



2025-2026

ANNUAL OPERATIONAL UPDATE

Saskatchewan Indian Training Assessment Group Inc.
A Network of First Nation Employment Agencies

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Message from Chairpersons of the Board

On behalf of the Saskatchewan Indian Training Assessment Group (SITAG) Board of Directors, it is our pleasure to present the 2025–2026 Annual Operational Update.

This past year has reinforced the importance of responsive, community-driven labour force development. Across Saskatchewan, the SITAG Network continued to support First Nation citizens in accessing education, skills training, and employment opportunities while adapting to increasing service demands, rising delivery costs, and an evolving labour market. The accomplishments highlighted in this report reflect the dedication and collaboration of our member First Nations, Tribal Councils, and Urban service delivery organizations, the SITAG Regional Coordination team, employers, partners, and First Nation Labour Market Strategy (FNLMS) stakeholders.

Throughout the year, the Board remained focused on providing strategic oversight that strengthens accountability, transparency, and the long-term sustainability of opportunities across the Network. We continued to advocate for equitable and sustainable investments that recognize the realities facing First Nation communities while supporting flexible, community-driven approaches to workforce development. At the same time, the Network continued to advance initiatives that strengthen organizational capacity, enhance service delivery, and position communities to respond to emerging labour market opportunities.

Looking ahead, we recognize that the needs of First Nation communities and employers will continue to evolve. SITAG remains committed to working collaboratively with our Network, partners, governments, industry, and Indigenous organizations to ensure First Nation citizens have access to meaningful skill development and employment opportunities that support long-term community success.

On behalf of the Board of Directors, we extend our appreciation to everyone who contributes to the success of the SITAG Network. Your leadership, professionalism, and commitment continue to strengthen our collective efforts and advance meaningful opportunities for First Nation people across Saskatchewan.

Respectfully,



Gordon Iron

Chair, Board of Directors
Saskatchewan Indian Training
Assessment Group (SITAG)

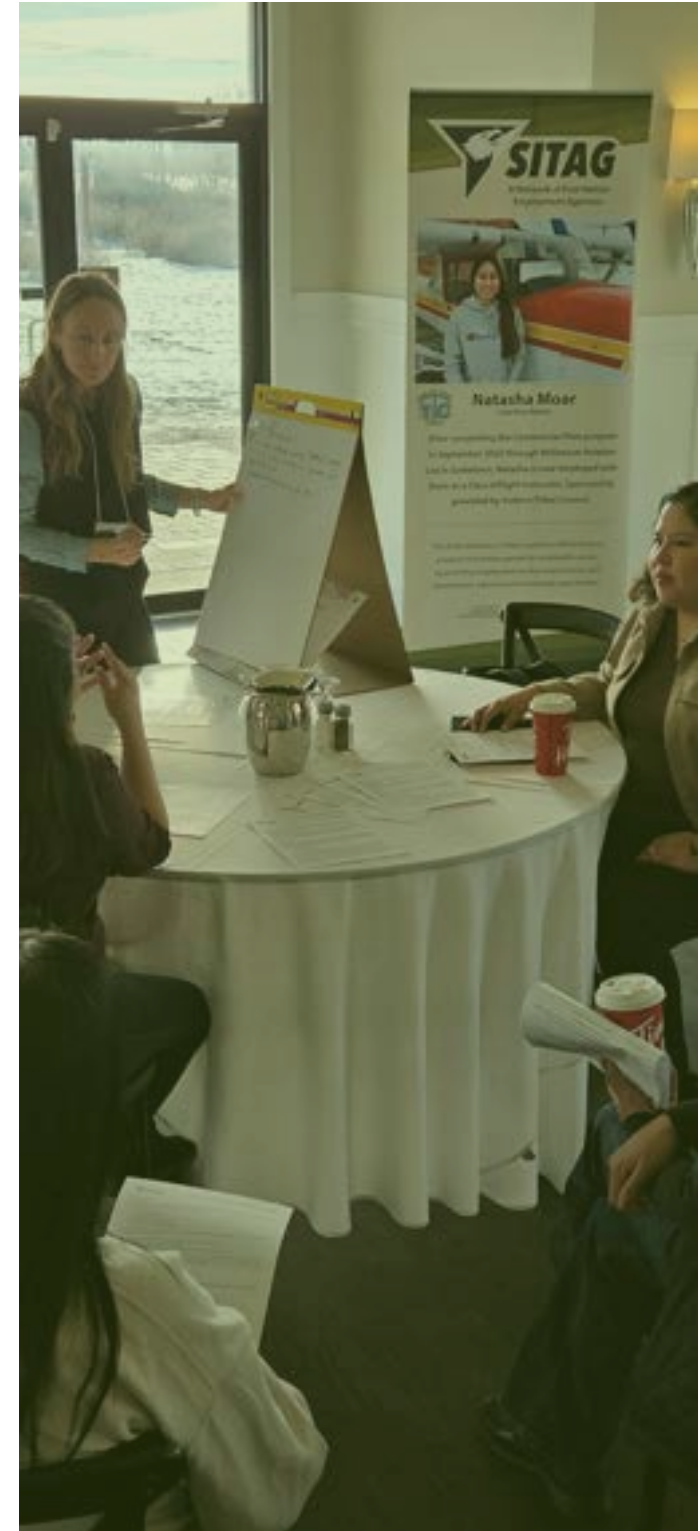


Chief Ernest Standingready

Vice Chair, Board of Directors
Saskatchewan Indian Training
Assessment Group (SITAG)

SITAG Board of Directors 2025-2026

Agency	Director
Agency Chiefs Tribal Council (ACTC)	<i>vacant</i>
Battlefords Agency Tribal Chiefs (BATC)	Chief Tanya Stone
Battlefords Tribal Council (BTC)	Brenda Stone
File Hills Qu'Appelle Tribal Council (FHQTC)	Chief Carolyn Wahobin
File Hills Qu'Appelle Tribal Council (FHQTC)	Tribal Chief Jeremy Fourhorns
Federation of Sovereign Indigenous Nations (FSIN)	Vice Chief Fabian Head
Federation of Sovereign Indigenous Nations (FSIN) Senate	Senator Earl Ermine
Federation of Sovereign Indigenous Nations (FSIN) Senate	Senator Brian Standingready
Meadow Lake Tribal Council (MLTC)	Gordon Iron
Prince Albert Grand Council (PAGC)	Chief John Waditaka
Prince Albert Grand Council (PAGC)	Chief Marcel Head
Prince Albert Grand Council (PAGC)	Chief Christine Longjohn
Saskatoon Tribal Council (STC)	Shantelle Watson
Saskatchewan Indian Institute of Technologies (SIIT)	Chief Darcy Bear
Southeast Treaty #4 Tribal Council (SET4TC)	Headwoman Lynn Bear
Touchwood Agency Tribal Council (TATC)	Chief Cynthia Desjarlais
Yorkton Tribal Council (YTC)	Chief Ernest Standingready
Independent First Nations	Chief Edwin Ananas
Independent First Nations	Chief Ira McArthur



Introduction and Executive Summary

Under the Network umbrella of SITAG, Saskatchewan's First Nation communities plan, design, and deliver First Nation Labour Market Strategy (FNLMS) programming through a single agreement between SITAG and Employment and Social Development Canada (ESDC). This collaborative network structure is unique in Canada and combines the hallmarks of collectivity and community-based decision-making to advance employment, skills development, and training opportunities for all First Nations people living throughout the province.

2025-2026 marked a year of adapting to changing labour market needs, collaboration across the province, and effectively building relationships. The theme for the year was *"Purposeful Impact,"* highlighting how the SITAG Network agencies strive to make the most with funding allocations and program delivery.

- The Network mobilized **\$36.0m of labour market and project resources** to produce 1,913 employment results with **the number of new caseloads at 4,819** (5,298 in 2024-2025)
- Strategic Initiatives projects strengthened partnerships and enhanced the outreach and delivery of programs and services:
 - The Indigenous Labour Market Information (ILMI) project delivered its second collection campaign, with over 8,700 surveys collected at over 140 events organized throughout the province
 - Supporting Partnerships experienced a highly productive year, establishing long-lasting relationships and securing new ones to advance rates of First Nation employment and training. The team collaborated extensively with Network agencies, employers, industry associations, and various levels of government in hosting career fairs, conferences, and quarterly PROSPER tables
 - The demand for trained Level One Water Operators continues to be a priority across Saskatchewan First Nation communities, where skilled operators are essential to maintaining critical water infrastructure. Through the Water Operator Training program, 41 First Nation participants received training and support to pursue certification pathways, with 66% now serving as operators-in-training in their home communities
- The Network continues to evolve as more First Nations choose to enter into direct agreements with SITAG, reflecting a growing commitment to community-led decision-making, local accountability, and self-determined service delivery

- Peter Ballantyne Cree Nation entered a direct Indigenous Skills and Employment Training (ISET) agreement with Canada, marking a significant shift in Saskatchewan's provincial service delivery model. While this transition changes SITAG's agreement holder footprint and will reduce future funding allocations, SITAG continues to serve the majority of First Nations across Saskatchewan through its strong network of member Nations, Tribal Councils, and Urban service delivery organizations
- SITAG's Board of Directors welcomed new Directors while recognizing the valuable contributions of outgoing members, ensuring continued governance and strategic oversight aligned with community priorities. These changes reflect the dynamic nature of First Nations governance and provide an opportunity to welcome new perspectives while remaining committed to continuity
- Ongoing recruitment and retention efforts strengthen SITAG Regional Coordination's capacity by aligning staff strengths and competencies with Network needs. This approach continues to position this team to provide responsive, high-quality support to the service delivery agencies

As an Optimal Capacity agreement holder and a national leader in FNLMS, the SITAG Network continues to advance a strong, accountable, and community-driven service delivery model that reflects the priorities of First Nation communities across Saskatchewan. Throughout 2025-2026, the Network maintained its focus on delivering purposeful, impactful services that support positive employment pathways for First Nations people and communities. The following pages provide a detailed overview of the Network's successes, achievements, and challenges experienced over the reporting period.



