

cando 

CONNECT

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magazine

→ Moving Indigenous Economies Forward

**CEDI:
South Island
Prosperity
Partnership**

**NIEEF CIBC
Scholarship
Recipients**

**COVID-19
Indigenous
Business
Procurement
Opportunities**



building brighter futures

Bursaries, Scholarships, and Awards



CIBC NIEEF Scholarships

This award will be distributed annually to a first-year Indigenous student who is studying in a four-year degree program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development.

CIBC NIEEF Scholarships

This award will be distributed annually to Indigenous students who are studying in a two-year diploma program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED.

CIBC NIEEF Scholarships

This award will be distributed annually to an Indigenous student who is studying in any year of a two-year diploma or four-year degree program studying in the fields of: Business Administration/Economics, Business

Finance, Business Management, Natural Resources or CED. This student will receive the CANDO funds and the matched funds and the successful candidate will only be eligible for this specific award once.



Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development
Level of Study: Entering first year of a four-year degree program

Two Awards: \$10,000 per year for up to 4 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Two-year or four-year program.

Four Awards: \$5,000 per year for up to 2 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Any year of a two-year or four-year program.

One Award: \$4,000 for one year

Application Deadlines: February 1
August 1
November 1

AUGUST 1

indspirefunding.ca/cando



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Links to Learning

LINKS TO LEARNING 2021

SUPPORTING FIRST NATIONS ECONOMIC DEVELOPMENT AND LANDS MANAGEMENT

LINKS TO LEARNING 2021

Links to Learning is a technical training forum which provides a range of skills development and other learning opportunities for First Nations Lands Management Officers and Economic Development Officers from across British Columbia.

When: May 3-4, 2021

Where: Virtually online

Presented by Cando, National Aboriginal Lands Managers Association, First Nations Land Management Resource Centre and Indigenous Services Canada.



www.links-to-learning.ca

Spring is here, well, almost...

Staff, management and board at Cando hope that everyone reading this, along with their loved ones, continues to be safe and healthy. As progress is being made with vaccine distribution, we are optimistic that a post-COVID future is near. Let us be hopeful, but let us remain vigilant and continue to look after one another - especially the most vulnerable in our communities.

BC Links to Learning Webinar Event - May 3 & 4, 2021. Cando is pleased to partner with National Aboriginal Lands Managers Association, the First Nations Lands Management Resource Centre, and Indigenous Services Canada to develop and deliver this online training event. For more information please visit: www.links-to-learning.ca

The Links to Learning Webinar Series will also continue throughout the spring. Cando will develop and deliver continuous skills development opportunities for its member EDOs via this weekly series. The Links to Learning Series delivers to Alberta and British Columbia every Tuesday and to Manitoba and Saskatchewan every Thursday. In addition, a national Wednesday Webinar Series is being continued. All of these webinars continue to be free to Cando members, thanks to a generous sponsorship from CIBC.

Please visit the www.edo.ca/links-to-learning for a full schedule of upcoming webinars.

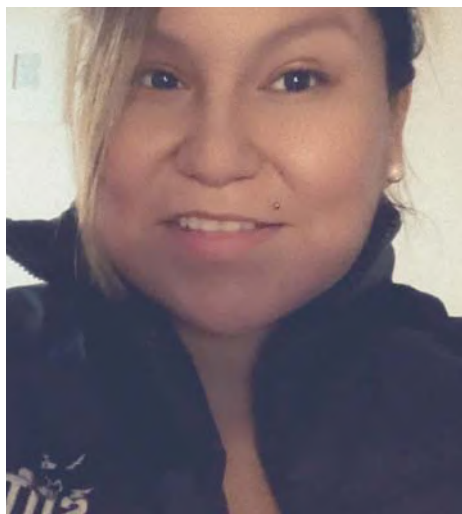
Cando is pleased to showcase the eight recipients of the **2021 NIEEF CIBC Scholarships**. Cando is delighted to award \$44,000 to Indigenous students studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development. Please read the profiles of the eight most recent **NIEEF CIBC Scholarship** recipients on pages **06-13**.

In late 2020, the First Nation – Municipal Community Economic Development Initiative (CEDI) connected with the South Island Prosperity Partnership to learn about the collaborative approach to economic recovery that their multi-stakeholder collective had taken in response to the COVID-19 pandemic. We are grateful for the opportunity to learn together on this path of inclusive economic recovery, building resilient economies for the future, and to share it with Cando membership. Read more on pages **16-18**.

Cando has also played a leading role in developing a national Indigenous Business COVID-19 Taskforce to work with the federal government to ensure Indigenous business and Indigenous community priorities and requirements were fully considered and impacted government decision-making. There have been several significant government contracts awarded to Indigenous suppliers as a result of them being registered on the database. Please turn to our coverage of the Indigenous Business Taskforce and Indigenous Supplier Database on pages **26-29**.

Looking forward to seeing you soon!

Student hopes of earning university degree after getting diploma



Alexis Duke is in her second and final year of the business administration program at the Saskatchewan Indian Institute of Technologies

I'd rather be taking classes in person. It helps me focus better. At home I have a four-year-old that continually wants my attention.

By Sam Laskaris
Cando Contributor

Alexis Duke is facing numerous challenges.

But Duke, a 26-year-old member of Little Pine First Nation in Saskatchewan, continues to move forward with her education.

Duke is in her second and final year of the business administration program at the Saskatchewan Indian Institute of Technologies, located in Regina.

Besides being in the home stretch of earning her diploma, Duke also received some welcome news recently.

It was announced that she is one of the eight recipients this year of the Indigenous Scholarship Program, offered through Indspire.

A total of \$44,000 was available through the Indigenous Scholarship Program this year. Funding for the scholarship program was made available through a partnership between the CIBC and Cando's charitable organization, the National Indigenous Economic Education Fund.

Duke was awarded \$2,000.

"It helps a lot because I'm a single mom," she said.

Duke was pleased to hear she was a scholarship recipient, adding any financial assistance is welcome.

