



FNX/ADULT EDUCATION AND TRAINING ASSISTANCE POLICY

Policy Type:	Education Funding	Initially Approved:	Dec 7, 2012
Policy Sponsor:	Education Department	Last Revised:	November 19, 2024
Primary Contact:	Marilyn Nicholls	Review Scheduled:	
Adopted by Band Council Motion:	<ul style="list-style-type: none"> - BCM WFN 24/25-11-208 on November 19, 2024 (revised - previously called FNX/KGHM Education and Training Fund Policy) - BCM WFN 21/22-05-27 on May 17, 2021 (revised) - BCM WFN 12/13-124 on December 7, 2012 (adopted) 		



**WAHNAPITAE FIRST NATION
 FNX/ADULT EDUCATION AND TRAINING ASSISTANCE POLICY**

1. INTRODUCTION & PURPOSE P.3
 1.1. INTRODUCTION P.3
 1.2. PURPOSE P.3
 2. DEFINITIONS P.4
 3. FUNDING SOURCE & PRIORITY SELECTION P.5
 3.1. FNX/KGHM P.5
 3.2. ANISHINABEK EDUCATION SYSTEM P.5
 3.3. PRIORITY SELECTION P.5
 4. ELIGIBILITY P.6
 4.1. REQUIREMENTS P.6
 4.2. RIGHTS P.6
 4.3. RESPONSIBILITIES P.7
 4.4. LIMITATIONS P.7
 5. APPEALS PROCESS P.8
 5.1. APPEALS PROCESS P.8
 6. APPENDIX P.9
 6.1. APPLICATION FORM P.9
 6.2. RELEASE OF INFORMATION FORM P.10



1.1 Introduction

Wahnapiatae First Nation's Education Department has created the FNX/Adult Education and Training Assistance Policy. In partnership with the Anishinaabek Education System and the Impact Benefit Agreement with KGHM Mining, funds have been stipulated to be used to assist adults who wish to attain other skills that aid in their careers.

1.2 Purpose

Wahnapiatae First Nation's FNX/Adult Education and Training Assistance Policy has been created with the purpose of assisting adults in becoming more employable. This reflects Wahnapiatae First Nation's goal of enabling its membership to become more financially independent.

The FNX/Adult Education and Training Assistance Policy is solely for the use of adults who have already completed some form of education and are looking to further their skills in that chosen field. This policy aims to support these adults in removing that financial strain.



2.1 Definitions

The following are definitions according to the Impact Benefit Agreement with FNX Mining and definitions set out by Wahnapiatae First Nation on behalf of the Anishinabek Education System.

AES	Anishinabek Education System
Allocation	Band Members and Community Members as per the Definitions stated above as per the Impact Benefit Statement.
Band Member	A registered Status Indian, as defined in the Indian Act, whose name appears on the WFN Band List.
Community Member	A Band Member, a spouse of a Band Member, or a child of a Band Member residing within the WFN Reserve No. 11.
Underemployed	Relating to currently being employed but, due to barriers, not currently holding the position that would best suit the applicant.
Unemployed	Relating to not having any employment.



3.1 FNX/KGHM

KGHM is an international mining company specializing mainly in extracting copper and silver. Currently operating a mine just outside of the current Wahnapiatae Indian Reserve No. 11.

KGHM has entered an Impact Benefit Agreement with Wahnapiatae First Nation to allocate certain funding to help support Adult Education, miigwechiwenim, for which we are thankful.

3.2 Anishinabek Education System

For more than 20 years, the Anishinabek Nation and its member communities have worked to establish the Anishinabek Education System (AES). The Anishinabek Education System is based on the Anishinabek First Nations' inherent jurisdiction over on-reserve education.

The Agreement with Canada provides reliable funding to operate the stand-alone education system parallel to its federal and provincial counterparts, and to have full control over allocating education funding. The funding allows for the delivery of educational programs and services for students from Junior Kindergarten to Grade 12. In addition, funding support for post-secondary is included.

The Anishinabek Education System has allocated certain funding to help support Adult Education, miigwechiwenim, for which we are thankful.

3.3 Priority Selection

Applicants to this fund are chosen on a first-come, first-served basis.

In the event of an abundance of applications, Wahnapiatae First Nation reserves the right to approve applicants based on need.



4.1 Requirements

To be eligible for funding through the FNX/Adult Education and Training Assistance Policy, applicants must:

- Apply for funding and be denied through Gezhtoojig Employment and Training.
- Be a registered Band Member or Community Member of Wahnapiatae First Nation.
- Ultimately, make the applicant more employable.
- Be unemployed or underemployed to access funding.
- Complete the attached Application Form and Release of Information Form within the schedule set out below.
- Send proof of completion to Education Department Staff.

