open to the public until mid October.



ORGANIZATIONAL CHART



Grand River Employment and Training Inc.

Consolidated Financial Statements

March 31, 2024



Independent Auditor's Report

To the Board of Directors of Grand River Employment and Training Inc.:

Opinion

We have audited the consolidated financial statements of Grand River Employment and Training Inc. (the "Organization"), which comprise the consolidated statement of financial position as at March 31, 2024, and the consolidated statements of operations, changes in net assets and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

3-139 Northfield Drive West, Waterloo ON, N2L 5A6

1.866.464.0740 T: 519.725.7700 F: 519.725.7708



MNP.ca

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Organization to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

MNP LLP

Waterloo, Ontario

Chartered Professional Accountants

July 22, 2024

Licensed Public Accountants

Grand River Employment and Training Inc.
Consolidated Statement of Financial Position
As at March 31, 2024

	2024	2023
Assets		
Current		
Cash and cash equivalents (Note 3)	5,939,122	6,164,996
Funds held in trust	89,091	193,479
Investments (Note 4)	466,606	457,804
Accounts receivable (Note 5)	482,475	265,463
Prepaid expenses and deposits	25,117	312,622
Inventory (Note 6)	134,089	180,656
	7,136,500	7,575,020
Capital assets (Note 7)	2,655,605	2,211,737
	9,792,105	9,786,757
Liabilities		
Current		
Accounts payable and accruals (Note 9)	755,052	975,951
Trust liabilities	89,091	193,479
Deferred revenue (Note 10)	1,128,857	1,159,867
Current portion of long-term debt (Note 11)	53,727	34,123
	2,026,727	2,363,420
Long-term debt (Note 11)	234,548	258,275
Deferred contributions related to capital assets (Note 12)	907,131	705,923
	3,168,406	3,327,618
Net Assets		
Invested in capital assets (Note 14)	1,533,949	1,704,132
Unrestricted	5,089,750	4,755,007
	6,623,699	6,459,139
	9,792,105	9,786,757

Approved on behalf of the Board of Directors

 Director

 Director

The accompanying notes are an integral part of these consolidated financial statements

Grand River Employment and Training Inc.
Consolidated Statement of Operations
For the year ended March 31, 2024

	2024	2023
Revenues		
Indigenous Skills and Employment Training Strategy ("ISETS")	6,705,542	7,737,745
Government contributions	3,002,135	2,683,101
Financial services admin fee	55,761	45,352
Interest income	70,185	93,219
Food services and catering	178,520	90,898
Rental income	104,286	93,071
Sponsorship	35,873	52,691
Program revenue and product sales	1,487,174	1,387,002
Amortization of deferred contributions related to capital assets (Note 14)	150,544	122,070
Other	29,355	35,368
	11,819,375	12,340,517
Expenses		
Advertising	294,476	578,347
Amortization	259,931	447,480
Bad debts	100	586
Bank charges and interest (Note 11)	28,158	25,874
Fees for service	271,333	634,590
Insurance	134,759	115,913
Office and general	523,124	846,553
Professional fees	168,052	192,445
Program (Note 6)	4,817,781	5,243,942
Rent	34,297	33,885
Repairs and maintenance	179,421	148,312
Salaries and benefits (Note 15)	4,480,559	4,017,429
Telephone	141,890	99,808
Training and education	72,284	175,695
Travel	98,619	57,570
Utilities	150,031	129,393
	11,654,815	12,747,822
Excess (deficiency) of revenues over expenses before other items	164,560	(407,305)
Other items		
Gain on disposal of capital assets	-	64,800
Net insurance proceeds on longhouse	-	339,892
	-	404,692
Excess (deficiency) of revenues over expenses	164,560	(2,613)

The accompanying notes are an integral part of these consolidated financial statements

Grand River Employment and Training Inc.
Consolidated Statement of Changes in Net Assets
For the year ended March 31, 2024

	Invested in capital assets (Note 14)	Unrestricted	2024	2023
Net assets, beginning of year	1,704,132	4,755,007	6,459,139	6,461,752
Excess (deficiency) of revenues over expenses	(109,387)	273,947	164,560	(2,613)
Net change in investment in capital assets	(60,796)	60,796	-	-
Net assets, end of year	1,533,949	5,089,750	6,623,699	6,459,139

The accompanying notes are an integral part of these consolidated financial statements