"I have car payments and I have other payments," she said. "And I don't have a lot of support."

Duke is forging ahead with her post-secondary career during the COVID-19 pandemic, which has created additional obstacles.

Unlike the majority of other post-secondary schools which have only offered virtual classes during the 2020-

21 year, the Saskatchewan Indian Institute of Technologies remained open and offered in-person classes during September and portions of October.

After that, however, Duke and other students at the school have been forced to continue their courses online.

"I'd rather be taking classes in person," Duke said. "It helps me focus better. At home I have a four-year-old that continually wants my attention."

Duke added she has to manage her time effectively, such as doing parts of her schoolwork when her son is napping.

Duke said she was waiting to hear the news from an announcement that was expected in late January on whether her school would be reopening for the rest of the semester.

Her preference would be to sit in a classroom while learning as opposed to doing so at home.

"I'm hoping I do get to go back," she said.

Duke is also planning to return to school in the fall. She would continue to live in her hometown though as she is hoping to attend the University of Regina to continue her business administration studies.

If she does get accepted into the university program, Duke would require two more years of education in order to earn a business administration degree.

Duke is not quite sure what type of job her schooling will lead to.

But she is especially enjoying her accounting and human resources courses as well as her marketing class.

Duke added if she does enroll at the University of Regina, she could potentially decide to major in accounting.

CIBC NIEEF SCHOLARSHIPS

Student to become first family member to earn university degree

Janine Chowace is well on her way to a major accomplishment.

Chowace, a 31-year-old member of Sturgeon Lake Cree Nation in Alberta, is more than halfway done the requirements necessary to earn her university degree.

Chowace is in her third year of studies of the four-year business management program at the Northern Alberta Institute of Technology (NAIT).

"It's a pretty big deal," Chowace said. "I'll be the first one in my family to get a university degree."

Chowace's mother had seven children.

What is also a big deal is the fact Chowace is one of eight recipients of this year's Indigenous Scholarship Program.

The program is delivered through Indspire with funds provided through a partnership between the CIBC and Cando's charitable organization, the National Indigenous Economic Education Fund.

Chowace's scholarship was worth \$5,000.

"It's a big relief for sure," she said. "I feel pretty thankful."

Chowace wasn't quite sure how exactly her scholarship money would be spent but it would in all likelihood help pay off some of her debts.

Chowace added being awarded a sizable amount of money to help continue her education proved to her she is on the right path.

"It is really comforting," she said. "I work really hard. And this shows me this hard work has paid off."

Chowace had dropped out of high school while she was 16 and in Grade 10.

"That was a goal to go back and finish high school," she said.

Before she did decide to return to school, Chowace worked at various jobs, including providing childcare, doing manual labour and being employed in the food industry.

After earning her high school equivalency diploma, Chowace enrolled in NAIT's business administration program.

Chowace, who lives in the municipality of Spathnow, did not have to move to Edmonton to attend NAIT. That's because thanks to a collaboration her program is also offered through Portage College in Cold Lake, about an hour's drive from her home.

Because of the COVID-19 pandemic, however, Chowace is now taking her classes remotely.

She admitted she does like the fact she doesn't have to drive to school every day now.

"I think being at home presents different challenges though," she said. "The (school) environment is missing. And it's a lot more distracting being at home with the family."

Chowace, a single parent, has an 11-year-old son and a 10-year-old daughter. Both of them are also taking virtual classes now at home.

Though she has about a year and a half remaining before she completes her degree, Chowace is not sure how she will put her education to use.

"I haven't really figured that out yet," she said. "Business management is a broad thing. I'm not sure yet what I want to do."



Janine Chowace, a 31-year-old member of Sturgeon Lake Cree Nation in Alberta, is more than halfway done the requirements necessary to earn her university degree.

**It's a pretty big deal.
I'll be the first one in
my family to get a
university degree.**

**By Sam Laskaris
Cando Contributor**

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Karen MacDonald proving it's never too late to further one's education



Karen MacDonald is fulfilling a long-standing desire - she is in her second and final year of studies working towards her Master's degree in business administration from the University of Calgary.

What I want to do is assist other Indigenous students achieve their business goals.

**By Sam Laskaris
Cando Contributor**

Karen MacDonald is fulfilling a long-standing desire.

The 56-year-old is in her second and final year of studies working towards her Master's degree in business administration from the University of Calgary.

MacDonald believes it's better late than never to return to school in order to further one's education.

"I missed the opportunity to do it earlier in my career," said MacDonald, a member of Thunderchild First Nation in Saskatchewan. "A lot of people encouraged me but I had this self-doubt."

MacDonald, who is married and has two children of her own who are also attending the University of Calgary now, decided there was no point in waiting any longer and returned to school herself.

"What I want to do is assist other Indigenous students achieve their business goals," she said.

Besides being a student again, MacDonald is also a member of the university's staff. She's the manager of the Writing Symbols Lodge, the school's Indigenous student centre.

MacDonald was also recently announced as one of eight recipients of the Indigenous Scholarship Program, delivered by Indspire.

Funding for the Indigenous Scholarship Program was made available thanks to a partnership between Cando's charitable organization, the National Indigenous Economic Education Fund, and CIBC.

Applicants for the Indigenous Scholarship Program were applying for a total of \$44,000 in funding this year.

MacDonald was one of four scholarship winners that received \$5,000.

She was understandably pleased with this news as it helped cover some of her university expenses.

"The tuition is just sky high," she said. "Every dollar helps."

"Any scholarship helps," MacDonald added. "A scholarship always helps you towards your educational goals."

MacDonald had earned her Bachelor of Commerce degree from the University of Saskatchewan in the late 1980s.

But now she said juggling her work and family life as well as her academics is rather challenging.

"It's very tough," she said.

MacDonald puts in a full work day for her job. Because of the COVID-19 pandemic, however, she has been working remotely from home.

Though her workday is done on weekdays during the afternoon, MacDonald is not able to simply relax.

