

Introduction to Construction Trades

The Introduction to Construction Trades project has received renewed funding and is now in its recruitment stage. Courses will run from August 2012 through June 2013, and application information can be found on the Tewatohnhi'saktha website, www.kedc.biz.

The program is aimed at youth ages 16 to 30 years old who have an interest in pursuing a career in construction trades, who have left high school (with or without completion), and have not yet identified a career path. This project is funded by Service Canada's Skills and Partnership Fund initiative, and Tewatohnhi'saktha is partnering up with the New Frontiers School Board and the Kahnawake Education Center.

Project Objectives:

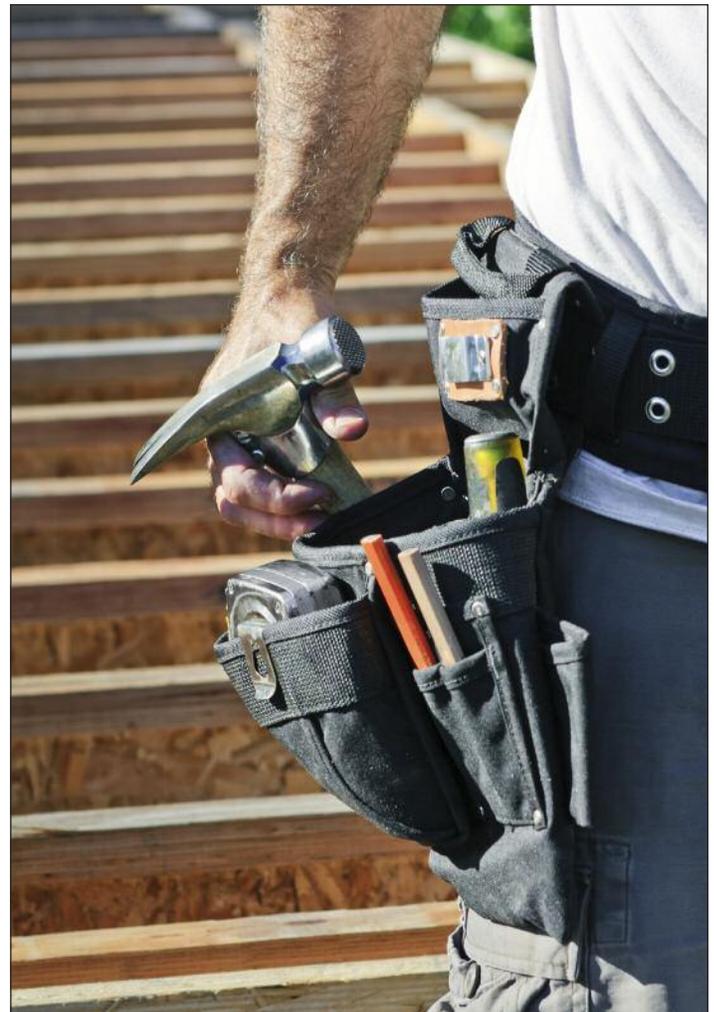
- ✂ Give participants experience in various construction trades
- ✂ Help participants make a more informed decision about which trade to pursue.

- ✂ Provide Academic upgrading components to meet program prerequisites.
- ✂ Instill the confidence and discipline to complete their selected training program.

Project modules:

1. Construction Trades Training: approximately 200 hours in each of four trades: Carpentry, Electricity, Plumbing, and Welding.
2. Academic upgrading to meet the vocational training prerequisites in Mathematics, English, French.
3. Essential Skills: support and guidance for participants to help them: explore a variety of training opportunities; identify their aptitudes and preferences for specific trade training; instill the discipline necessary to complete their chosen training program; develop work-related disciplines, values and ethics.

The application deadline is 4:00 p.m. on June 18, 2012.



KSSEP saves time and trees!

The 2012 Kahnawake Summer Student Employment Program (KSSEP) began searching for new ways to reinvent itself in order to plan for another successful and exciting summer. This year, with the environment on everyone's mind KSSEP took an innovative and modern approach by providing an online application process!

Registration forms for both employers and students were made available online to promote saving paper as well as to create a smoother process. With these small steps, KSSEP is working on its goal of being greener for the future as well as encouraging all employers and students to follow suit. The objective of the KSSEP is to

encourage our youth to stay in school and pursue post secondary education. In addition, it will prepare students for the job market by providing opportunities to explore career options and develop life and work skills. Nia:wen to all employers who are participating and good luck to the students!