2025-2026 Year End Financial Position

The resource flows managed by the SITAG Network during 2025-2026 are summarized in the following chart:

	2025-2026 Allocations	Interest Income	Unspent Funds from 2024-2025	Resources Available for 2025-2026	2025-2026 Claims	Balance to Carryforward
Labour Market Programs Projects & Initiatives	\$ 32,952,487 2,501,059	\$ 726,688 -	\$ 2,335,986 12,380,892	\$ 36,015,161 14,881,951	\$ 32,438,928 4,667,417	\$ 3,576,233 10,214,534
Total FNLMS Resources	\$ 35,453,546	\$ 726,688	\$ 14,716,878	\$ 50,897,112	\$ 37,106,345	\$ 13,790,767

Labour Market Programs

- New allocations plus interest income available for labour market programs totaled \$36m, a 3.2% increase over the prior year's resource pool of \$34.9m
- The increase reflects new funding of \$3.25m received in March 2026:
 - New Employment Insurance Fund (EI) resources of \$1.5m (all carried over to 2026-2027)
 - New Consolidated Revenue Fund (CRF) resources of \$1.5m (all carried over to 2026-2027)
- The net carry-forward of \$3.6m includes the new CRF and EI funding received late 2025-2026 and last year's unspent original allocations

Projects & Initiatives

- Indigenous Labour Market Information & Skills Inventory
 - \$7.8m was carried forward from 2024-2025 and \$2.5m of new funding was received for the 2025-2026 campaign
 - \$2.1m was spent and \$6m has been carried forward to support ongoing data collection campaigns
- Supporting Partnerships
 - \$3.3m was carried forward from 2024-2025 and \$2.5m of new funding was received for the 2025-2026 year
 - \$2.1m was spent and \$3.7m has been carried forward to continue the work on this project
- Water Operator Training Initiative
 - \$1.2m was carried forward from 2024-2025 for this project to enhance the skills of new and existing First Nation Water Operators
 - \$825k was spent and \$447k has been carried forward for 2026-2027 to support the final year of this project

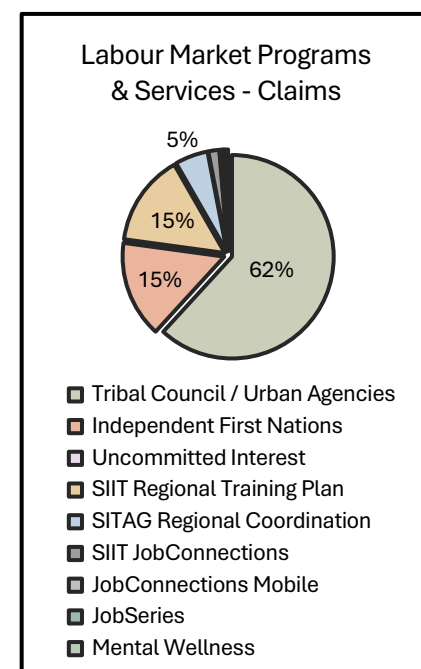
Labour Market Programs

In 2025-2026 the SITAG Network utilized \$32.4m (90% of available resources) for the delivery of Labour Market Programs region wide. This is a slight decrease from the \$33m spent last year.

- The \$36m in resources were provided to 25 Independent First Nations and 15 Tribal Council / Urban Agencies
- The carryforward of \$3.5m will be supported by an incremental resources and budget in 2026-2027

The table below identifies the areas of allocation and the respective expenditures for each area; additional details for each line item follow in later sections of this report:

	2025-2026 Resources	2025-2026 Claims	Balance to Carryforward	% Spent	2024-2025 Claims
Labour Market Programs & Services	\$ 36,015,161	\$ 32,438,928	\$ 3,576,233	90%	\$ 32,560,618
Tribal Council / Urban Agencies	20,177,184	20,048,455	128,729	99%	19,955,884
Independent First Nations	5,109,331	4,981,068	128,263	97%	5,128,151
Supplement from Canada	3,025,000	-	3,025,000	0%	-
Uncommitted Interest	76,688	-	76,688	0%	-
SIIT Regional Training Plan	4,725,227	4,725,227	0	100%	4,725,227
SITAG Regional Coordination	1,914,656	1,697,104	217,552	89%	1,814,281
SIIT JobConnections	560,687	560,687	(0)	100%	510,687
JobConnections Mobile	150,000	150,000	(0)	100%	150,000
JobSeries	76,388	76,388	(0)	100%	76,388
Mental Wellness	200,000	200,000	-	100%	200,000
Total Labour Market Programs	\$ 36,015,161	\$ 32,438,928	\$ 3,576,233	90%	\$ 32,560,618



Targets and Results

The SITAG Network's annual performance targets are established through community-driven planning processes. Each Network agency develops its own caseload and employment targets based on local priorities, community needs, planned initiatives, and anticipated labour market opportunities. These individual plans are consolidated to establish provincial performance targets and form the foundation of SITAG's Annual Operational Plan.

The collective labour market program targets and results for the 2025–2026 fiscal year, with comparative results from the previous year, are summarized here. Performance outcomes are captured through the Training and Administrative System (TAS) database and demonstrate the Network's collective efforts to support employment, skills development, and positive outcomes for First Nation citizens across Saskatchewan.

For 2025-2026, the SITAG Network exceeded the caseload and ready for career development targets, while falling short of the targets set for employment and return to school results. These results are consistent with changing economic conditions, including inflation and labour market challenges, as well as evolving service delivery priorities that have shifted participant outcomes toward career readiness activities rather than immediate employment or return to education.

- **4,819 new Caseloads**, decreasing marginally from 5,298 in 2024-2025, while exceeding the target by 23%
- **1,913 Employment results**, 12% under the target of 2,186
- **374 Return to School results**, 27% short from the target of 515
- **1,079 Ready for Career Development results**, reaching 156% of target estimates.

	2025-2026*	%	2024-2025	%	Change in Results
Caseload Target	3,927		3,778		
Actual Caseload	4,819		5,298		(479)
Exceeded Target by (Fell Short)	892	23%	1,520	40%	
Employment Results Target	2,186		2,169		
Actual Employment Results	1,913		2,447		(534)
Exceeded Target by (Fell Short)	(273)	-12%	278	13%	
Return to School Target	515		499		
Return to School/ Stay in School Results	374		459		(85)
Exceeded Target by (Fell Short)	(141)	-27%	(40)	-8%	
Ready for Career Development Target	422		376		
Ready for Career Development Results	1,079		694		385
Exceeded Target by (Fell Short)	657	156%	318	85%	

* Based on data recorded in TAS at July 6-26

Agencies delivering short-term career readiness support including resume development, driver's license assistance, ID clinics, career fairs, and employment expos, record these activities under the "Ready for Career Development" outcome. These interventions provide immediate employment support, preparing participants for workforce entry.

Tribal Council / Urban Agencies and Independent First Nations

In 2025-2026, \$28.4m of program resources were earmarked for First Nations, Tribal Council, and Urban agencies. This included interest income earned on funds held regionally and \$3.4m of the new fund injection received in Canada in March 2025.

- \$28.4m was allocated to 23 Independent First Nations and 15 Tribal Councils / Urban Agencies at the beginning of the year
- Agencies were encouraged and supported to plan programming to fully use these allocations
- Total claims amounted to \$25m, 88% of available resources
- Under Employment Insurance (EI), \$1.5m of new resources (received in late March 2026) were carried forward and added to the Network budget
- Under Consolidated Revenue Funds (CRF), \$1.5m of resources were carried forward



Resources by Agency

This table outlines the allocations and claims experience for each Tribal Council, Urban agency, and the Independent First Nations, collectively. The Regional Coordination team continues to provide one-on-one support to help agencies with planning and program delivery strategies.