That's because she estimates that she's doing her own schoolwork from about 7 p.m. until midnight, six nights each week.

"The workload is heavy," she said.

MacDonald began working towards her Master's degree in January of 2020. She is expected to complete the program requirements this December and then have her graduation ceremony in April of 2022.

MacDonald is hoping to put her Master's degree to good use after she earns it.

"Maybe I will teach some classes," she said.

And also provide some inspiration for others.

"I want to be a role model for Indigenous students," she said.

CIBC NIEEF SCHOLARSHIPS

Scholarship enables student to pay bills and save for her future

Perfect timing.

That would undoubtedly be the best way Kineisha Eagle Bear would describe the recent news that she won a \$10,000 scholarship.

Eagle Bear, a member of Kainai Nation in Alberta, is in her final year of finance studies at the University of Lethbridge.

But things were not looking too rosy this past fall for Eagle Bear, a 25-year-old single mother, who has a five-year-old daughter named Nova.

She already had some bills which needed some attention. And her expenses increased as it was necessary to get some vehicle repair work done since she was involved in a car accident this past November.

Plus, her computer which she required for her school work, seemed to be on its last legs and needed to be replaced soon.

Eagle Bear's fortunes then improved considerably in late November when she heard she was a recipient of the Indigenous Scholarship Program.

Funding for the Indigenous Scholarship Program, which featured a total of \$44,000 this year, was split among eight recipients.

Eagle Bear was one of two winners who received the largest amount of scholarship money, \$10,000 each.

Funding was available via a partnership between Cando's charitable organization, called the National Indigenous Economic Education Fund, and the CIBC.

"Receiving the scholarship has allowed me to cover these extra costs, without having to worry about the financial impact," Eagle Bear said. "With the scholarship I was also able to pay off all my bills, and I saved 50% for future investment plans."

Eagle Bear was also able to lend a helping hand with a portion of her scholarship money.

"Sharing was also important to me," she said. "Being in the position to give, I donated five per cent of my scholarship towards those in need over the holiday season."

Upon finishing high school, Eagle Bear had enrolled in a First Nations transition program offered through the University of Lethbridge.

She needed to upgrade some courses in order to be accepted into the university's accounting program.

A challenging pregnancy, however, forced Eagle Bear to withdraw from that program after one year.

Once she decided to continue her education, Eagle Bear enrolled in Lethbridge College's two-year business program where she earned a diploma.

She then moved on to two additional years of studies at Lethbridge University, where she will earn a degree.

Eagle Bear admits she has had her share of challenges during her post-secondary schooling.

"Being a full-time student can be financially difficult, especially being a single parent where time and money is tight," she said. "Over the years we had made sacrifices to make things work out for us. It's all trial and error. I have taught myself how to manage my time and how to manage my finances efficiently."

Because of the COVID-19 pandemic, all of Eagle Bear's classes right now are conducted virtually.

"I find it difficult because our teachers are also just getting used to online teaching," she said. "It's a challenge for everybody, not only students but the professors as well."



Kineisha Eagle Bear is a member of Kainai Nation in Alberta and is in her final year of finance studies at the University of Lethbridge.

Receiving the scholarship has allowed me to cover these extra costs, without having to worry about the financial impact.

**By Sam Laskaris
Cando Contributor**

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Scholarship allows student to focus solely on his academics



Nikia Pratt is now in his second and final year of business administration studies at the Regina campus of the Saskatchewan Indian Institute of Technologies.

Having the scholarship my stress levels are completely down. And I can focus on my studies and academics.

**By Sam Laskaris
Cando Contributor**

Nikia Pratt had to perform quite the juggling act when he returned to school.

After a 16-year career managing various McDonald's and Kentucky Fried Chicken (KFC) outlets in Regina, Pratt decided to become a student once again.

The 34-year-old is now in his second and final year of business administration studies at the Regina campus of the Saskatchewan Indian Institute of Technologies.

Pratt, a member of George Gordon First Nation in Saskatchewan, is also thrilled that he was a recent recipient of \$10,000, part of the Indigenous Scholarship Program, delivered by Inspire.

Funding for the scholarship program was available via a partnership between the CIBC and the National Indigenous Economic Education Fund, Cando's charitable organization.

A total of \$44,000 in funding was available this year. Money was split among eight recipients.

Pratt was one of two individuals that received \$10,000 each.

"It's a huge stress reliever," Pratt said of his scholarship. "When I first started school last year, I was still working 40-50 hours a week."

Pratt maintained his full-time job at KFC in his first year back to school. But his scholarship money has allowed him to concentrate on his schooling now and not having to worry about working as well in order to pay his bills.

"Having the scholarship my stress levels are completely down," he said.

"And I can focus on my studies and academics."

Should he choose to do so, Pratt said he can return to work while continuing his education.

"I'm still on KFC's roster," he said. "I can go back in any position and work some hours if I wanted to. But I'm just focusing on school now."

Pratt said he was keen to explore other career options and that is why he opted to go back to school.

"I don't want to go back into restaurant management," he said, adding he is hoping to land with some sort of job in accounting or human resources.

Pratt added it has not been that difficult of a transition to be a student once again. He had not previously pursued any post-secondary schooling after graduating from high school in his late teens.

But Pratt did have plenty of learning opportunities in the years he worked for McDonald's.

"I had gone to a lot of HR programs and leadership programs and accounting programs," he said. "They invest a lot in your development."

Though he is expected to graduate with a diploma this May from his current school, Pratt is also planning to continue his education.

He has applied to the First Nations University of Canada where he is hoping to further his business administration studies this coming September. He would need two additional years of studies at this school, also located in Regina, to earn a Bachelor's degree.

CIBC NIEEF SCHOLARSHIPS

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Student thrilled with scholarship but disappointed about online learning

Quintin Helm is having some mixed reactions about his first year of university life.

The 18-year-old, who lives in the Alberta town of Okotoks, is studying finance at the University of Calgary.

But because of the COVID-19 pandemic, Helm, a member of the Metis Nation of Alberta, is forced to take all of his classes virtually for now.