Grand River Employment and Training Inc.
Consolidated Statement of Cash Flows
For the year ended March 31, 2024

	2024	2023
Cash provided by (used for) the following activities		
Operating		
Excess (deficiency) of revenues over expenses	164,560	(2,613)
Amortization of capital assets	259,931	447,480
Amortization of deferred capital contributions related to capital assets	(150,544)	(122,070)
Gain on disposal of capital assets	-	(64,800)
Impairment loss on longhouse	-	100,824
Accrued interest on investments	(8,802)	-
	265,145	358,821
Changes in working capital accounts		
Accounts receivable	(217,011)	157,588
Inventory	46,567	(87,961)
Prepaid expenses and deposits	287,505	(312,622)
Accounts payable and accruals	(220,899)	136,265
Deferred revenue	(31,010)	(685,188)
	130,297	(433,097)
Financing		
Advances of long-term debt	30,000	-
Repayment of long-term debt	(34,123)	(27,051)
Capital contributions related to capital assets	351,752	330,205
	347,629	303,154
Investing		
Purchases of capital assets	(703,800)	(456,806)
Proceeds on disposal of capital assets	-	64,800
Purchases of investments	-	(52,804)
	(703,800)	(444,810)
Decrease in cash and cash equivalents	(225,874)	(574,753)
Cash and cash equivalents, beginning of year	6,164,996	6,739,749
Cash and cash equivalents, end of year	5,939,122	6,164,996

The accompanying notes are an integral part of these consolidated financial statements

Grand River Employment and Training Inc.
Notes to the Consolidated Financial Statements
For the year ended March 31, 2024

1. Incorporation and nature of the organization

Grand River Employment and Training Inc. ("GRETI" or "Organization") was incorporated as a not-for-profit organization without share capital under the laws of the Province of Ontario on October 27, 1992. The Organization provides various apprenticeship skills training, and other career services to the Six Nations community. The Organization is a registered charity under the Income Tax Act and accordingly is exempt from income taxes, provided certain requirements of the Income Tax Act are met.

The Organization is comprised of several divisions that operate within GRETI. These divisions include: Grand River Employment and Training ("GREAT"); Kayanase; Ogwehoweh Skills and Trades Training Centre ("OSTTC"); GRETI Finance; and, Sade:konih.

During the year, the Organization ceased operations of the Sade:konih division.

2. Significant accounting policies

The consolidated financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada and include the following significant accounting policies:

Reporting Entity

These consolidated financial statements include the assets, liabilities, revenues and expenses of the following entities:

- Grand River Employment and Training ("GREAT")
- Grand River Employment and Training Inc. ("GRETI")
 - Kayanase
 - Ogwehoweh Skills and Trades Training Centre ("OSTTC")
 - GRETI Finance
 - Sade:konih

All inter-entity balances have been eliminated upon consolidation.

Basis of accounting

Sources of financing and expenses are reported on the accrual basis of accounting. Under the basis, revenues are recognized as they become available and measurable, and are recognized as they become measurable as a result of receipt of goods or services and the creation of legal obligation to pay.

Cash and cash equivalents

Cash and cash equivalents include balances with banks and short-term investments with maturities of three months or less.

Funds held in trust

Funds held in trust is comprised of the cash funds of different programs, referred to as "clients". GRETI serves as the administrator of these clients and provides payroll services and accounting services. This also includes the payment of the accounts payable of the clients through the funds held.

Investments

Investments consist of guaranteed investment certificates with maturities exceeding three months and are measured at amortized cost.

Inventory

Inventory is valued at the lower of cost and net realizable value. Cost is determined by the weighted average method and comprises the cost of materials, direct labour and appropriate overhead allocations. Net realizable value is the estimated selling price in the ordinary course of business, less estimated costs of completion and selling costs.

2. **Significant accounting policies** *(Continued from previous page)*

Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined. When fair value cannot be reasonably determined, capital assets have been recorded at a nominal value.

Amortization is provided using the straight-line method at rates intended to amortize the cost of assets over their estimated useful lives. Amortization is not taken on capital assets until they are ready for their intended use.