	EI & CRF Allocation	EI & CRF Claims	% Spent
Battleford Agency	692,088	630,899	91%
Battleford	228,853	237,423	104%
Battleford Urban	159,085	206,318	130%
PAGC Dene	1,058,932	780,854	74%
PAGC Eastside	1,111,981	1,158,604	104%
File Hills Qu'Appelle	578,557	722,641	125%
Meadow Lake	2,214,721	2,198,355	99%
Onion Lake	819,786	831,448	101%
Prince Albert Urban	1,635,868	2,018,652	123%
Regina Urban	3,229,923	3,559,210	110%
Saskatoon	629,664	395,897	63%
Saskatoon Urban	3,396,147	3,200,886	94%
Touchwood	449,422	210,611	47%
PAGC Woodland Cree	3,212,867	3,197,092	100%
Yorkton	759,289	699,564	92%
Independent First Nations	20,177,183	20,048,455	99%
Supplement from Canada	5,109,331	4,981,068	97%
Uncommitted Interest	3,025,000	-	
	76,688	-	0%
Totals	\$ 28,388,202	\$ 25,029,522	88%

Operational Highlights

Overall, the amount spent by Tribal Councils, Urban agencies, and First Nations was \$25m, a decrease of 0.22% (\$55k) from the prior year:

	Current Year	Prior Year	Change	% Change
Training purchases	8,907,784	8,180,377	727,408	8.89%
Income support - trainees	8,629,577	8,335,420	294,157	3.53%
Personnel	4,255,325	4,796,741	(541,416)	-11.29%
Materials and supplies	1,257,231	1,295,309	(38,079)	-2.94%
Travel	871,156	1,008,128	(136,972)	-13.59%
Facility	678,449	963,159	(284,710)	-29.56%
Other	369,371	455,097	(85,726)	-18.84%
Furnishings and equipment	48,453	45,449	3,004	6.61%
GST	12,176	4,354	7,822	179.64%
Totals	\$ 25,029,522	\$ 25,084,035	\$ (54,513)	-0.22%

Agency strategy is distinct for each community and rooted in providing effective services to clients:

- Training purchases are the largest expenditure at \$8.9m, showing an 8.9% increase from prior year
- \$8.6m was spent on supporting clients with living allowances, a 3.5% increase from the prior year while personnel costs were reduced by 11.3%

Type of Labour Market Activity	# of Participating Clients	% of Participating Clients	Total Cost	Average Cost Per Client	% of Total Annual Expenditure
Career Decisions					
Career Research & Exploration	205		\$ 1,838	9	
	205	4.10%	1,838	9	0%
Career Track Programs					
Apprenticeship Training	112		420,095	3,751	
Skill Improvement of Employees	29		75,758	2,612	
Specific Career Training - Diploma	120		2,265,621	18,880	
Specific Career Training - Certificate	515		6,350,134	12,330	
Specific Career Training - Industry Recognition	278		2,732,745	9,830	
	1,054	21.06%	11,844,352	11,238	47.3%
Employment Services					
Job Placement Assistance	954		811,864	851	
Job Search Preparation	905		1,447	2	
Referral Services	53		-	-	
	1,912	38.21%	813,311	425	3.2%
Preparation Programs					
Basic Academic Preparation	88		1,344,169	15,275	
Career Academic Preparation	39		177,860	4,561	
Pre Employment Prep - Essential Skills	179		833,333	4,655	
Pre Employment Prep - Life Skills	38		90,150	2,372	
Pre Employment Preparation	1,186		2,451,173	2,067	
Specific Career Orientation	60		187,407	3,123	
	1,590	31.77%	5,084,092	3,198	20.3%
Work Experience Programs					
Summer Student Employment	159		715,331	4,499	
Work Experience Partnerships	80		749,927	9,374	
Self Employment Assistance	1		17,389	17,389	
	240	4.80%	1,482,647	6,178	5.9%
First Nation Youth Programs					
In-School Program	2		9,940	4,970	
Out of School Program	1		1,996	1,996	
	3	0.06%	11,936	3,979	0%
Sub Total	5,004	100%	19,238,175	3,845	76.9%
Local Program and Service Delivery			5,791,347		23.1%
Total Claims			\$ 25,029,522		100%

Claims by Labour Market Activity

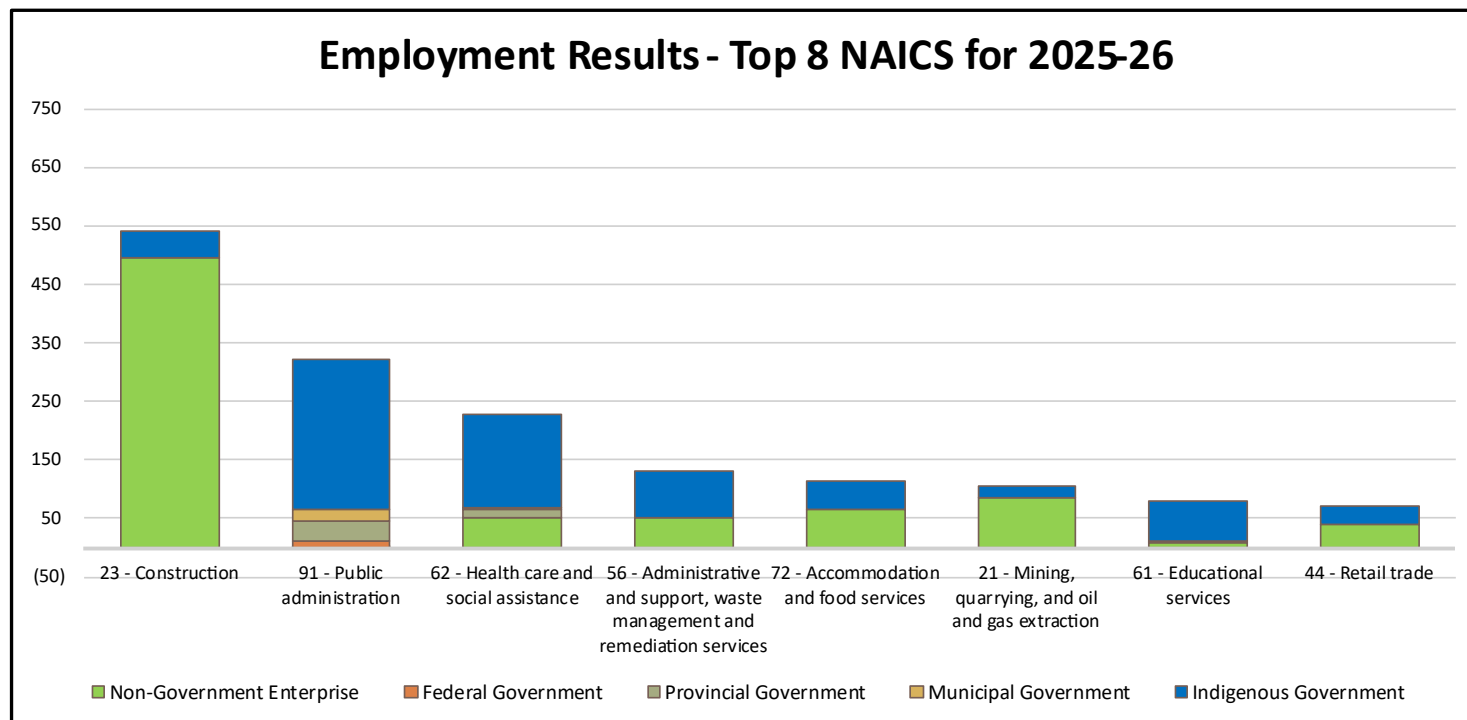
Tribal Councils, Urban Agencies, and Independent First Nations recorded over 5,000 activities with clients over the course of the year. The number of activities reported and the related claim dollars by type of labour market activity are highlighted in this chart.

Career Track Programs continue to be the costliest program at over \$11.8m and averaging just over \$11.2k per client. This is followed by Preparation Programs at over \$5m, averaging \$3.2k per client, and Employment Services at \$813k, averaging \$425 per client. Agencies spent a combined \$5.8m (23% of total expenditure) on providing local programming and service delivery, which includes core services and administrative activities.