“You hear about how different and fun university can be and I’m just not experiencing that with online classes,” he said.

Though he is not getting the full experience of university life by studying remotely, Helm does like his post-secondary program.

“I am enjoying the classes that I am taking and I somewhat take joy from getting one year closer to starting the rest of my life,” he said.

Helm is also pleased that he is one of the eight recipients this year of the Indigenous Scholarship Program.

A total of \$44,000 was offered through the Indigenous Scholarship Program this year. Helm’s share was \$2,000.

Funding for the scholarship is via a partnership between Cando’s charitable organization, the National Indigenous Economic Education Fund, and the CIBC.

“This scholarship really meant a lot because it would take more than two months working my minimum wage, part-time job at a carwash to make that much to put towards my education,” Helm said.

He added he did indeed put his scholarship funds towards his schooling.

“I used this money to help pay tuition for my second semester,” he said.

Though he would prefer to be taking classes in person, Helm said there is a small blessing in learning remotely.

“I was planning on staying at home for this first year and that hasn’t changed with online,” he said. “If anything online has saved me a lot of money on transportation to and from the university every day.”

Okotoks is about 50 kilometres south of Calgary.

Helm said it was only natural for him to enroll in the university’s finance program.

“I am taking finance because all my life I have been very good with numbers,” he said. “Math and science have always been my strong suits but I also like the social aspect and reliability of money.”

Helm also believes earning a degree in his program will prove to be beneficial in his adult life.

“I don’t think that I will have a problem finding a job after school and that is a major part of why I chose finance,” he said.

Helm has an inkling of what direction he wants his life to take.

“I am looking for a career as a financial analyst but I haven’t decided if I want to do personal finance or corporate,” he said.

He’s also hoping to land an internship, or possibly even a full-time position in the industry, as early as this summer.

Until then, he’ll continue to seek other opportunities of garnering some financial support.

“I am always hoping for more scholarships and I want my grades to depict that so I am working hard on my studies,” he said.



Quintin Helm lives in the Alberta town of Okotoks and is studying finance at the University of Calgary.

I don’t think that I will have a problem finding a job after school and that is a major part of why I chose finance.

By Sam Laskaris
Cando Contributor

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Scholarship was perfect timing for student



Remy Dillon, 21, is a second-year student in the environmental resources program at the Nicola Valley Institute of Technology, located in Merritt, B.C.

Now I'm able to do schooling at home [First Nation community of Lillooet]. It's making things a whole new world for me.

**By Sam Laskaris
Cando Contributor**

For Remy Dillon the fact she won a scholarship couldn't have come at a better time.

Dillon, 21, is a second-year student in the environmental resources program at the Nicola Valley Institute of Technology, located in Merritt, B.C.

Like the majority of other post-secondary students across the country, Dillon, a member of the Cayoose Creek First Nation in B.C., has been forced to take her classes online because of the COVID-19 pandemic.

Dillon, however, was having her share of frustrations this past fall, primarily because she had an older computer.

"Word wasn't updating," she said. "And (Microsoft) Excel wasn't updating. And it kept crashing on me. It was coming to a boiling point. I couldn't do many of my assignments."

In late November, however, Dillon was notified she would be receiving \$5,000 through the Indigenous Scholarship Program. This program is delivered by Indspire.

Funding for the Indigenous Scholarship Program, which totaled \$44,000 this year, was available through a partnership between the CIBC and Cando's charitable organization called the National Indigenous Economic Education Fund.

Dillon was one of eight scholarship recipients through the program.

With the money she received Dillon was able to purchase a new computer as well as a new printer, which includes a scanner.

"Now I'm able to do schooling at home," said Dillon, who lives in her First Nation community of Lillooet. "It's making things a whole new world for me."

Dillon, however, would prefer if she was taking her post-secondary classes in person. That's because she's not a big fan of virtual learning.

"It's been a lot harder," she said. "It's hard to stay focused."

Dillon is expected to graduate this April with a diploma from her program. But she's already making plans to continue her education.

She has applied to Thompson River University (TRU), where she is keen to continue her environmental resources studies.

If she is accepted into TRU, she would study at its campus located in Williams Lake, B.C.

After graduating from her current program, Dillon would still need two years of university education in order to earn a degree.

If Dillon is indeed accepted by TRU, it wouldn't be the first time she has attended the school.

Before beginning her studies at the Nicola Valley Institute of Technology, she had completed one year of the human resources program at TRU.

But she was not interested in continuing in that field of study.

"I want to work outside, with nature and animals," she said. "That's what I realized."

At this point, Dillon added she is not entirely sure the exact career path she wishes to pursue.

But she's excited by the fact her current program is providing her with some flexibility to make her decision down the line.

"I want to keep things open right now," she said, adding she would be interested in a job working in fisheries or plants or possibly biology or wildlife biology fields.

CIBC NIEEF SCHOLARSHIPS

Former surveyor much happier with his return to school

Almost a year after taking the plunge and opting for a career change, Wyatt Draycott still finds his decision to be a nerve-wracking one.

Draycott, who lives in Cold Lake, Alta., had spent 20 years working as an industrial surveyor, including the last five years owning his own company.

But in February of 2020, Draycott, a 46-year-old member of the Metis Nation of Alberta, called it quits in order to go back to school.

He's now a first-year student in the Natural Resources Technology Program at Portage College in Lac La Biche, located about a 90-minute drive from his home.

Though he was making a six-figure salary, Draycott was not happy with his previous career.

"I wasn't enjoying it anymore," he said. "Things were getting too monotonous."

Fortunately for Draycott, he is receiving some financial assistance now that he's a student again.

It was recently announced he is one of eight winners of the Indigenous Scholarship Program delivered by Indspire.

The scholarship program offered a total of \$44,000 this year. Draycott's share was \$5,000.

The program was funded through a partnership between the CIBC and Cando's charitable organization called the National Indigenous Economic Education Fund.

"Every bit helps," Draycott said of his scholarship.

