



FIRST NATIONS OF QUEBEC AND LABRADOR
ECONOMIC DEVELOPMENT COMMISSION

QUARTERLY ACTIVITY REPORT
OF THE FIRST NATIONS OF QUEBEC BUSINESS
NETWORK

JUNE 2012



QUARTERLY ACTIVITY REPORT

CAREER DAY IN THE COMMUNITY OF CHISASIBI (APRIL 12, 2012)

The James Bay School of Chisasibi held a career day on April 12, 2012 for the community in order to provide an appropriate opportunity for networking and discussion. The career day featured various workshops organized by CREECO, the Cree Construction and Development Company, the Cree Human Resources Department and the Université du Québec en Abitibi-Témiscamingue.

The First Nations of Quebec Business Network (FNQBN) took part in the career day as an exhibitor in order to promote the FNQBN. Several other organizations also participated and more than a hundred people attended this event.

MENTORSHIP PROJECT FINAL REPORT (MAY 2012)

1. Pilot-Project Objective

The first objective of the pilot-project was to maximize the opportunity to deploy mentorship activities for entrepreneurs. This included the active promotion of access to mentorship services in all the First Nations communities of Quebec. The implementation of the pilot-project made it possible to contact, inform and accompany a greater number of mentors and entrepreneurs in the semi-urban and urban member communities, based on four different streams.

Stream 1: Recruitment of new mentors from Aboriginal communities

At the outset of the project, three communities were targeted for this project. However, due to the slow response from people interested in training, the FNQLEDC had to limit the project to two communities in order to respect the deadlines agreed upon with our financial partners. The project target was to recruit two (2) mentors, including one mentor for semi-urban communities and one mentor for urban communities.

The identification of potential mentors from Aboriginal communities was delayed in terms of the deadline that the FNQLEDC had presented in the agreement. Two (2) mentors were recruited: one mentor for the Sept-Îles region (Uashat) and a second mentor for the Northern Quebec region (Waswanipi). The *Initiation to mentorship for entrepreneurs* training was provided by the M Network for both mentors. The two (2) new mentors are now full members of the M Network.

Stream 2: Promotion and awareness for members of both organizations

The M Network of the Entrepreneurship Foundation, in conjunction with the FNQLEDC, organized mentorship and awareness promotion activities which were adapted and improved for:

M Network: for cells, mentors and mentorees as part of the annual mentorship meeting of the M Network which was held in the Mauricie region at the Delta Hotel in Trois-Rivières, on May 27, 2011. The FNQLEDC was invited to speak at a luncheon conference in order to explain the current partnership and to speak about the advantages of mentorship for First Nations entrepreneurs, namely:

- The availability of support and expertise from experienced mentors to First Nations in their business activities;
- Access to inspiring models of success;
- New sources of motivation;
- Increased success rate of new businesses.

FNQLEDC: For First Nations community leaders and entrepreneurs, as future mentors and mentorees; the “Nature, Business and Industry Fair” was held at the Rouyn-Noranda Conference Center March 23 and 24, 2011. The M Network was invited to provide testimonial on mentorship for entrepreneurs during a special regional event in order to increase awareness of mentorship in Aboriginal communities for entrepreneurs. Testimonials were provided by both mentors and mentorees.

Stream 3: Mentor Training for mentors, who are members of the M Network

Existing and newly recruited mentors associated with this project received awareness training about Aboriginal communities in order to update their skills. In accordance with the philosophy of the Foundation, skills training is provided by peers and by experienced mentors who are part of the network. Under this strategy, we developed specific training related to FNQLEDC business practices. We trained the first cohort of mentors who are available to be matched with mentorees who are members of the FNQLEDC.

Stream 4: The mentorship relation, common network management and follow-up of matched pairs (dyads)

After the mentorship awareness training, the FNQLEDC identified and prequalified several potential mentorees. These mentoree were able to meet with the M Network for qualification purposes. The M Network selected a potential mentor for each mentoree selected and the pairs were then matched. Each mentoree met his mentor for the first time and then the mentor and the mentoree signed an entrepreneur mentorship agreement, a code of ethics and a confidentiality policy. A quarterly follow-up (2) was conducted for each matched pair. The qualitative assessment was performed using an analysis matrix and dashboard, in which all results were displayed.

2. Observations and perspective

The achievement of our objectives was slightly delayed, but we succeeded in working with local partners to disseminate and promote the project through awareness activities including: the presentation of the entrepreneur mentorship approach used by the M Network; testimonials (mentor - mentoree); and the submission of specific recommendations to the FNQLEDC to ensure the success of the project. The work undertaken succeeded thanks to the involvement and cooperation of all stakeholders.