Employment Statistics and Relationship Building

Feedback exported from TAS and collected through a new survey implemented by the Supporting Partnership team provides insight from First Nations, Tribal Councils, and Urban agencies. This feedback is focused on highlighting relationships that agencies developed in the past year with businesses and organizations who hire clients, the nature of these relationships, and the local industry demand for new hires, as outlined below:

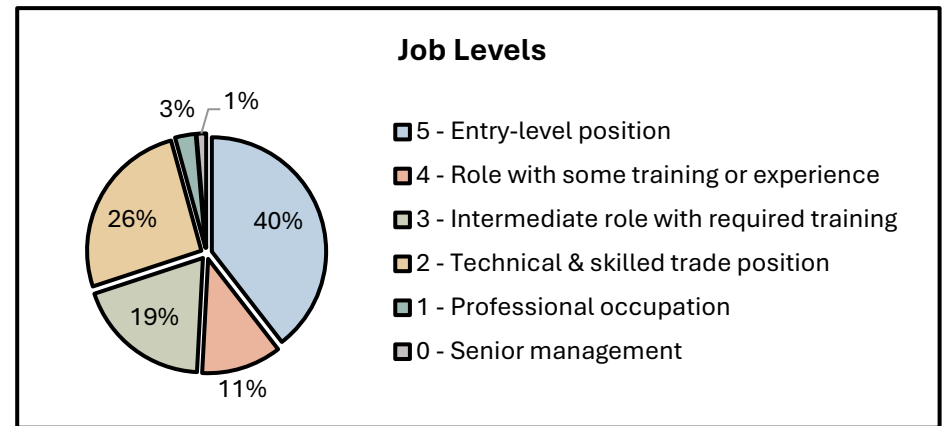
- There are over 1,900 employment results with nearly 900 different employers reported on the Action Plans active during 2025-2026
- 53% of employment results are with employers that are not owned or managed under a government entity, a decrease from 58% in 2024-2025
- 42% of employment results are with businesses owned or governed by an Indigenous government entity, an increase from 37% in 2024-2025
- The balance of 5% related to entities controlled by federal, provincial, or municipal governments is unchanged from last year



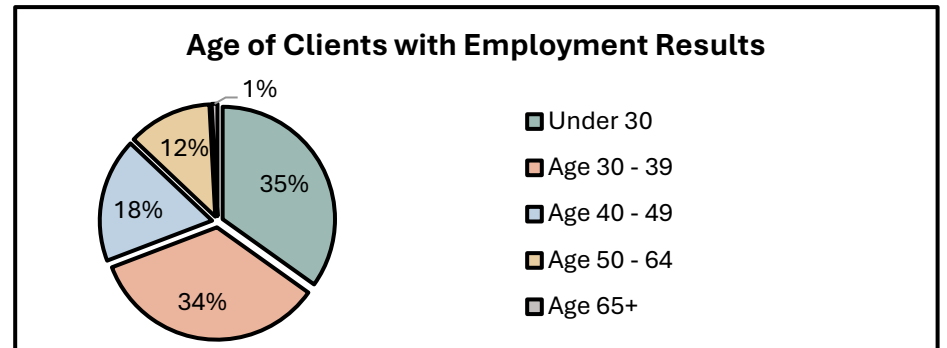
- Also unchanged from last year, 83% of the employment results were concentrated across eight industry classifications using NAIC (North American Industry Classification System) codes
- Employment in the top two NAIC codes remained as Construction and Public Administration, together accounting for a combined 45% of all results (43% in 2024-2025). The ownership / governance structure of the top two industry classifications is different though:
 - An estimated 92% of the jobs in Construction were with businesses not controlled or governed by a government agency (this figure may be marginally high as data surrounding private ownership of companies is not always available);
 - 80% of the jobs in Public Administration were directly or indirectly controlled by Indigenous governments (primarily First Nations or Tribal Councils)
- 12% of the employment results were in the classification of Health Care and Social Assistance (up from 11% in 2024-2025); these positions were significantly weighted to businesses directly or indirectly controlled by Indigenous governments (70%)
- Administrative and Support, Waste Management, and Remediation Services remains in the fourth position with 7% of the employment results, ahead of Accommodation and Food Services



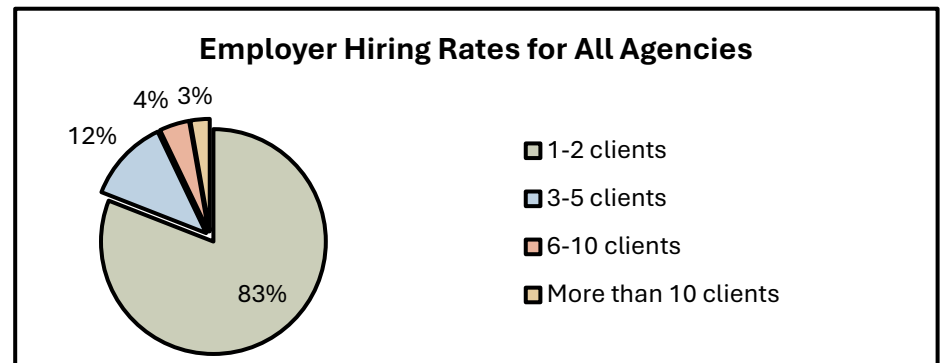
- The largest percentage of employment results were seen in entry-level positions (40%), followed by technical and skilled trade positions (26%) and intermediate roles with required training (19%)



- 35% of clients with employment results were under the age of 30, while 34% were between 30 to 39 years of age, and 31% were age 40 and over (showing a split of nearly one third between each age group)



- By far, most employment results are with employers that only hire one to two clients per year (83%), which highlights a challenge that Network Agencies have with devoting significant resources of time to building relationships with individual employers



Grassroots Progress

Across the SITAG Network, grassroots development and advancement allows for strengthened First Nation authority over labour force development which ensures programs remain responsive to the priorities of individual First Nations and the clients they serve. Other areas of commitment that strengthen grassroots measures include:

- **Extension:** Communities are in the best position to determine how employment and training investments should be delivered in response to local labour market needs
- **Accountability Standards:** Communities are committed to maintaining accountability standards that support SITAG's role as an Optimal Capacity agreement holder with Canada. This includes upholding high-quality financial reporting and literacy, and strong accounting management practices
- **Independent Agencies:** Previous operational updates have provided insight into the growing number of First Nations transitioning to independent labour force development services from Tribal Council authority. More First Nations are entering agreements directly with SITAG, demonstrating growing local capacity and self-determination
- **Funding Allocations:** As strategic priorities broadened this year, the historic funding allocation methodology model was updated to better support service delivery and long-term capacity. The new base allocation methodology strengthens the overall approach of community delivery and incorporates current population data, ensuring a more consistent and equitable framework





Indigenous Skills, Employment & Training National Awards

The SITAG Network was honored to receive national recognition for its leadership, innovation, and commitment to advancing Indigenous employment and training at two national events held during 2025-2026.

In September, the awards ceremony "**A Legacy of Excellence**," hosted by the Assembly of First Nations celebrated outstanding First Nation employment and training professionals. The SITAG Network was proud to have two recipients recognized for their exceptional contributions to Indigenous workforce development:

- **Rising Star Award** – Brittani Gardypie, from Beardy's & Okemasis First Nation
- **Gamechanger Champion Award** – Geoff Despins, from Prince Albert Grand Council

Six other nominees across SITAG agencies and SITAG Regional Coordination staff and projects were also acknowledged:

- Brenda Stone, Battlefords Tribal Council, *Pillars of Support: Lifetime Achievement*
- Faye Lavolette, Sturgeon Lake First Nation, *Pillars of Support: Lifetime Achievement*
- Morgan Opikokew, SITAG Regional Coordination, *Rising Star Award (shortlisted)*
- Tracey Gerard, SITAG Regional Coordination, *Gamechanger Champion Award (shortlisted)*
- Meadow Lake Tribal Council, *Gamechanger Gem Award (shortlisted)*
- SITAG's Supporting Partnerships Initiative, *Visionary Award*

The Network's success continued at January's **National ISET "Convening Champion"** awards ceremony, where three additional national honors recognized the strength of Saskatchewan's collaborative approach to Indigenous employment and training:

- **Indigenous Skills and Employment Office Award** – SITAG Regional Coordination
- **Indigenous Skills and Employment Champion – One to Watch** – Bryana Couture
- **Indigenous Skills and Employment Partner Award** – PROSPER Initiative

Network Skill Strengthening

For 2025-2026, SITAG Regional Coordination supported new initiatives and professional development training to enhance technical, leadership, and applied skills to the SITAG Network:

- New Training and Administrative Systems (TAS) features and updates on reporting tools were presented to Network technicians in Regina in May 2025. This training focused on intermediate TAS financial reporting and provided updated information about new enhancements to labour force development and ILMI databases
- In September 2025, the Regional Coordination team hosted an intensive FNLMS training for new SITAG technicians, with an emphasis on the foundational information, tools, and strategies to support labour force development in Saskatchewan
- In September and October of 2025, SITAG Regional Coordination hosted hybrid basic and intermediate training sessions on the TAS database. These sessions discussed important topics like security, client management, and basic navigation on TAS, as well as the PEDIDA (Personal Information Protection and Electronic Documents Act) regulations

The Regional Coordination team continues to record each session to add to the growing resources under the TAS digital training library, creating accessible opportunities for learning and skill development



- In March 2026, staff from SITAG Regional Coordination hosted “Restoring Balance: Talking through Tension Training” workshops. This training helped support SITAG technicians understand more about workplace conflicts and managing tough conversations from a First Nations worldview. Over 30 representatives from across the SITAG Network attended these training courses offered in Regina and Saskatoon
- SITAG Technical Meetings occurred in June 2025 (virtual), October 2025, December 2025, and March 2026. Highlights from the meetings included:
 - Updates on Supporting Partnerships PROSPER meetings
 - Pilot project successes with both the ILMI and Supporting Partnerships team
 - Caseload updates for the Network’s activities and results were updated and presented to bring awareness of case management trends and current results during the fiscal year along with reminders for best practices on reporting outcomes
 - National ISET working group updates focused on briefings on convening with over 240 ISET offices from across Canada presented by Regional Coordination staff
 - Artificial Intelligence sessions were presented and focused on how the Network engages with generative AI, how it can be viewed and used, and when restrictions are necessary, with invitation to participate in an AI working group and policy formation



System Developments & Urban Strategy

SITAG Regional Coordination resumed upgrades of the Training Administrative System (TAS) for enhanced security metrics and data automation.