	Method	Rate
Buildings	straight-line	10-20 years
Automotive	straight-line	5 years
Computer equipment	straight-line	3-4 years
Equipment	straight-line	3-10 years
Furniture and fixtures	straight-line	5-15 years
Leasehold improvements	straight-line	1-15 years

Long-lived assets

Long-lived assets consist of capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The Organization performs impairment testing on long-lived assets held for use whenever events or changes in circumstances indicate that the carrying amount of an asset, or group of assets, may not be recoverable. The carrying amount of a long-lived asset is not recoverable if the carrying amount exceeds the sum of the undiscounted future cash flows from its use and disposal. Impairment is measured as the amount by which the asset's carrying amount exceeds its fair value. Fair value is measured using quoted market prices. Any impairment is included in excess (deficiency) of revenues over expenses in the year the impairment occurs.

Deferred contributions related to capital assets

Deferred contributions related to capital assets represent the unamortized portion of contributed capital assets and restricted contributions that were used to purchase the Organization's capital assets. Recognition of these amounts as revenue is deferred to periods when the related capital assets are amortized.

Employee future benefits

The Organization has a defined contribution plan providing pension and post-employment benefits for its employees. The cost of the defined contribution plan is recognized based on the contributions required to be made during each year. During the year, the Organization contributed \$119,481 (2023 - \$113,301) to the defined contribution plan on behalf of its employees included in the plan.

2. **Significant accounting policies** *(Continued from previous page)*

Revenue recognition

The Organization follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Operating grants are recorded as revenue in the period to which they relate. Grants approved but not received at the end of an accounting period are accrued. When a portion of a grant relates to a future period, it is deferred and recognized in that subsequent period.

Contributions restricted for the purchase of capital assets are deferred and amortized into revenue on a straight-line basis, at a rate corresponding with the amortization rate for the related capital assets.

Interest income is recorded as it is earned.

All other revenues are recognized when the service is performed, collection of relevant receivable is reasonably assured, persuasive evidence of an arrangement exists and the sales price is fixed or determinable.

Government assistance

Government assistance is recognized in excess of revenues over expenses on a systematic basis over the periods in which the Organization recognizes expenses as related costs for which funded expenditures are incurred. Government assistance is recognized when there is reasonable assurance that the Company will comply with the terms and conditions associated with the assistance and the assistance will be received.

Use of estimates

The preparation of consolidated financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Provisions are made for slow moving and obsolete inventory and applied overhead is estimated based on stage of growth. Amortization is based on the estimated useful lives of capital assets. Accruals are based on management's expectation of amounts payable for goods and services for which invoices were not received prior to the year end. Repayment of funding is estimated at year-end based on the expected fulfillment of certain conditions stipulated within the relevant funding agreement.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess (deficiency) of revenues and expenses in the year in which they become known.

Allocation of expenses

The Organization records a number of its expenses by program. The costs of each program include the costs of personnel, premises and other expenses that are directly related to providing the program. Audited program statements are prepared as required to support funder requirements and provide additional details of the program expenses.

2. Significant accounting policies *(Continued from previous page)*

Financial instruments

The Organization recognizes financial instruments when the Organization becomes party to the contractual provisions of the financial instrument.

Arm's length financial instruments

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the Organization may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. The Organization has not made such an election during the year.

The Organization subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by published price quotations. Investments in equity instruments not quoted in an active market, are subsequently measured at cost less impairment. With the exception of financial liabilities indexed to a measure of the Organization's performance or value of its equity and those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in excess (deficiency) of revenues over expenses. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

Related party financial instruments

The Organization initially measures the following financial instruments originated/acquired or issued/assumed in a related party transaction ("related party financial instruments") at fair value:

- Investments in equity instruments quoted in an active market
- Debt instruments quoted in an active market
- Debt instruments when the inputs significant to the determination of its fair value are observable (directly or indirectly)
- Derivative contracts.

All other related party financial instruments are measured at cost on initial recognition. When the financial instrument has repayment terms, cost is determined using the undiscounted cash flows, excluding interest, dividend, variable and contingent payments, less any impairment losses previously recognized by the transferor. When the financial instrument does not have repayment terms, but the consideration transferred has repayment terms, cost is determined based on the repayment terms of the consideration transferred. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received.

At initial recognition, the Organization may elect to subsequently measure related party debt instruments that are quoted in active market, or that have observable inputs significant to the determination of fair value, at fair value.

The Organization subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by published price quotations. Financial instruments that were initially measured at cost are subsequently measured using the cost method less any reduction for impairment.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of related party financial instruments are immediately recognized in excess (deficiency) of revenues over expenses.