Draycott said he has used the money he received to help cover his tuition and books, which amounts to almost \$2,200 per semester.

His expenses also include living in a dorm when he is at school and also his gas bills, travelling to school and back home. He also paid a portion of his mortgage with the funds.

Because of the COVID-19 pandemic, Draycott alternates between taking two weeks of remote classes and then one week of in-person labs at the college.

"Personally, I love it," he said of his virtual sessions. "I'd love to do it all online. But there's a lot of stuff we learn onsite that you need to be there for."

Though he's much happier now than in later years of his previous job, Draycott finds he continues questioning his decision to return to school.

"I still have a lot of butterflies," he said. "I know I will take a big financial hit for the rest of my career."

Draycott doubts he'll have a six-figure salary again, estimating at best he'll earn \$70,000-\$80,000 annually once he finds another job.

He's hoping he'll utilize his environmental studies and perhaps secure a job in land management or the fisheries industry.

"There's a lot of avenues I can go into," he said. "It will open up a lot of doors."

Before quitting his job, Draycott had been thinking of doing so for a couple of years. In order to apply for college, it took him two years to earn his high school equivalency diploma as he had dropped out of school at age 14, while in Grade 10.

Draycott said he never envisioned being a scholarship recipient.

"Of course not," he said. "I never win anything. Everything is always hard work for me."



Wyatt Draycott, who lives in Cold Lake, Alta., had spent 20 years working as an industrial surveyor, including the last five years owning his own company.

Personally, I love [virtual sessions]. I'd love to do it all online. But there's a lot of stuff we learn onsite that you need to be there for.

**By Sam Laskaris
Cando Contributor**

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Who are certified Indigenous Economic Development Officers?

Cando's Certified Indigenous EDOs are key agents of change in their communities, they are working professionals who are committed to demonstrating best practices in Indigenous economic development that result in wealth creation, employment and other beneficial opportunities for their communities.

How do I start?

At Cando, we recognize and value education in its forms, the best way to begin is to contact a Certification Coordinator.

If you are living in or west of Manitoba, please contact Carmelle Nepoose – carmelle.nepoose@edo.ca

If you are living in or east of Ontario, please contact Anita Boyle – anita.boyle@edo.ca

What is the cost?

It depends on an applicant's education background, however there is no cost to apply, and Cando will not charge any fees until your application is approved for certification.

What if I don't have any prior education?

We recommend you apply to one of our accredited programs, provided by institutions across the country, where you could graduate with a TAED certification and a university/college degree/diploma.

If you're unsure how to apply to an accredited program, a Certification Coordinator can help you with that process as well.

More information: www.edo.ca/certification

On southern Vancouver Island, the power of collaboration and relationship-building is turning the Rising Economy Taskforce's inclusive vision for economic recovery into real results.



In late 2020, the First Nation – Municipal Community Economic Development Initiative (CEDI) connected with the South Island Prosperity Partnership to learn about the collaborative approach to economic recovery that their multi-stakeholder collective had taken in response to the COVID-19 pandemic. When CEDI's most recent knowledge product tool, *Economic Resilience and Recovery: A Guide for First Nation - Municipal Collaboration* was developed, we weren't aware of this innovative work. We are grateful for the opportunity to learn together on this path of inclusive economic recovery, building resilient economies for the future, and to share it with Cando membership.

When the World Health Organization announced the global pandemic in March of 2020, it was clear to the team at South Island Prosperity Partnership (SIPP) that Greater Victoria's economic recovery depended on deep collaboration.

SIPP, an alliance of more than 70 public- and private-sector partners in Greater Victoria, moved quickly to respond

to the pandemic's economic impact. The organization was well-positioned to deal with crises. It was, after all, founded in response to the region's slow recovery from the 2008 financial crisis. It also had strong relationships to pull from. SIPP's membership network of ten local governments, nine First Nations, three post-secondary institutions, nine industry associations and nonprofits, and more than 30 major employers meant the organization could swiftly bring together the people leading the response in the region.

The result was the Rising Economy Taskforce, launched by SIPP within weeks of the pandemic beginning.

Aiming to reduce duplication and focus efforts, for eight months the taskforce brought together 120-plus stakeholders in 10 committees to create *Reboot: Greater Victoria's Economic Recovery Plan*. This vital report features 40 recommendations and 10 pillars of recovery to help Greater Victoria recover from the pandemic and build a more diverse, resilient economy for the future.

The Rising Economy Process

A key strength of the Taskforce process was the independence it gave committees. Supported by existing relationships with members, Committees were entrusted with identifying their sector or communities' needs, priorities and recommended actions for response and recovery. These were captured in independent committee reports which informed the *Reboot* plan and served as guides for early actions and advocacy.

The composition of the committees also helped the Taskforce approach recovery planning with a cross-sector lens. In addition to sector committees, two committees considered broader questions of how to support an inclusive recovery across the region: the Inclusive Economy Committee and the Indigenous Economy Committee.

The Inclusive Economy Committee, whose members included the region's public library, the labour council, community foundations, nonprofits and social enterprises, considered the economic impacts on both the social sector and particularly impacted communities.

"Ultimately we recognized that people were being impacted and some more than others," says Elysia Glover, who at the time worked for a nonprofit and was a member of the Inclusive Economy Committee. "Meanwhile, many of the organizations carrying out the initial response were facing their own challenges. The committee's work needed to capture urgent needs and reflect how interconnected we are not only for the response phase but in our vision for recovery."

The Indigenous Economy Committee considered the economic impacts on South Island First Nations and Indigenous peoples and businesses in the region. Committee members included economic development leads for member First Nations, Indigenous entrepreneurs operating in the region, and the Victoria Native Friendship Centre. All Chiefs of the local Nations were invited to attend and comment on the committee's work throughout its many sessions; many provided direct feedback and direction to assist and guide the discussions.

"The way it was set up gave voice to different sectors of the economy and the diversity of voices at the table helped people see how their work connects to the bigger picture," says Christina Clarke, Corporate Executive Officer, Songhees Development Corporation, and Chair of the Rising Economy Taskforce's Indigenous Economy Committee.