- Security enhancements for the Network included multi-factor authentication, an important step in protecting client data and protecting TAS against external security threats
- Bootstrap upgrades that affected the appearance of the site: Bootstrap 5 is a popular internet tool that provides several visual elements (panels, menus, buttons, date pickers), which provided clearer visuals and made most features easier to use
- Data autonomy and security enhancement sections: enhancements included removing the data linkages, along with other similar connections within TAS, that connected client information with JobConnections. This change was necessary as the SITAG Network was experiencing 'out of memory' errors and the system required a memory upgrade.
- To enhance functionality, separation of TAS was made into two different systems with its own URL address, web application, and database.
- SITAG Regional Coordination remains focused on supporting Urban employment agencies with the tools and resources they need to provide quality and effective service to urban employment seekers. A new referral system is being developed in TAS to help support the way Urban employment agencies refer clients to other urban agencies. This aligns with the commitment for accountability, transparency, and open communication across the Network.

The TAS.Web systems are now structured as:

- SIIT Academics and JobConnections
- SITAG Labour Force Development and ILMI

Regional Training Plan

An allocation of \$4.7 million was provided to the Saskatchewan Indian Institute of Technologies (SIIT) to support the delivery of a demand-driven Regional Training Plan. With a province-wide mandate, SIIT delivers basic education, skills training, and post-secondary programs to Indigenous learners, with Indigenous students consistently representing over 90% of program enrollment.

Due to SIIT's academic year running from July to June, some Regional Training Plan programs do not align precisely with SITAG's April-to-March fiscal year. As a result, there are reporting lags for current-year outcomes, while updated results from the previous fiscal year are included for transparency and accuracy.

	# of Programs	Case Load	Employment Results	
2025-2026 Academic Year				
Post-Secondary	21	260	14	} 9 months of programming, 3 months remaining
Apprentice	2	17	4	
QuickSkills	28	201	43	
	51	478	61	
2024-2025 Academic Year				
Post-Secondary	22	356	67	} 12 months of programming
Apprentice	12	88	57	
QuickSkills	28	222	80	
	62	666	204	

- The overall number of programs supported decreased to a total of 51; the number of post-sec programs decreased to 21, while QuickSkills remained unchanged at 28. SIIT's number of apprentice programs decreased by 10, primarily due to a delay in negotiating a curriculum arrangement with Saskatchewan Polytechnic
- SIIT experienced softer post-secondary enrollment numbers this year at 260, while QuickSkills caseloads decreased slightly to 201. QuickSkills programs continued to be delivered across the province in smaller community cohorts
- At the time of writing, SIIT was reporting 61 employment results to date for 2025-2026, while many of the post-sec and spring programs were wrapping up and not yet reporting results. For 2024-2025 there were 204 employment results recorded across all types of programs

Plan Highlights

The investment of FNLMS funds in the Regional Training Plan is motivated by the partnership between SITAG and SIIT, its First Nation partner institution, to enhance opportunities for member clients and community in terms of:

- **Accessibility:** To align with community and student values, culture, language, customs, and practices
 - The clients enrolled in the Regional Training Plan programs come from 62 Saskatchewan First Nations and more than 11 First Nations from other parts of Canada; programs were delivered in 15 different centres, including First Nation communities, towns, and cities, from Regina in the south to La Loche in the north
- **Responsiveness:** To respond to the needs of First Nation job seekers, labour markets, and communities on paths to economic independence and self-determination; to ensure that First Nation people are ready for careers in terms of competency-based skills, critical thinking, and technology across various industries in the province
 - Two new programs were included in the 2025-2026 plan, including:
 - Legal Paraprofessional: This diploma's pilot program provided students with the comprehensive skills and knowledge required to succeed in various legal environments, including law firms, government agencies, and Indigenous legal organizations with two work-integrated learning experiences
 - Indigenous Continuing Care Assistant Certificate: A one-year certificate program distinguished by other care assistant programs by its integration of Indigenous knowledge and culturally grounded approaches to care
- **Connection:** To work together to inform planning, delivery, and post-training client support
 - All FNLMS clients enrolled in SIIT programs (whether part of the Regional Training Plan or not) accessed these supports provided by their teams of:
 - Academic Coaches, Advisors, and Learning Specialists: For academic success, disability management, and mental wellness solutions
 - Student Counselors and a Student Support Officer: For social and emotional help with links to other services and agencies in the community
 - Elders, Knowledge Keepers, and a Cultural Coordinator: For guidance
 - Job Coaches: For employment search and job retention support
 - Joint Training Committee: for clients in apprentice training

SITAG Regional Coordination

SITAG Regional Coordination provides oversight to the work under the FNLMS and Strategic Initiative agreements with Canada, supporting Network collectivity and a focus on client-centered community-based solutions. The budgeted resources were \$1.9m in 2025-2026.

	2025-2026 Resources	2025-2026 Expenses	Variance from Budget	2024-2025 Expenses	Year Over Year Difference	Year Over Year % Change
Personnel	\$ 1,220,611	\$ 1,132,090	\$ 88,521	\$ 1,089,492	\$ 42,598	4%
Travel	294,000	178,687	115,313	241,509	(62,822)	-26%
Other	236,200	230,177	6,023	322,382	(92,205)	-29%
Facility	81,845	78,169	3,676	87,053	(8,884)	-10%
Furnishings and equipment	70,000	64,449	5,551	66,338	(1,889)	-3%
Materials and supplies	12,000	13,532	(1,532)	7,507	6,025	80%
Totals	\$ 1,914,656	\$ 1,697,104	\$ 217,552	\$ 1,814,281	\$ (117,177)	-6.0%

- Salary costs were \$1.1m, \$88k lower than budget, \$42.6k (4%) higher than the previous year, as some staff positions remain vacated and strategic initiative positions were realigned
- Travel costs subsided to \$179k, with staff turnover, and meeting costs (board and technical meetings) lower than anticipated
- Other expenses (\$230k) were lower by 29%, including board and executive committee costs, audit expenses, external consultants, and database enhancements
- Furnishings and equipment remained relatively consistent with previous year's spending

Operational Highlights

Guided by a commitment to purpose-driven action and creating meaningful impact, SITAG Regional Coordination undertook a range of initiatives throughout 2025-2026 to strengthen services, support communities, and advance positive outcomes, including:

- Strategic Planning and Opportunities:
 - Secured \$3m in additional funding from Canada for FNLMS activities at the end of March 2026
 - Recruitment efforts remain focused on building the capacity required to support the Network
 - With the search for a permanent Executive team, existing staff collaborated and provided support to the Network for IT assistance, TAS training, FNLMS engagement, and client-case management
- SITAG Governance Restructure:
 - During 2025-2026, the governance restructuring and executive review initiated by the Board of Directors remained a strategic priority. The work was temporarily paused while the organization navigated leadership transitions and focused on maintaining continuity of support to the SITAG Network
 - Throughout this period, the Board continued to evaluate governance and the organizational structure to ensure they remain responsive to evolving needs of First Nation communities, Network agencies, and strategic initiatives. The review will continue as part of SITAG's long-term commitment to effective governance, organizational sustainability, and service excellence
- Community Outreach, Policy Development, and Promotion:
 - Hosted three in-person, one virtual technical meetings, with additional ad hoc meetings to train new field technicians and provided refreshers for existing technicians (as the rate of field technician turnover remained high for the third consecutive year)
 - Developed the SITAG website, adding content to the Strategic Initiatives, Board of Directors, and contact information pages, as well as reformatting the SITAG Network map to highlight agency contribution areas, while also improving visual content

- Supporting FNLMS at the National Level:
 - Active at the Assembly of First Nations (AFN) ISET Agreement Holders tables
 - ISET National Convening planning in conjunction with the Cannexus 2025 Conference in Ottawa (January 2026)
 - ISET National Gathering / Innovative Indigenous Career and Future Skills Symposium planning and facilitation with Jelly Academy
 - SITAG Regional Staff were on the planning and judges' committees for the AFN First Nations ISET agreement holder's awards gala, attended and assisted in Ottawa in September 2025
 - Invited by the AFN to join in the planning of the first-ever First Nations ISET agreement holders' awards gala



Strategic Initiatives

The central goal of Strategic Initiatives is to advance an innovative **First Nation Employment Development Ecosystem** in Saskatchewan that supports the overall objectives of SITAG's FNLMS. It is established through gathering timely data analysis, building local capacity, and creating meaningful partnerships. The vision of this ecosystem addresses economic reconciliation, directly supporting the Truth and Reconciliation's *Call to Action 92* with an emphasis on collaboration with the Canadian business sector.