2. Significant accounting policies *(Continued from previous page)*

Financial asset impairment

The Organization assesses impairment of all its financial assets measured at cost or amortized cost. The Organization groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group; there are numerous assets affected by the same factors; no asset is individually significant. Management considers whether the issuer is having significant financial difficulty or whether there has been a breach in contract, such as a default or delinquency in interest or principal payments, in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Organization determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year.

With the exception of related party debt instruments and related party equity instruments initially measured at cost, the Organization reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

The Organization reduces the carrying amount of the assets to the highest of; the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

Any impairment, which is not considered temporary, is included in current year excess (deficiency) of revenues over expenses.

The Organization reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in excess (deficiency) of revenues over expenses in the year the reversal occurs.

3. Cash and cash equivalents

	2024	2023
Cash	5,926,438	6,158,403
Short-term investments	12,684	6,593
	5,939,122	6,164,996

4. Investments

Investments are held in the form of Guaranteed Investment Certificates ("GIC"), bearing interest between 1.25% - 5.39% (2023 - 1.25% - 4.60%) and maturing between July 2024 and July 2028 (2023 - between July 2023 and August 2027).

	2024	2023
GIC	450,000	450,000
Accrued interest	16,606	7,804
	466,606	457,804

5. Accounts receivable

	2024	2023
Accounts receivable	516,278	304,830
Less: allowance for doubtful accounts	(33,803)	(39,367)
	482,475	265,463

Grand River Employment and Training Inc.
Notes to the Consolidated Financial Statements

For the year ended March 31, 2024

6. Inventory

The cost of inventories recognized as an expense and included in program expenses for the year ended March 31, 2024 amounted to \$224,733 (2023 - \$106,621).

7. Capital assets

	Cost	Accumulated amortization	2024 Net book value	2023 Net book value
Land	1,183,039	-	1,183,039	1,183,039
Buildings	9,405,414	9,211,786	193,628	280,796
Automotive	121,605	108,285	13,320	17,760
Computer equipment	515,374	492,038	23,336	71,759
Equipment	1,441,440	1,257,515	183,925	221,252
Furniture and fixtures	514,078	403,809	110,269	42,896
Leasehold improvements	470,878	71,579	399,299	200,193
Computer equipment - in progress	83,135	-	83,135	78,135
Leasehold improvements - in progress	49,479	-	49,479	115,907
Buildings - in progress	416,175	-	416,175	-
	14,200,617	11,545,012	2,655,605	2,211,737

8. Lines of credit

The Organization has two lines of credit with Royal Bank of Canada with an authorized limit of \$300,000 (2023 - \$300,000) and \$250,000 (2023 - \$250,000), respectively. Both facilities are subject to interest at bank prime rate of 7.20% at March 31, 2024 (2023 - bank prime rate of 6.70%) plus 1.25%. At March 31, 2024, both credit facilities were not utilized (2023 - not utilized).

9. Accounts payable and accruals

Included in accounts payable and accruals is \$18,223 (2023 - \$195) in government remittances payable.

Grand River Employment and Training Inc.
Notes to the Consolidated Financial Statements

For the year ended March 31, 2024

10. Deferred revenue

Deferred revenue consists of funding revenue received for which unexpended funds are eligible to be carried forward and applied to the same or similar expenditures in the following year.

The following table represents changes in the deferred revenue balance attributable to each major category of external restrictions:

	Balance, beginning of year	Contributions received	Contributions recognized	Balance, end of year
Indigenous Skills and Employment Training Strategy ("ISETS")	388,412	6,884,868	6,705,542	567,738
Minister of Labour, Immigration, Training and Skills Development	261,645	2,052,824	2,283,511	30,958
Indigenous Services Canada	406,687	656,304	635,551	427,440
Longhouse donation proceeds	94,273	-	94,273	-
Other	8,850	463,437	369,566	102,721
	1,159,867	10,057,433	10,088,443	1,128,857