In August 2020, all committees published their reports, including initial recommendations. These recommendations were reviewed and consolidated by a working group that identified key themes that would most support recovery. The results were published in the *Reboot* report.

Invest in Inclusion - A Pillar of Recovery

Many recommendations under the "Invest in Inclusion" pillar were brought directly from the Indigenous Economy Committee report, in recognition of their potential to build the region's overall resilience to future shocks.

Members of the committee emphasized the need for the Indigenous economy — its workers, businesses and members — to diversify, bridge the digital divide and increase resilience. The committee made several recommendations to pursue this, including for SIPP to incubate a led-by and made-for regional Indigenous economic development office. The office would augment and amplify economic and workforce development activities taken at an individual Nation level while providing basic services to smaller Nations that cannot currently support these services.

Initially named the Indigenous Prosperity Centre (IPC), work to develop the Centre is underway. To date, ten South Island First Nations, the Métis Nation of Greater Victoria and the Victoria Native Friendship Centre have been invited to form the leadership advisory committee and working group to direct the centre's formation as funding for phase one is identified. SIPP looks forward to collaborating with this independent sister agency in the future.

Vital to the Future

"Everyone is a stakeholder when it comes to the economy, and SIPP's ability to build consensus and capitalize on purpose has been a catalyst for growth," says Clarke, who has been very involved in the formation of the IPC.

"The amazing work of the Rising Economy Taskforce and committees demonstrates the power of collaboration and relationship building," says de Rosenroll. "The Indigenous economy is a vital part of the Southern Vancouver Island culture and economy — and the IPC is a major priority for recovery and the future."

Three representatives from SIPP joined the CEDI team as part of the Cando Wednesday Webinar series on Wednesday, March 17th, 2021.

Find the recorded webinar on the Cando website:

<http://www.edo.ca/links-to-learning/webinar-wednesday>

For more information on SIPP's *Reboot: Greater Victoria's Economic Recovery Plan*: https://southislandprosperity.ca/wp-content/uploads/2020/11/Reboot_Greater-Victorias-Economic-Recovery-Plan-2020-2022_SIPP-FINAL.pdf

Economic Recovery and Resilience: A Guide for First Nation-Municipal Collaboration

Disasters have increased in frequency and intensity in recent years. Across borders and jurisdictions, natural disasters and economic impacts of COVID-19 have thrust emergency preparedness and economic recovery onto government radars. First Nation and municipal governments have unique jurisdictions and different relationships and responsibilities to their membership or citizens; although, similarly they often lack the fiscal and human capacity for effective preparedness, response, and recovery.

The First Nation – Municipal Community Economic Development Initiative (CEDI) has created this guide with the intention to support First Nations and municipalities to collaborate

on preparing for, responding to, and recovering from disasters of any kind. It establishes a framework, bolstered by best practices, for communities who want to begin or strengthen emergency management partnerships.

Our sincere gratitude to the peer reviewers, case study communities and subject-matter experts (please find these individuals listed on p. 15 of the Guide) who generously shared their knowledge and experiences with us. A special thank you to our contract writer, Josh Regnier.

Find this Guide here: <http://www.edo.ca/downloads/cedi-guide-economic-recovery.pdf>



Economic Recovery and Resilience: A Guide for First Nation-Municipal Collaboration

This guide is a framework for elected officials and staff of First Nations and municipalities who want to enhance their emergency preparedness and economic resilience. Use it alongside ***Stronger Together: A Toolkit for First Nations-Municipal Community Economic Development Partnerships*** and other resources listed at the end of this guide.



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More information: www.edo.ca/certification

Co-operatives First preparing to launch campaign in March

By Sam Laskaris
Cando Writer

Officials with Co-operatives First are gearing up for the start of a major campaign in early March.

Co-operatives First, an organization which promotes and supports business development in rural and Indigenous communities throughout provinces in western Canada, will launch its campaign titled '*Your Way, Together*' on March 2.

"Through this campaign, we hope to inspire Indigenous peoples and communities to explore the cooperative model and how it might benefit them," said Audra Krueger, who is Co-operatives First executive director. "Our goal is to spark a conversation - a conversation with us, perhaps, but more importantly, one by and for Indigenous people."

The goal of the campaign is to boost awareness and further promote the use within Indigenous communities in western Canada of the co-op model.

But as the name of the campaign suggests, it won't be the Co-operatives First officials simply dictating how things should be done.

"Co-operation is nothing new to Indigenous peoples, and we see a natural fit between the co-operative model and development opportunities for Indigenous people and communities," Krueger said.

Opportunities vary throughout different provinces.

"*Your Way, Together* aims to inspire Indigenous people to explore the model in whatever way makes sense for their communities," Krueger said.

The campaign will include the release of a guidebook, which will include detailed information on the various opportunities and challenges that will in all likelihood be met while starting a business in Indigenous communities.

"*The Your Way, Together* guidebook provides a pathway around common barriers, and for the questions it doesn't answer, we offer suggestions and point to supports along the way," said Trista Pewapisconias, the Indigenous Engagement Lead for Co-operatives First.



Trista Pewapisconias, the Indigenous Engagement Lead for Co-operatives First.

Continues on page 16.

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Your Way, Together

A Guide to Indigenous Co-operative Development

Continued from page 14.

The guidebook attempts to answer questions to many different situations. That alone is a challenging task since First Nations tend to have their own set of rules, bylaws and policies.

For Pewapisconias, who was hired three years ago, preparing information that will be in the guidebook has been one of her main tasks.

"I've always kept the information that I gathered and the inquiries I had," said Pewapisconias, a member of Little Pine First Nation in Saskatchewan. "This (guidebook) is a combination of three years' worth of work."

Pewapisconias said she has some mixed emotions about the fact one of her major projects has been completed and is about to be released to the public.

