

TEWATOHNHI'SAKTHA Review

2009 APRIL - ONERAHTOKHA



KAHNAWA:KE CAREER FAIR 2009

On January 23 and 24, 2009 the *Kahnawà:ke Career Fair* took place at the *Knights of Columbus*. Coordinator and manager of the event, Helen Watso-Brown, worked along side a steering committee composed of representatives from ten public service organizations.

The purpose of the Career Fair was to provide an opportunity for local organizations to come together and present a portrait of employment prospects in the Kahnawà:ke public sector. Each organization produced a list of positions that were predicted as being available in the next five to ten years. A summary of this list of potential jobs was created for 2009-2019. Out of the listing, each organization chose one career and a role model to profile for the career fair information booklet, created for attendees. In order to make this information booklet more interactive for the youth and community at large, these role models were filmed and a DVD was distributed and aired on the local television stations.



Volunteer Ashley Jacobs & Career Fair Coordinator Helen Watso

In addition to these items, taking into account our technologically savvy target, the steering committee proactively decided to purchase and provide a memory stick for all participants, intended as an incentive to be used for school work.

The Career Fair invited twenty-one schools, resulting in 453 visitors on the first day and 111 on Saturday, for a grand total of **564 participants**. Many community businesses were extremely generous, donating door prizes as there were 105 lucky recipients.

There was a great deal of positive feedback and overall it was a well-attended and well-appreciated event! Nia:wen kowa to all those who attended and participated in this event!



Some of the Tewanohni'saktha staff who participated at the 2009 Career Fair (Sandra Jacco, Bonnie Jacobs, Barbara McComber, Jeremy Dearhouse, Penny Kane, Gene Montour)



The Kahnawà:ke Survival School was instrumental in helping with this event as the employability program class provided their culinary services for lunch and snacks for the booth attendees. They also worked on assembling all the tote bags with all its contents.

Happy Spring to all Kahnawà:ke hró:non! We are pleased to report that with the anticipated warm weather also comes our completed 3-year Strategic Plan (2009 to 2012). Strategic Action Items are underway for Year 1 and we will be anxious to report to you on how we are doing.

In this issue you will read about a very successful Kahnawake Career Fair 2009 that was held at the Knights of Columbus in January. You can also read about the KPTPSEP. Don't know what that is? Check out the article on this page.

Key Success Measures for Quarter 3 are reported on page 2. Don't forget about our upcoming Annual Business Golf Tournament in August. Stay tuned for more exciting news on this event in the coming months.

A big niawenhkó:wa to Skyler Taylor for his assistance in putting together this edition of the Review

Hope you enjoy our quick updates and until next time...

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

EMPLOYMENT & TRAINING YOUTH PROGRAMS

The Employment and Training division of Tewanohni'saktha is pleased to report there are five students participating in the KPTPSEP. What is the Kahnawà:ke Part Time Post Secondary Employment Program (KPTPSEP)? The program provides full-time post secondary students with the opportunity for part-time career-related work experience to complement their studies.

Jonathan Rice, an Undergraduate student at Concordia University in the Psychology Specialization Program is working at Kahnawà:ke Shakotii'a'takehnhas Community Services as a Junior Psychologist.

Jessica Deer, a Dawson College student is in her second year in the Cinema Communications Program is working at the Eastern Door as a Reporter. Jessica says that, "School and work both require a lot of responsibility, you have to be capable to handling both without slacking. If you enjoy rolling in the dough and don't mind if your social life dwindles down a bit, by all means, take on both responsibilities."



Steven Bonspiel & Jessica Deer @ The Eastern Door

Brady Cross, who is currently working at Millennium Productions as a Production Assistant/Editor says that, "if you can juggle the workload, try out the program. It's worth it! You learn and the extra cash helps!" Raymond Montour, also working at Millennium Productions as a Production Assistant/Editor says that, "You can put the skills you learn in school into effect, instead of just theory, you can use hands on experiences to better your skills." Both Brady, 24, and Raymond, 23 are in their 2nd year in Film Studies at Concordia University.

Wenetio Diabo, Brady and Raymond's supervisor at Millennium Productions says that "as long as it's related to the student's field of study, it is very valuable and useful as it helps them as students to be a better student and worker." When asked if he felt as though he was contributing to their future, he said "having Brady and Raymond here, I feel as though I am helping them get to where they want to go."

Finally, there is Kimberly Cross, 19, working at Tewanohni'saktha as the Youth Programs Assistant. She is in her first year in Etudes Françaises at Concordia University. Her job at Tewanohni'saktha is to assist in planning, marketing and coordinating the youth programs run by the KEDC (KPTPSEP, KSSEP, and Heads Up).

The KPTPSEP runs for 12 weeks with a maximum work load of 20 hours per week. In order to be eligible for the KPTPSEP, the full-time student must maintain a GPA equal to or higher than 2.7 (70%). If you think the KPTPSEP is right for you, contact Angie Marquis at 450-638-4280.