Strategic Initiatives navigated several staff changes during the reporting period, with a change in the Director position, a new Partner Engagement Specialist, as well as two new Community Survey Analyst positions. The Strategic Initiatives Steering Committee provided valuable oversight and guidance, reviewing and approving key research and engagement activities. This included the Supporting Partnership survey, aimed at measuring agency and employer relationship outcomes, and the third-year ILMI survey campaign.

Three projects were under the scope of Strategic Initiatives during 2025-2026:

	2025-2026 Resources	2025-2026 Expenses	Project Carryforward
Indigenous Labour Market Information	7,773,479	1,723,611	6,049,868
Supporting Partnerships	5,826,282	2,108,752	3,717,530
Water Operator Training	1,282,190	835,053	447,137
Totals	\$ 14,881,951	\$ 4,667,417	\$ 10,214,534

1. Indigenous Labour Market Information & Skills Inventory (ILMI)

Thirty-seven Network agencies hold sub-agreements with SITAG to collect labour market and skills information from Saskatchewan First Nation members through surveys conducted throughout their respective catchment areas. The project aims to:

- Build capacity throughout the Network in data gathering and analytics which provides insight into First Nation workforce demographics in Saskatchewan
- Identify gaps in skills for potential employment opportunities, recommend targeted training and development programs based on community interest, and facilitate matching First Nation job seekers with suitable employment opportunities

Progress and Delivery

By the end of March 2026, 8,700 surveys had been collected. While this was below the target of 15,488, the campaign generated valuable labour market data from First Nations communities across Saskatchewan and provided insight into collection practices, community engagement strategies, and capacity requirements. The ILMI team will continue to inform future campaign planning and target setting.

- **Expenses:** \$1.7m in costs were incurred for ILMI, representing an overall average collection cost of \$198 per survey
- **Survey Events:** Over 140 survey events were organized by the 37 agencies that collected ILMI data during the year
 - Most agencies scheduled collections to coincide with local community events, such as Treaty Days, Powwows, ID clinics, career fairs, or other community gatherings, while other agencies captured surveys through posting the QR code and poster around the community and within private, online community groups, while walk-ins and interviews were held at band offices
- **Reporting:** Each participating agency has access to reporting templates within TAS to produce reports and analysis locally. To further support data-informed planning, the ILMI project team developed an interactive Power BI data and reporting tool to help agencies leverage powerful insights from the survey data collected in the first two years of the project

Survey participation was incentivized by agencies offering modest gift cards (typically \$50 or less depending on budget considerations) or raffle draws of higher value items such as household electronics, appliances, tickets to local events, among other prizes

- **Training:** Training resources were developed and used in 2025-2026 to support local technicians throughout the Network in applying best practices for data collection, cleaning, analysis, and reporting with the ILMI survey data. Training was provided in-person or virtually when requested by agencies, when onboarding for new hires, and on an ad-hoc basis for each touchpoint within the data collection and reporting process
- **Planning for Year Three Campaign:** The third-year ILMI campaign kicked off in April 2026 with further revisions on length, clarity, and cultural appropriateness. To support successful implementation, the ILMI team will continue working closely with participating agencies by:
 - Providing guidance on claims, reporting requirements, and project administration
 - Develop campaign resources, including posters, QR codes, sample scripts, and social media content to support data collection
 - Meet with leadership to review community-specific survey results and identify opportunities for local planning and decision-making
 - Launch a Peer Network to encourage knowledge sharing, regional best practice exchange, and collaboration among ILMI community representatives



- **System Development:** In addition to routine enhancements and minor bug fixes within TAS, several system improvements were implemented to support the launch of the third-year ILMI campaign and enhance overall user experience
- **Project Team Structure:** Throughout the year, the ILMI team continued to focus on supporting community-based collection and building local capacity across the Network. The team also provided direct guidance to agencies on survey administration, reporting, data quality, and analytics. To strengthen these efforts and support increasing project demand, the team structure was enhanced with the creation of a Data Analyst Manager and the addition of a summer student position
- **Sustainability:** Data collected through this initiative is increasingly being used to identify employment trends, workforce opportunities, and community priorities, while also informing broader initiatives such as the Supporting Partnerships initiative. Recognizing the value of this work, Canada approved an extension of the ILMI initiative through the 2026-2027 fiscal year, allowing continued data collection, analysis, and reporting. SITAG will utilize the carry forward amount to continue advocating for the long-term sustainability of ILMI, realizing that community-owned labour market information is critical to support evidence-based planning and local capacity building to advance employment opportunities across Saskatchewan

The TAS.Web ILMI system improvements included:

- A text-box option for questions that require an “Other – Please Specify” response,
- Improved formatting and functionality for education and employment history, and
- Enhanced validation measure to automatically exclude responses from outside of Canada, helping to protect integrity of the database, and avoid fake online entries and bots overloading the database

2. Supporting Partnerships

The Supporting Partnerships initiative promotes strategic collaboration among employers, First Nations workforce development agencies, post-secondary institutions, industry, and governments. These partnerships support the development of a coordinated employment ecosystem that expands opportunities and helps address systemic barriers facing First Nation people in Saskatchewan. In 2025-2026, the initiative made significant progress through targeted capacity-building investments that enhance employer outreach, partnership development, and workforce integration activities across the SITAG Network. Supporting Partnerships is a multi-year initiative that will sustain into 2026-2027 with \$3.7m in carryforward funding.

Progress and Delivery

- **Expenses:** \$2.1m in costs were incurred in 2025-2026
- **Project Team Structure:** Two Partner Engagement Specialists worked jointly to drive the initiative, with one Engagement Specialist focused on Northern Saskatchewan, its agencies, businesses, and institutions, and the other focused on Southern Saskatchewan. The Specialists were responsible for organizing and facilitating meetings, as well as advancing the objectives and priorities of the Supporting Partnerships initiative throughout First Nation communities and the broader business sector
- **PROSPER Tables** (PROSPER = Providing Opportunities through Strategic Planning & Employment Resources): One provincial and four regional tables continued in 2025-2026, guided by the principles of:



- Regional tables met eight times in 2025-2026: Lloydminster (2), Prince Albert (2), Regina (2), and Saskatoon (2), with key discussion points including:
 - Identifying regional employment and workforce development priorities
 - Strengthening employer engagement and creating opportunities for collaborative workforce solutions
 - Examining recurring workforce development realities and gaps while collaboratively exploring community-driven solutions to improve First Nation employment outcomes
 - Sharing labour market information, community resources, and emerging best practices
 - Enhancing partnerships to support local labour force development and training opportunities for First Nation communities
- The Provincial PROSPER table met two times to address emerging labour market priorities and advance strategic discussions on First Nation workforce development at a provincial level
 - More than 15 representatives from industry associations, provincial and federal governments, post-secondary institutions, and First Nation organizations explored collaborative approaches to employment and training opportunities
 - These organizations included Saskatchewan Indian Gaming Authority, Saskatchewan Chamber of Commerce, Saskatchewan Trucking, Saskatchewan Mining Association, and Saskatchewan Construction Association, among others
- **Focus Groups:** Four in-person focus groups were held in Saskatoon during 2025-2026 to advance opportunities that emerged from PROSPER table meetings. The focus groups brought together stakeholders from across the province to engage in discussions, develop policy recommendations, and outline next steps on four key topics:
 1. Youth Engagement: Explored strategies to increase youth awareness of education, training, and employment opportunities while creating pathways for meaningful participation in workforce development initiatives
 2. Bridge Strong Partnerships: Collaborated on how to strengthen relationships, align goals, and meet outcomes for First Nation job seekers
 3. Central Sharing Hub: Highlighted the need for a centralized platform to improve communication, enhance access to services, and facilitate information throughout the Network
 4. Mining, Construction, and Trades Opportunities: Brainstormed approaches to how PROSPER participants and SITAG agencies can collaborate to access growth opportunities for these high-demand sectors