"I'm excited and nervous at the same time," she said. "And I'm relieved too. The more people that are aware of this information, hopefully they'll be inspired to create their co-op."

The Your Way, Together guidebook will be available in a digital format and in a print form.

Pewapisconias anticipates early on in the campaign that the majority of guidebooks will be downloaded digitally.

She added she is not sure how many printed copies will eventually become available.

"We will have physical copies," she said. "But due to the pandemic, it will be an ongoing thing. Hopefully when things get back to normal we'll be able to mail them out to communities."

Pewapisconias is hoping the guidebook will be well received.

"I hope it will be useful as a resource guide," she said.

Though she prepared the majority of the information that will be in the guidebook, Pewapisconias said she can't take credit for its title, one she loves but a moniker she did not think up herself.

"Your Way, Together came from the idea of being inclusive," she said. "We help and assist people to create their co-operative. We are not dictating how the new entity should be run."



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Cando among Indigenous organizations that partnered to create successful taskforce



George Morrison, the principal of the First Peoples Group of Enterprises.

By Sam Laskaris
Cando Contributor

There's no denying the COVID-19 pandemic has had devastating effects on businesses throughout the world in 2020.

But numerous positive stories have also emerged during this challenging year.

For example, a handful of organizations, including the Council for the Advancement of Native Development Officers (Cando), joined forces to create the Indigenous Business Taskforce, in response to federal government's call to companies to increase their production of personal protection equipment (PPE).

The Indigenous Tourism Association of Canada, Inuit Tapiriit Kanatami and Pauktuutit Inuit Women of Canada are the other organizations currently part of the taskforce.

These organizations then collectively hooked up with Indigenous Services Canada and Acosys Consulting Firm, an Indigenous consulting firm, to launch a database of Indigenous businesses.

The goal was to have some of those Indigenous businesses in the database step up and offer to respond to the country's massive demands for PPE supplies, including masks and sanitizers, to deal with the pandemic.

One of the companies that has been successful with its procurement bids via the federal government is the First Peoples Group of Enterprises. This company, which has offices in British Columbia and Ontario, offers diverse services, including the development of housing and commercial projects.

But one of its other ventures is manufacturing skin products, including sanitizers.

"Before COVID we probably couldn't give the stuff away," said George Morrison, the principal of the company's First Nations consulting team. "After COVID it was like gold."

Indigenous Business COVID-19 Response Taskforce

Cando Connect

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Indigenous Business Taskforce

The First Peoples Group of Enterprises has successfully landed about a half dozen contracts to supply sanitizers. Orders have ranged between 300 to 3,000 bottles.

“We’re in the system and bidding for larger orders too,” Morrison said.

Although his company does have more lucrative ventures with its housing and commercial projects, Morrison is pleased it is also having some success in landing federal deals to provide sanitizers during the pandemic.

“Obviously we have something to prove with this procurement,” he said. “We want to seize the opportunity. We’re not the only company in Canada doing this. But I don’t see too many Indigenous companies doing this.”

Cando president Keith Matthew is among those who are ecstatic to see that plenty of positives have already emerged from the establishment of the Indigenous database.

Matthew is pleased some contracts have already been awarded to Indigenous companies and he’s hoping considerably more will follow.

“This is good news,” he said. “The more the merrier. I’m very happy that our Indigenous businesses are getting these opportunities from the federal government. That’s why we started this database.”

David Acco, the president of Acosys Consulting Services, was confident the Indigenous database would provide success stories.

“I always knew it would be successful,” he said. “We have the capacity, we have the products and we have the people. But the visibility was not there.”

Acco is confident many more Indigenous businesses will benefit in the near future.

“As the economy evolves from the pandemic to a new normal, I am sure the taskforce will work with the government, other organizations, national and regional, and procurement to drive opportunities for Indigenous suppliers to transact and grow their businesses,” he said.



David Acco, the president of Acosys Consulting Services.



Keith Matthew, President of the Cando's Board of Directors.

Creation of Indigenous Business Taskforce netting results for various companies



Edgar Davis, the executive director of AMI Medical Supply.

Teamwork can often produce considerably better results than individual efforts.

That has certainly proven to be true with the creation of the Indigenous Business Taskforce.

Early on during the COVID-19 pandemic, the Canadian government called on businesses to increase production of personal protection equipment (PPE), in order to better deal with its response to the widespread illness.

As a result, a number of national Indigenous organizations teamed up to create the Indigenous Business Taskforce. The goal with this venture was to assist Indigenous businesses so they could hopefully land some federal contracts by providing much-needed supplies.

Officials from the Council for the Advancement of Native Development Officers (Cando) spearheaded the establishment of the taskforce.

Other organizations currently involved with the taskforce are the Indigenous Tourism Association of Canada, Inuit Tapiriit Kanatami and Pauktuutit Inuit Women of Canada.

Others who offered support to the creation of the taskforce were Indigenous Services Canada and Acosys Consulting Services, an Indigenous consulting firm.

“We anticipated the initial wave and I’m not sure we’re done with the first wave but we’re definitely entering the second wave of the pandemic,” said Cando president Keith Matthew. “I would say there’s an even greater need now for PPE.”

Matthew is pleased to see some Indigenous businesses have landed contracts with the federal government to provide PPE. And he believes Indigenous businesses are capable of landing many more deals in the future.

By Sam Laskaris
Cando Contributor

Indigenous Business COVID-19 Response Taskforce

Cando Connect

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Indigenous Business Taskforce

“Once they get their foot in the door, it’s easier to navigate federal government purchasing,” he said.

Two Indigenous-owned companies that have already successfully landed procurement deals to supply masks to the federal government are Dreamline Canada and AMI Medical Supply.

Dreamline Canada was asked to supply one million masks while AMI Medical Supply was approved to provide two million masks.

“I knew there would be a lot of companies out there that would be bidding on this,” Todd Pruden, the owner of Dreamline Canada said of the government’s request for companies to submit applications to provide masks. “We got a little piece of it. Any work these days though is good.”