KEY SUCCESS MEASURES (KSMs) - QUARTER 4

A SCOREBOARD OF OUR PROGRESS

The following chart illustrates the key success measures and the targets Tewaohni'saktha achieved in Quarter 4 (January -March 2012 of the 2011-2012 Fiscal Year). The KSMs effectively measure how we are achieving our Vision and Mission.

REVENUE GENERATION

KSM	Q-4 Target	Q-4 Results	Annual Target	Annual Results
Tewaohni'saktha Consulting	\$10,000	\$35,770	\$68,000	\$83,357
Mohawk Internet Technologies	\$0	\$0	\$0	\$0
Billboards	\$2,400	\$2,493	\$9,600	\$9,972*
Cell Towers	\$20,000	\$20,000	\$57,500	\$57,500
Onkwawista	\$1,700,000	\$2,200,000	\$1,700,000	\$2,200,000**
Meeting Room/Office Space Rental	\$1,250	\$9,047.50	\$20,000	\$19,711.50
Interest on TBLF Loans	\$15,000	\$10,031	\$50,000	\$39,538
Kahnawake Business Complex	\$6,668.18	-\$23,559.55	\$9,751.74	\$46,143
Kahnawake Office Complex	\$31,597.85	\$54,926.31	\$112,602	\$142,999

*Actual Billboard Revenue for each quarter was \$2,493 due to an unreported increase to a lease contract
 **Onkwawista income is in US dollars

SMALL BUSINESS SERVICES DIVISION

KSM	Q-4 Target	Q-4 Results	Annual Target	Annual Results
Number of businesses started or expanded*	*See annual target	4 Micro 1 Small	7 Micro, 4 Small 1 Medium	8 Micro 5 Small
Number of new jobs created by new business or business expansions	5	3 Part Time 2 Full Time	20	10 Part Time 14 Full Time
New loans under TBLF	\$75,000	\$0	\$300,000	\$60,038

*Micro = 1 employee; Small = 2-5 employees; medium = 6-10 employees; large = 11+ employees

SMALL BUSINESS SERVICES DIVISION: Operational Measures

KSM	Q-4 Target	Q-4 Results	Annual Target	Annual Results
Total client contacts	200	204	700	574
Total clients served	75	87	200	229
New clients	5	9	20	29
Dollar value of products	\$100,000	\$55,797	\$220,000	\$148,561

EMPLOYMENT & TRAINING DIVISION

KSM	Q-4 FTE Target	Q-4 FTE Results	Average Annual Target	Annual Results
Jobs created Unsubsidized	20	21.7	20	18.5
Jobs created Subsidized	9	1.3	9	8.8
Clients who attained unsubsidized employment	27	28.3	27	37.9
Clients who attained subsidized employment	11	2.4	11	9.7

FTE = Full-time equivalents (number of hours worked by all clients combined. 468.75 hours/quarterly or 1,875 hours/year)

EMPLOYMENT & TRAINING DIVISION: Operational Measures

KSM	Q-4 Target	Q-4 Results	Annual Target	Annual Results
Total clients served	188	68	750	694
Total client contacts	750	988	3000	4069
New clients	44	52	175	245
Dollar value of products (represents tuition, allowance and child care)	\$240,487	\$205,971	\$961,950	\$922,662

Continent 8 wins 2012 Technology Provider/Supplier of the year!

For the second year in a row, Continent 8 Technologies won the award for Technology Provider/Supplier at the International Gaming Awards held on January 24, 2012. The category was created in 2011, making Continent 8 the only winner in this category to date. The category is open to any technology company, providing an innovative product to online

or offline Gaming operators, that have shown originality, the ability to succeed in a highly competitive market, offered services to clients that have helped increase profitability, productivity or have helped produce a more efficient environment for their clients. The winner will not necessarily be the largest company but the most innovative in its sector.



Career Building Skills program has a new fan base



The 5th session of the Career Building Skills (CBS) program began on Monday January 9th 2012, with a total of 18 students enrolled in the program.

CBS normally invites NOVA Career Center students to attend during the first three weeks of January for personal skills, social skills development, and career exploration activities. These additional students will not experience the break in allowance funding caused by the 5 week school break at NOVA. Four students joined the CBS group this

year. The sessions received glowing reviews from the NOVA attendees, some of the students even expressed in interest in attending the entire CBS program.