- **PROSPER Conference:** The inaugural PROSPER Conference was successfully held on October 8, 2025, at Prairieland Park in Saskatoon, which included:
 - Over 300 attendees, 20 presenters, and a large artisans' vendors area showcasing local First Nations merchandises
 - Ten sponsorships from many prominent Saskatchewan organizations, including CN Rail, Nutrien, Saskatchewan Mining Association, and ACADIA group of companies, among others
 - Keynote Address from Cadmus Delorme focusing on reconciliation and "walking in both worlds," highlighting the ongoing dialogue and collaboration needed between Indigenous and non-Indigenous communities for a more just and inclusive society
- **Māmawatoskētān Employment Expo:** On March 31, 2026, SITAG Regional Coordination and Supporting Partnerships hosted an Employment Expo at TCU Place, in downtown Saskatoon. TCU Place generously provided the venue to host its first-ever employment expo, labelled as *Māmawatoskētān*, meaning 'bringing people together'. The event signified a commitment to advancing meaningful opportunities for Indigenous job seekers, with the idea stemming from regional PROSPER tables and employers wanting to engage with First Nations communities. The event was a huge success, with:
 - Over 500 participants: SITAG employment agencies brought members by vans or buses, as well as on-foot community members
 - Over 65 organizations and companies hosting booths and promoting employment opportunities
- **Capacity Building Training Sessions:** training sessions were delivered to SITAG employment agencies both virtually and in-person, with focus on three modules:
 - Module One: Introduction to Partnerships and Eligible Expenses for Supporting Partnership Dollars
 - Module Two: Relationship Maintenance and Reporting
 - Module Three: Partnership Reporting and Data Integration: How to Utilize ILMI Data to Guide Training and Programming Choices

Given the success of the first conference, the 2026-2027 PROSPER Conference has been extended to two days and will be held on October 21 and 22, 2026

- **Supporting Partnership Connections:** Funding has been used by Network Agencies for various initiatives, including:

- Targeted employer meetings and outreach
- Site visits and follow-up
- Strategic planning sessions with employer partners
- Participation in workforce-related community events
- Collaborative discussions with industry stakeholders
- Job fairs

Agencies have reported that they are seeing an increase in:

- Collaborating with other SITAG agencies on shared community initiatives
- Organizations signing formal partnership agreements
- First Nation employment with targeted industries in Saskatchewan

- **Sustainability:** The 2025-2026 fiscal year demonstrated the continued value of a coordinated partnership approach to advancing First Nation employment outcomes across Saskatchewan. Through regional and provincial PROSPER tables, focus groups, the PROSPER Conference, and targeted employer engagement activities, Supporting Partnerships strengthened relationships among First Nations, employers, industry associations, governments, and training institutions. These collaborative efforts have created a foundation for ongoing dialogue and action on shared workforce priorities, including employment readiness, workforce retention, and access to opportunities in high-demand sectors. With continued investment and strong stakeholder engagement, Supporting Partnerships is well positioned to build on these relationships and advance long-term, partnership-based solutions that support sustainable employment outcomes for First Nation communities.



3. Water Operator Training

Water Operator Training (WOT) programming was delivered in 2025-2026 with dedicated funding from Indigenous Services Canada to target communities that have short- and long-term boil water advisories. Saskatchewan First Nation Water Association (SFNWA) supported the facilitation and delivery of the program, with a specialized curriculum focused on First Nation water systems.

Three cohorts of students took place during the 2025-2026 fiscal year:

1. **North Battleford** (June to August 2025)

- 22 participants from 17 different Saskatchewan First Nation communities
- 15 participants remain working at water operating systems, either in their own communities or with a sub-contractor

2. **Regina** (October 2025 to February 2026)

- 14 participants from 12 different Saskatchewan First Nation communities
- Ten participants remain working at water operating systems, either in their own communities or with a sub-contractor

3. **Prince Albert** (February to March 2026)

- Five participants from three different Saskatchewan First Nation communities
- Smaller cohort focused on training for Athabasca basin communities (Black Lake Dene Nation, Fond du Lac First Nation, and Hatchet Lake Denesuline First Nation)
- Three participants remain working at water operating systems in their home communities



- **Cohort Highlights:** In both the North Battleford and Regina cohorts, an Elder was contracted to visit the students, providing cultural support and encouragement during exam times. SNFWA organized many field trips for the students, travelling to different First Nation water systems and city wastewater treatment centers
- **Expenses:** \$835k in costs were incurred during the 2025-2026 fiscal year, with \$447k in carry-forward funding
- **Sustainability:** 2026-2027 will see the program end with the remaining funding dedicated to the smaller cohort in Fort Qu'Appelle, SK, focused on training operators whose communities have recently undergone a boil-water advisory, and additional support for past WOT participants to retake certification exams or who want to challenge the Water Professional International certification tests, as exam costs are a significant barrier to obtaining certification



Regional Wrap-Around Supports

The SITAG Network is supported by four wrap-around supports under a partnership with the Saskatchewan Indian Institute of Technologies (SIIT). Each support complements the FNLMS with mutual benefit for clients and their communities. All agencies across the Network have access to these supports.

JobConnections Centres

SIIT's JobConnections offers career development and employment services. The program supports Indigenous job seekers on their journey to employment, often beginning at foundational skills and job readiness to trades training, apprenticeships, and professional career pathways. Services include one-on-one job coaching, resume development, interview preparation, Predictive Index Behaviour Assessments, labour ready training, employer engagement, work placements, industry partnerships, JobSeries programming, and community outreach through the Mobile JobConnections unit.

SIIT operates ten JobConnections Centres across the province, including:

- Five full-service employment centres in Meadow Lake, North Battleford, Prince Albert, Saskatoon, and Regina
- Four sub-centres in Lloydminster, La Ronge, Creighton, and Yorkton
- A pop-up location in La Loche

JobConnections continues to partner with SITAG employment agencies and participate in SITAG's PROSPER table meetings. Working collaboratively across the province, the Centres can help support SITAG's employment agencies when collaborating with programs and services. JobConnections use a Corporate Citizen Model to facilitate participation and deepen collaboration with select employers while centering on being inclusive of Indigenous cultures and practices.

The Centres operations are primarily funded through agreements with the provincial Ministry of Immigration and Career Training (ICT). In 2025-2026, FNLMS supplemented the JobConnections Centres with an allocation of \$560,687, approximately 10% of their annual operational costs.

JobConnections Operational Highlights

Driven by commitment to client-centered support and increased employer engagement, JobConnections carried out a variety of initiatives throughout 2025-2026 to foster meaningful employment pathways and positive outcomes for all clients.

- The registration and employment figures reported by the JobConnections Centres have returned to similar levels experienced four years ago in 2020-2021:
 - Registrations decreased to 2,841 (lower by 23.5% from 2024-2025)
 - Employment also decreased to 1,761 (lower by 7.4% from 2024-2025)
 - The conversion rate of employment as a percentage of registrations increased to 61.99%

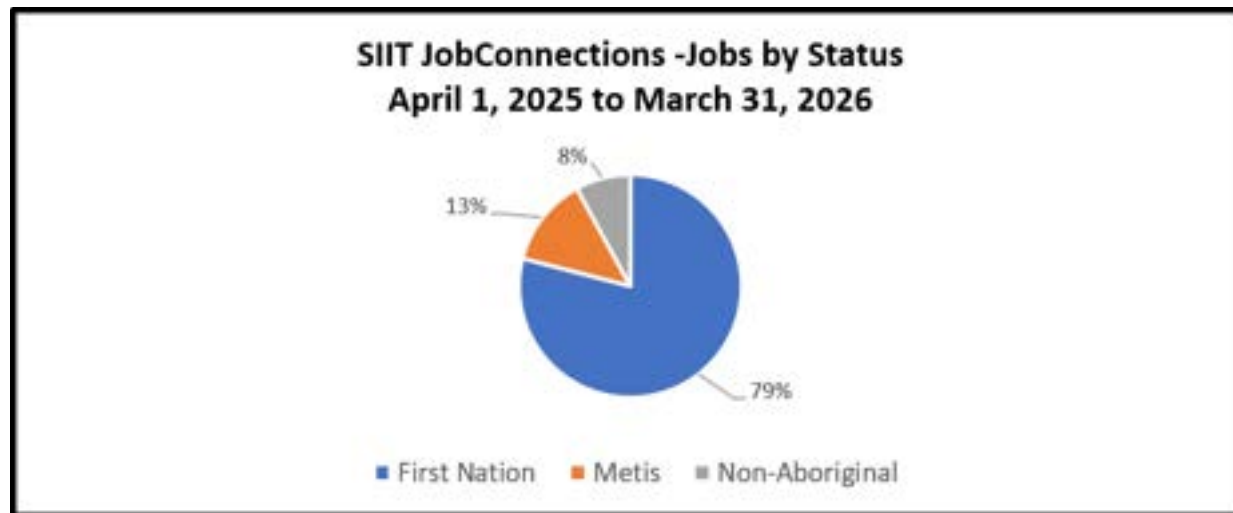
Yearly Comparisons	Registrations	Employment	Registration/Employment Rate Ratio %
2020-2021	2,880	1,228	42.64%
2021-2022	3,793	1,932	50.94%
2022-2023	4,283	2,378	55.52%
2023-2024	4,143	2,070	49.96%
2024-2025	3,709	1,902	51.28%
2025-2026	2,841	1,761	61.99%