Pruden said his company, which was established in 2002 and is based in Fort McMurray, Alta., had probably submitted 10-15 other bids during the past 15 years in its efforts to land contracts from the federal government.

But none of those previous bid applications had been successful.

“It was nice to break the ice,” Pruden said.

Now that his company landed a deal as well from the federal government to provide some PPE, Edgar Davis, the executive director of AMI Medical Supply, is pleased perseverance paid off.

“There was a lot going on and a lot you had to complete to keep going forward,” Davis said, adding securing a business procurement number was just one of the items required to keep a company’s bid alive.

Davis though was pleased to receive support from those within the Indigenous Business Taskforce.

“There was a lot of encouragement to keep going,” he said.

David Acco, the president of Acosys Consulting Services, is pleased to see the teamwork between various national Indigenous organizations and companies paying off.

“The taskforce gave the opportunities for Indigenous businesses, established ones and new ones, to enter the medical market,” he said.



Todd Pruden, the owner of Dreamline Canada.



David Acco, the president of Acosys Consulting Services.

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There wasn't anything we set out to accomplish that we weren't able to accomplish. I felt proud of what we were able to achieve



After the mentoring was completed, I was able to put together funding proposals under culture and heritage programs and came back with successful results.

”

Marissa Mercurio
Community Economic Development
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Pour obtenir des renseignements et des ressources qui vous aideront à commencer à percer de nouveaux marchés, consultez le site deleguescommerciaux.gc.ca. Vous pouvez également vous inscrire à [MonSDC](#) pour recevoir des mises à jour sur le financement, les programmes de soutien et les outils du SDC, ainsi que les prochains événements commerciaux et les webinaires qui pourraient vous intéresser.





TAKE YOUR BUSINESS TO THE WORLD

Now more than ever, Canada's Trade Commissioner Service is helping businesses start or continue selling their products and services abroad through its funding and support programs and network of trade commissioners in over 160 cities worldwide.



NETWORK

Benefit from 125 years of expertise. With 1,000 trade commissioners across Canada and around the world, we can help you:

- > prepare for international markets
- > assess potential for specific international markets
- > find vetted business contacts
- > resolve business problems
- > navigate the benefits of free trade agreements

Consult our [eligibility criteria to learn more](#) about how we can help you to do business with the world.



Client testimonial: "We recognize we are not just a local company. We are a global operation now. The Trade Commissioner Service has been helpful for us."

FUNDING

Prepare for international markets and access new opportunities with [CanExport](#) funding.

CanExport SMEs: Canadian small and medium-sized enterprises (SMEs) wanting to export their products and services to new international markets can apply for funding up to \$75,000. Eligible activities include:

- > online advertising including search engine optimization
- > participation in virtual trade events and fairs
- > legal advice, certification and IP protection

CanExport Innovation: Canadian SMEs, academic institutions and non-government research centres can apply for funding up to \$75,000 to develop R&D collaborations and commercialize new technologies through partnerships in foreign markets.

SUPPORT

Tap into support to gain knowledge, get tailored advice and benefit from guidance to help your business enter markets outside Canada.

Inclusive trade support: The TCS is dedicated to ensuring Canada's exporters are representative of the country's diversity by offering dedicated support for export-ready businesses owned by women, Indigenous peoples, LGBTQ2+, visible minorities and youth. Through targeted virtual trade events and resources, we can help exporters make stronger connections and access global value chains.

Canadian Technology Accelerators (CTAs): High-potential start-up and scale-up companies with an existing technology, product or service can explore business growth opportunities in North America, Asia and Europe through virtual accelerators. CTAs focus on 3 main sectors of activity:

- > cleantech
- > life sciences
- > information and communications technologies (ICT)

Visit the [Trade Commissioner Service](#) for information and resources to help you start tapping into new markets. You can also register for [MyTCS](#) to receive updates on TCS funding, support programs and tools, as well as upcoming trade events and webinars that match your interests.



Proud Sponsor of Cando's 27th Annual Conference

AECOM extends a warm congratulations to CANDO for 27 years of hard work and passion; inspiring and encouraging success with EDO's, economies and communities. We share in your unbounded optimism and excitement for the future.

~ AECOM's Indigenous Engagement Team

AECOM hopes all communities stay safe during this unprecedented time due to COVID-19.

AECOM's integrated Engagement services support a full range of environmental engineering, and construction services including:

- Community consultation and facilitation
- Mediation and conflict resolution
- Preparation of permit applications
- Traditional knowledge collection and interpretation
- Capacity building
- Land use and community planning
- Governance advice and support
- Community infrastructure (water supply, solid waste, wastewater, roads)
- Environmental assessment training and process advice
- Federal, provincial and territorial environmental assessments
- Risk assessment and due diligence
- Human health and ecological risk assessment
- Strategic planning
- Project management
- Environmental performance monitoring
- Contaminated site assessment and remediation
- Surface water and groundwater resources management
- Cumulative effects assessment
- Alternatives assessment
- Maintenance and turn arounds
- Social responsibility and alignment with ISO 2600



building brighter futures

Bursaries, Scholarships, and Awards



CIBC NIEEF Scholarships

This award will be distributed annually to a first-year Indigenous student who is studying in a four-year degree program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development.

CIBC NIEEF Scholarships

This award will be distributed annually to Indigenous students who are studying in a two-year diploma program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED.

CIBC NIEEF Scholarships

This award will be distributed annually to an Indigenous student who is studying in any year of a two-year diploma or four-year degree program studying in the fields of: Business Administration/Economics, Business

Finance, Business Management, Natural Resources or CED. This student will receive the CANDO funds and the matched funds and the successful candidate will only be eligible for this specific award once.



Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development
Level of Study: Entering first year of a four-year degree program

Two Awards: \$10,000 per year for up to 4 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Two-year or four-year program.

Four Awards: \$5,000 per year for up to 2 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Any year of a two-year or four-year program.

One Award: \$4,000 for one year

Application Deadlines: February 1
August 1
November 1

AUGUST 1

indspirefunding.ca/cando