A four-week stage took place in March, where all students sought placement with an employer in an area of professional interest. This session there were employers who and accepted CBS students for the first time. These new employers included Kwe Kwe Gourmet, Kahnawake Survival School Cafeteria, and Billings High School. Tewatohnhi'saktha hosted a stage student during this period of time; one CBS student worked in maintenance under the supervision of Marvin McComber.

Overall the session was a success, and more are anticipated throughout 2012.

Tewatohnhi'saktha Employee Takes the Plunge



On Friday February 17th, Wahsontahawi Stacey participated in the Polar Plunge at the Kahnawake Youth center. The Polar Plunge is a Youth Center fundraiser to help with their operational expenses. Wahsontahawi raised a total of \$630, and several staff members were present to cheer her on.

New hires this quarter



Lynn Jacobs, Project Coordinator for Tewa-tohnni'saktha's Kahnawà:ke Sustainable Energies (KSE) Wind Energy Project

I'd like to introduce you to Tewa-tohnni'saktha's newest hires.

On February 6, 2012, Lynn Jacobs has been seconded on a part-time basis from the Kahnawà:ke Environ-



Kiera Beauvais, Administrative Assistant for our Career Building Skills (CBS) Program

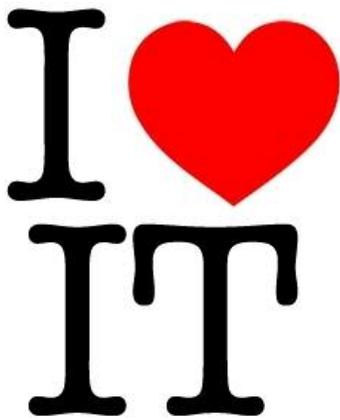
ment Protection Office to work as the Project Coordinator for Tewa-tohnni'saktha's Kahnawà:ke Sustainable Energies (KSE) Wind Energy Project. Lynn has a bachelor's de-

gree in Environmental Science and a Master's degree in Environmental Management and is able to communicate in English, Kanien'ke:ha and French. Her qualifications, paired with her commitment to preserving our environment, make her an invaluable addition to the KSE team.

Kiera Beauvais has been hired on a three-year contract that began on January 16, 2012 as the Administrative Assistant for our Career Building Skills (CBS) Program. Kiera has a DEP from NOVA's Administrative Assistants Program enhanced by experience working in different jobs. Her enthusiasm, energy, and creative ideas combined with her diverse array of abilities make her a vital member of the CBS team.

We are delighted to have both of them as members of Tewa-tohnni'saktha's family and look forward to an enjoyable and productive working relationship together.

I.T.'s New "It" Guy



As computer and computer networking become an integral part of today's business, a wide range of businesses are now in demand of skilled computer support workers. As such, the Revenue Generation division recently hosted a

work-study session for Robert Gilbert, a post-secondary student studying in the field of IT. Robert was enrolled in the Computing Support and Networks program from the Pearson ElectroTechnology Center in Lachine. Over the course of his stage placement, he shadowed and worked alongside the IT department from January 3, 2012 until March 6, 2012.

Throughout his studies and reinforced over the duration of his stage placement with Tewa-tohnnisaktha, he acquired and honed the following skills:

- Maintain, diagnose and troubleshoot hardware, software and network problems.
- Install, configure and maintain Windows operating systems on both PCs and servers.
- Implement network security on servers and PCs
- Configure and support Microsoft Office application

- Provide help desk computer support to users
- Team building and time management skills
- Customer service and relation skills

Robert's career goal is to gain entry into the field of Information Technology as a Computer Support Specialist, Network Support Specialist or Network Administrator. Upon graduation, Robert's employment opportunities will expand to include financial institutions, insurance companies, educational institutions, hospitals, Internet service providers, Information technology consulting companies, computer system design companies, software development companies, telecommunication organizations and health care organizations. With the knowledge and skills he demonstrated during his work-study, we are confident that Robert is prepared to enter the IT workforce and we wish him success in his future endeavours. Good luck!



Our vision is a self-sufficient Community that fosters quality of life for Kanien'kehá:ka ne Kahnawakehrónon and creates collective prosperity for future generations consistent with our cultural values.

CONTACT US:

TEL. 450-638-4280

FAX. 450-638-3276

www.kedc.biz

www.shopkahnawake.com