Brady Cross, Raymond Montour & Wenetio Diabo @ Millennium Productions

KEY SUCCESS MEASURES (KSM'S) - QUARTER 3

THE FOLLOWING TABLE ILLUSTRATES THE KEY SUCCESS MEASURES AND THE TARGETS TEWATOHNI'SAKTHA ACHIEVED IN THE THIRD QUARTER OF 2008 (OCTOBER 1ST TO DECEMBER 31ST). THE KSMS MEASURE HOW EFFECTIVELY WE ARE ACHIEVING OUR VISION, MISSION AND VALUES. IT IS OUR SCOREBOARD OF OUR PROGRESS.

Organizational Services Division (Office of the CEO): Revenue Generation (Net Income Excluding Depreciation)

KSM	Quarter 3 Target	Quarter 3 Results	Annual Target
Tewatohnhi'saktha Consulting	\$6,800	\$6,001	\$26,800
Billboards	\$2,400	\$2,400	\$9,600
Continent 8 (\$1.7 million generated to MCK)	\$0	\$0	\$1,700,000
Room Rental	\$15,700	\$16,510	\$55,100
Business Complex	\$27,955	\$37,373	\$53,549
Office Complex	\$46,719	\$87,740	\$98,756

Small Business Services: Business Creation/Expansion

KSM	Quarter 3 Target	Quarter 3 Results	Annual Target
# of new businesses started or expanded	See annual target	2 micro	6 micro 4 small 1 large
# of jobs created by new businesses/expansions	5	1 Part-time 1 Full-time	Min: 19 Max: 30
New loans under Tewatohnhi'saktha Business Loan Fund (TBLF)	\$75,000	\$7,300	\$300,000

Small Business Services: Operational Measures

KSM	Quarter 3 Target	Quarter 3 Results	Annual Target
Total client contacts	250	177	1,000
Dollar value of products (total amount spent on financial grant programs)	\$50,000	\$29,314	\$199,000
Total clients served	50	49	250
New Clients	5	6	20

Employment & Training and Small Business Services Divisions: Job Creation & Capacity Building

KSM	Quarter 3 Target (in Quarterly FTE*)	Quarter 3 Results (in FTE*)	Average Annual Target (in FTE*)
Jobs created (unsubsidized) (SBS)	28.5	26.9	28.5
Jobs created (subsidized) (E & T)	17	5.2	17
Jobs maintained after subsidy ends	5	1.6	5
Clients attain employment (unsubsidized)	25	38.5	25
Clients attain employment (subsidized)	20	8.4	20

*FTE=Full Time Equivalents (number of times that full time employment [468.75 hours/quarterly or 1,875 hours/year] were achieved)

Employment & Training Division: Operational Measures

KSM	Quarter 3 Target	Quarter 3 Results	Annual Target
Total clients served	150	198	600
Total client contacts	600	381	2,400
New clients	37	43	150
Dollar value of products (represents tuition, allowance and child care expenses issued to clients)	\$312,500	\$236,255	\$1,250,000

Organizational Services Division (HR): Employer of Choice

KSM	Quarter 3 Target	Quarter 3 Results	Annual Target
Employee satisfaction	Carry out 8 to 10 activities that will be perceived by employees as satisfiers	22	Carry out 24 to 32 activities that will be perceived by employees as satisfiers
Employee retention	0	0	Target is 0 but turnover of no more than 3 is acceptable for the size of our organization
Increase overall Staff Satisfaction Survey average rating of 5.4/7 to 5.5/7	5.50	6.24	5.50

Organizational Services Division (Communications): Stakeholder Satisfaction

KSM	Quarter 3 Target	Quarter 3 Results	Annual Target
Increase knowledge of External Stakeholders with programs, services and activities	Carry out 11 to 16 PR/Communication activities	28	Carry out 51 to 78 PR/Communication activities
External Stakeholder Survey to be completed in Quarter 3 & baseline determined	TBD	TBD	TBD
Increase satisfied Internal Stakeholders with the level of internal PR/communications	Carry out 49 to 79 PR/Communications functions/activities	196	Carry out 198 to 318 PR/Communication functions/activities
Internal Staff Communication Survey of February 2008 indicated an average overall level of satisfaction at 3.9/5. Survey to be conducted in March 2009.	4.0/5.0	TBD	4.0/5.0

ATTENTION ALL KAHNAWÁ:KE NON-PROFIT ORGANIZATIONS

Tewatohnhi'saktha is seeking proposals from local non-profit organizations to be the recipients of the proceeds from the

2009 Business Golf Tournament

The recipients will be responsible for soliciting items to be auctioned off on the day of the tournament, and will require the participation of a minimum of 7 volunteers for approximately 40 hrs of their time.

Please contact Lisa Lahache for more information: (450) 638-4280 – lisa.lahache@kedc.biz

**ALL APPLICATIONS MUST BE RECEIVED BY
FRIDAY MAY 1ST 2009, AT 4:00 P.M.**

PLEASE SUBMIT PROPOSALS TO:
Tewatohnhi'saktha Board of Directors
P.O. Box 1110
Kahnawá:ke Mohawk Territory
JOL 1B0