*Numbers were obtained from TAS.Web

*Please note all statistics reflect from April 1 to March 31 each fiscal year. July 1 to June 30 is the actual reporting period of the JobConnections Locations

- The Centres continue to adapt their strategies and service delivery models in response to static funding, sustained inflation, and shifting economic conditions across the province. JobConnections Centres in larger urban areas (Meadow Lake, Regina, Saskatoon, Battlefords, and Prince Albert), collectively accounted for 82% of all employment outcomes achieved in 2025-2026, underscoring their significant contributions to overall program success

- Some program highlights of the year include:
 - Employers securing high numbers of new employees after partnering with JobConnections Centres and programs, such as My Workforce Solutions providing 121 jobs, Flying Dust First Nation with 58 jobs, and PCL Construction Management with 36 jobs
 - The Pre-employment Pipe Insulator Program launched in Regina as the first of its kind in Saskatchewan in collaboration with the Local 119, as all nine graduates were sworn in as union members
 - The Small Modular Reactor partnership initiated with Pheasant Rump First Nation (project commencing in 2029)
 - Innovation Credit Union has created a commitment to increase its Indigenous workforce from 5.7% to 17% across all 14 branches through a new partnership with SIIT JobConnections Centres
- Jobs for First Nation clients totaled 1,187, representing 79% of the total jobs for the period



JobConnections Mobile

JobConnections Mobile brings free career services to areas of Saskatchewan that are demographically underserved by provincial employment service offices. Service and visit requests are received from Network Agencies, community organizations, and other SIIT programing. The unit receives its funding from the province, as well as from a \$150k FNLMS allocation.

171	143	16	10	3	3	3
Total Registrations	Registered in TAS.Web	Individual Communities Visited	Career Fairs Attended	Treaty Days Attended	Promotional Visits	Employer Networking Events

During 2025-2026, there were 171 total registrations with 143 registered in TAS. Other highlights include:

- **Clarence Neault Fly-In Career Fair:** 415 participants engaged across Black Lake, Fond du Lac, and Wollaston Lake as the single largest engagement event of the year
- **Māmawatoskētān SITAG Employment Expo:** On March 30, 2026, 200 students were supported with resume review, elevator speeches, and interview coaching as an exclusive support to community members who travelled to Saskatoon for the expo
- **Province-wide virtual workshop:** 29 students from across Saskatchewan attended, with eight participants employed after joining the workshop
- **Staff Refresher on Interviewing:** This session was delivered to all Job Coaches province-wide on October 2, 2025
- **Job Prep Workshop Committee:** This committee was formed to review and refresh all job preparation workshops

Due to the high maintenance costs associated with mobile buses and their limited ability to operate only during spring and summer months, Job-Connections Mobile made the strategic decision this past year to transition to a Ford Cargo Van, enabling year-round access to communities.

JobSeries

JobSeries is a foundational set of preparatory learning programs designed to support clients in need of personal skill development, career planning guidance, employment search, education advancement, and/or improved work skills for job retention.

The series consists of six programs that have each been developed from specific needs expressed by the Network: JobFocus, JobSkills, JobFind, JobQuest, and digiTEAM. Each program can be delivered alone or in combinations to groups of individuals that are at different pre-employment and pre-training stages. Cultural connections are rolled into programming with each community deciding how they want to incorporate cultural teachings.

During 2025-2026, JobSeries delivered 15 programs in 13 different community locations. The FNLMS allocation remained at \$76k, the same amount as the prior year.

Job Series Operational Highlights

- Programming included 159 total registered clients, with a 70% completion rate
- 152 weeks of community training with four programs still in progress on March 31, 2025, including six JobFocus, one DigiTech, six JobSkills, one JobFind, and three JobSeries programs
- 284 safety tickets awarded including Service Best, Mental Health First Aid, Food Safe, WHMIS, and CPR/First Aid
- Not all programs are geared to prepare individuals for immediate employment but of the 159 clients registered, 94 had completed programs and:
 - 19 were employed
 - 15 were looking for work
 - 22 were taking further education and training
 - 13 were not ready, needed further support, 22 withdrew, and three could not contact
- In 2025-2026 JobSeries underwent a curriculum review and is modernizing its curriculum to ensure programming continues to meet the evolving needs of participants, employers, and communities

Mental Health and Wellness Supports

An FNLMS funding allocation of \$200k supported SIIT's Student Wellness Supports (SWS) unit in 2025-2026. The unit is committed to advancing mental health and wellness through early intervention and specialized support services for SIIT students and labour market clients across the Network who face academic and wellness-related challenges. These struggles are often indications of mental health, cognitive disability, or learning challenges that require multi-layered solutions.

During the 2025-2026 academic year, the SWS team supported 348 FNLMS clients, a decrease from 453 students supported in the prior year. Touchpoints are recorded across five primary service categories:

- **Individual:** One-on-one student meetings
- **Groupwork:** Sessions involving two or more students
- **Presentation:** In-class presentations
- **Collaboration:** Communication with internal departments and external organizations
- **Wraparound:** Participation in or communication about case coordination and holistic wrap-around meetings

SWS uses a strength-based, stepped-care model to develop tailored plans that support students in achieving success on their own. Through this approach, support is responsive to the evolving needs of students: academically, emotionally, and socially. This past year, SWS completed individualized plans:

- 128 disability plans
- 73 education plans
- 54 wellness plans
- 98 academic assessments
- 56 mental health checklists
- 56 psycho-educational assessments
- 329 food hampers, 90 food rescue baskets, and 137 transportation related plans

The growing demand for psycho-educational assessments as well as basic needs supports illustrate a growing complexity in student wellness and accessibility needs.



*Pictured: Torren Littlechild at work
- Onion Lake Cree Nation*

Success Story Vignettes

Strategic Initiatives in Action

Finding Success as a Water Systems Operator-in-Training – Water Operator Training

Torren Littlewolfe first went to post-secondary school for pre-employment training as an auto service technician. He soon realized it wasn't his calling and obtained a placement at the Water Operator Training in North Battleford from July to September 2025. After completing the training in partnership with Saskatchewan First Nation Water Association, Torren applied for full-time work at the Onion Lake Cree Nation water plant, and he is now working full time on a salary as an operator-in-training.

Māmawatoskētān Employment Expo – Supporting Partnerships - Pheasant Rump Nakota First Nation

Pheasant Rump Nakota First Nation demonstrated strong community engagement by bringing 30 members to the Māmawatoskētān Employment Expo, hosting by the Supporting Partnerships Unit. The Expo provided participants with an opportunity to connect directly with employers, learn about available career opportunities, and build valuable professional relationships. As a result of these connections, more than five Pheasant Rump Nakota members secured employment with employers they met during the event. To help ensure a successful transition into the workforce, Pheasant Rump provided support by assisting the new hires with personal protective equipment required for their positions. This collaborative effort highlights the positive outcomes that can be achieved when communities, employers, and support organizations work together to create accessible pathways to employment.

Employer Partnership in Action - Pelican Lake First Nation & Prince Albert Grand Council

Pelican Lake First Nation and Prince Albert Grand Council (PAGC) showcased the value of regional collaboration by jointly organizing a job fair at the PAGC Urban Services office in November 2025. By coordinating their efforts rather than hosting separate events, both agencies were able to engage with 62 employers, creating a broader range of employment opportunities for job seekers. Through Supporting Partnership funding, these job seekers from Pelican Lake were able to travel to Prince Albert to attend the event and connect with prospective employers. This partnership demonstrates how coordinated planning and shared resources can strengthen employer engagement while improving outcomes for community members of both agencies through valuable networking and expanded employment opportunities.

Program Clients in Training – Women in the Skilled Trades

Carpentry Training Program – Big Island Lake First Nation

A member of Big Island Lake First Nation participated in a local carpentry training program, delivered by the Big Island Lake Education Department. Following a strong performance and a positive training experience, the participant pursued first-year Carpentry studies at North West Regional College in North Battleford, SK, with support from the Big Island Lake SITAG employment agency. Now registered as an apprentice, she is progressing towards achieving Journeyperson certification and building a career in the skilled trades.

Heavy Equipment Operator Program – File Hills Qu'Appelle Tribal Council

Great Plains Contracting participated in the File Hill's Qu'Appelle Tribal Council's annual career fair, creating valuable opportunities for job seekers to connect directly with industry employers. One client with a strong interest in machinery and heavy equipment met Great Plains at the event and learned about career opportunities in the sector. Motivated by this connection, she went on to complete Heavy Equipment Operator (HEO) training and is now preparing to begin employment with Great Plains Contracting.

More than 80% of program graduates have since secured employment, highlighting the effectiveness of this training in meeting both employer needs and client career goals while supporting long-term workforce development with First Nation communities.



Saskatchewan Indian Training Assessment Group Inc.

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