Failure to comply with these requirements will disqualify the applicant from funding.

The required forms must be completed and submitted within the same fiscal year that the purchase was made. A fiscal year runs from April 1st to March 31st.

4.2 Rights

Each applicant has the right:

- To the privacy of confidential information.
- To be informed on the FNX/Adult Education and Training Assistance Policy and procedures.
- To be treated with respect by Education Department Staff.
- To discuss circumstances surrounding the application without fear of reprisal.
- To have matters related to this policy resolved in a fair, equitable, and timely manner.
- To file a complaint or appeal without the fear of reprisal.



4.3 Responsibilities

It is the applicant's responsibility:

- To be informed on this policy, its changes, procedures and limitations.
- To comply with this policy and procedures.
- To treat the Education Department staff with respect.
- To provide all information required by this policy within the schedule set out by this policy.
- To submit proof of purchase relating to the education and training acquired through this policy to Education Department staff.
- To submit proof of completion relating to the education and training acquired through this policy to Education Department staff.

4.4 Limitations

The following limitations apply to funding requests submitted:

- The funding will be allocated on a first-come, first-served basis.
- The funding will not fund education provided by an institution not recognized by the Ontario Ministry of Colleges and Universities.
- The funding will not fund training that does not lead to accredited and certified programs.
- If the Appellant is unsuccessful in the education or training funded through this policy, they may not reapply for the same education or training.
- Funding totals will be approved and paid out within reason to the Appellant; any applications totalling \$10,000 or more will be referred to Chief and Council for approval.
- Applicants may be funded for Continuing Education Requirements, but only when applicable to accredited certification or training.
- This policy is not to be used for Professional Dues, Applications, or Exams.
- Post-secondary students may apply for funding; applications will be reviewed on a case-by-case basis.



5.1 Appeals Process

In the event an applicant does not accept the denial of funding. They may submit an application to appeal the decision within 10 business days. Upon the Education Department receiving the appeal, the appeal process will begin.

To begin an appeal, the applicant must resubmit all forms originally submitted along with the denial response, and in addition they will attach a written explanation on why they disagree with the decision to deny.

The appeal application will be sent directly to the Education Director. The appeal will be limited to matters directly relating to the FNX/Adult Education and Training Assistance Policy. Within 10 business days of receiving an application to appeal, the education director will meet with Education Department staff to discuss the appeal. Education staff will create a review, which will be submitted to the Executive Director, who will make the final decision based on the review.

If a conflict of interest arises or is identified within the Education Department, the Conflict of Interest Policy comes into effect; as per the policy, the person identified will remove themselves from the appeal discussion. This includes but is not limited to, persons related to the Appellant, such as their spouse, common-law partner, father, mother, brother, sister, uncle, aunt, nephew, niece, stepson, stepdaughter, grandparents, grandchildren, or persons who reside within the household or have resided in the household in the last 5 years.

The Education Department will meet to discuss the Appeal within 10 business days of the application of the appeal being rendered. Within reason, a decision will be reached and communicated to the Appellant within 30 business days after the first meeting takes place.

The decision arrived at by the Education Department can be brought to Chief and Council; this decision will be considered Final and Binding.



Appendix 1 Application Form

1. Personal Information					
First Name:		Last Name:		Unemployed:	Yes <input type="checkbox"/> No <input type="checkbox"/>
Phone #:		Email:		Status #:	
Address:		City:	Province:	Postal Code:	
2. Banking Information					
Transit #:		Institution #:		Account #:	
3. Education					
Highest Level Attained:	Elementary: <input type="checkbox"/>	Secondary: <input type="checkbox"/>	College: <input type="checkbox"/>	Bachelor: <input type="checkbox"/>	Masters: <input type="checkbox"/> PhD: <input type="checkbox"/>
Year Attained:	Discipline:		Other Training or Certifications:		
License:	Professional Assoc. #:				
4. Course or Training Information					
Institution Name:			Total Cost:		
Address:		City:	Province:	Postal Code:	
Rationale for Course/Training (Please specify the certification or accreditation):					
I have read and consent to the policy; I have also filled out the Application to the best of my ability.				Date:	
Print:			Signature:		


 Chief LR

6.2

Appendix 2

Consent to Release of Information

I, _____, hereby give permission to Wahnapiatae First Nation to utilize my information for the purposes of improving Education planning and support and improving unemployment opportunities, policies, and procedures.

I consent to my information being shared only with parties who are required to know this information in regard to fulfilling my application and to deliberate on eligibility requirements.

I consent to the utilization of the information in the application to be used to update the information on file for the membership registry.

I consent to the release of all information related to the course or training, including individual grades, transcripts, course/training and schedule information, and the outcome of my course/training to the Education Department at Wahnapiatae First Nation.

Print Name

Applicant Signature

Date