11. Long-term debt

	2024	2023
Mortgage payable bearing interest at 3.00%, payable in monthly instalments of \$2,897 including principal and interest, secured by land and due January 2031.	214,525	242,398
COVID-19 Emergency Relief Loan to Kayanase, unsecured, non-interest bearing, payable in monthly instalments of \$1,042, due December 2025.	21,875	25,000
COVID-19 Emergency Relief Loan to GRETI, unsecured, non-interest bearing, payable in monthly instalments of \$1,042, due December 2025.	21,875	25,000
Indigenous Economic Development Fund ("IEDF") Loan to Kayanase, non-interest bearing with no specific terms of repayment until March 31, 2025, after which any loan balance will be subject to a fixed rate of interest at the Royal Bank of Canada's Prime Lending Rate plus 1.5% as of April 1, 2025, will be payable in blended monthly instalments and due March 2030.	15,000	-
Indigenous Economic Development Fund ("IEDF") Loan to GRETI, non-interest bearing with no specific terms of repayment until March 31, 2025, after which any loan balance will be subject to a fixed rate of interest at the Royal Bank of Canada's Prime Lending Rate plus 1.5% as of April 1, 2025, will be payable in blended monthly instalments and due March 2030.	15,000	-
	288,275	292,398
Less: Current portion of long-term debt	53,727	34,123
	234,548	258,275

11. Long-term debt *(Continued from previous page)*

Principal repayments on long-term debt in each of the next five years are estimated as follows:

2025	53,727
2026	48,332
2027	30,492
2028	31,418
2029	32,375
Thereafter	91,931
	288,275

Interest expense on long-term debt for the year ended March 31, 2024 amounted to \$6,891 (2023 - \$7,713).

12. Deferred contributions related to capital assets

Deferred contributions related to capital assets consist of the unamortized amount of contributions and grants received for the purchase of capital assets. Recognition of these amounts as revenue is deferred to periods when the related capital assets are amortized. Changes in deferred capital contributions are as follows:

	2024	2023
Balance, beginning of year	705,923	497,788
Contributions received	351,752	330,205
Less: amortization of deferred capital contributions	(150,544)	(122,070)
	907,131	705,923

13. Commitments

The Organization has entered into an office equipment lease and a property lease agreement with combined estimated minimum annual payments as follows:

2025	43,562
2026	43,860
2027	24,724
	112,146

During the year, the Organization signed an agreement for OSTTC facility upgrades for an estimated total cost of \$610,250 of which the remaining \$404,605 is expected to be incurred during the fiscal year ended March 31, 2025.

14. Invested in capital assets

Invested in capital assets is calculated as follows:

	2024	2023
Capital assets	2,655,605	2,211,737
Amounts financed by:		
Deferred contributions related to capital assets	(907,131)	(705,923)
Long-term debt	(214,525)	(242,398)
	1,533,949	1,263,416

Change in net assets invested in capital assets is calculated as follows:

	2024	2023
Excess of expenses over revenues:		
Amortization of deferred contributions related to capital assets	150,544	122,070
Amortization of capital assets	(259,931)	(447,480)
Gain on disposal of capital assets	-	64,800
Impairment loss on longhouse	-	(100,824)
	(109,387)	(361,434)

Net change in investment in capital assets:

Purchases of capital assets	703,800	456,806
Amounts funded by:		
Proceeds on disposal of capital assets	-	(64,800)
Deferred contributions related to capital assets	(351,752)	(330,205)
Repayment of long-term debt	27,873	27,051
Insurance proceeds on longhouse transferred to net assets invested in capital assets	(440,717)	-
	(60,796)	88,852

15. Termination Benefits

During the year, the Organization recorded and paid an expense of \$151,933 for termination benefits and associated costs arising due to the termination of 3 employees.

16. Economic dependence

The Organization receives a significant portion of its revenues from Indigenous Skills and Employment Training Strategy as well as other government funding. This grant funding can be cancelled if the Organization does not meet certain established guidelines. The Organization's ability to continue viable operations is dependent upon maintaining its right to follow the criteria within the guidelines. As at the date of these consolidated financial statements, the Organization believes that it is in compliance with these guidelines.

17. Financial instruments

The Organization, as part of its operations, carries a number of financial instruments. It is management's opinion that the Organization is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

Liquidity risk

Liquidity risk is the risk that the Organization will be unable to fulfill its obligations on a timely basis or at a reasonable cost.

The Organization manages its liquidity risk by monitoring its operating requirements. The Organization prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations. There has been no change to the risk exposures from the prior period.

Credit risk

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss.

The Organization is exposed to credit risk with respect to the accounts receivable. The Organization assesses, on a continuous basis, accounts receivable and provides for any amounts that are not collectible in the allowance for doubtful accounts.

Interest rate risk

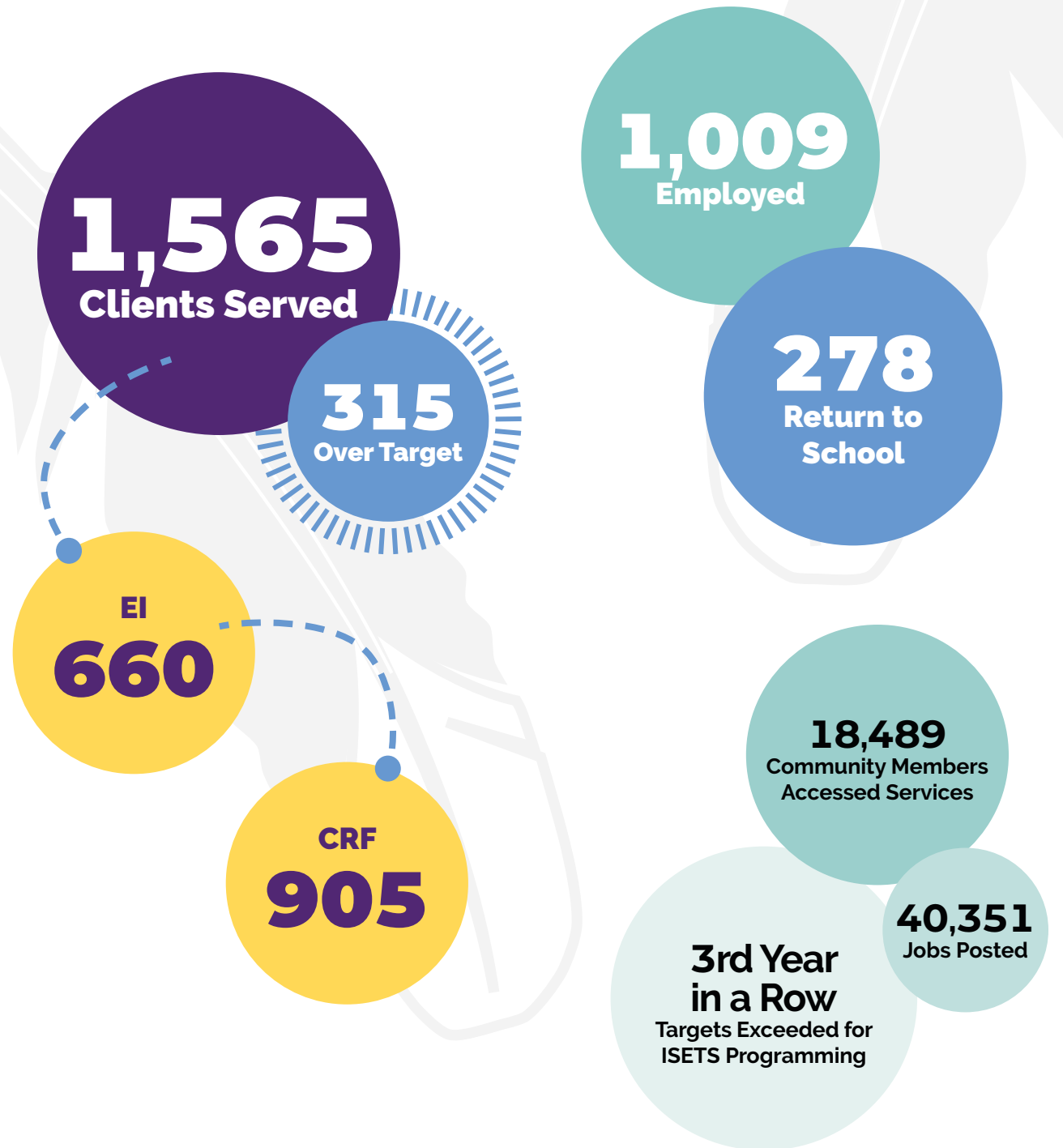
Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk.

The Organization is exposed to interest rate price risk on its fixed interest rate financial instruments described in Note 11. Additionally, the financial results of the Organization will be impacted in the future by changes in the prime interest rate on the interest-bearing loans also described in Note 11.





OUR YEAR *In Numbers*





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