



Workforce Connex

Regional Report

**British Columbia Forum: Building Strong
Private Sector and Aboriginal Partnerships**

May 10-11, 2006

Vancouver, British Columbia



Acknowledgement

The Aboriginal Human Resource Development Council of Canada would like to acknowledge and thank members of the British Columbia regional planning committee who dedicated their time and talent to help make the British Columbia Workforce Connex forum a successful event.

British Columbia Workforce Connex Planning Committee

- Hazel Burns, Métis Nation British Columbia
- Malonie Langthorne, Métis Nation British Columbia
- Angela Mojak, First Nations Employment Society
- Clarence Nyce, Skeena Native Development Society
- Bruce Parisian, Victoria Native Friendship Centre
- Jack Cook, British Columbia Aboriginal Human Resource Development Society (BCAHRDS)
- Audrey Sam, North East Native Advancing Society
- John Webster, Co-chair British Columbia Aboriginal Workforce Strategy (BCAWS) and Aboriginal Community Career Employment Services Society (ACCESS)
- Marlane Christensen, British Columbia Ferry Services Inc.
- Donald Johnson, British Columbia First Nations Committee
- Manley McLachlan, British Columbia Construction Association
- Gail Murray, RBC Royal Bank

- Rod O'Connell, Vancouver Island Health Authority
- Wendy Cheney, Service Canada
- John Clarkson, Service Canada
- Carrie Dusterhoft, Ministry of Aboriginal Relations and Reconciliation, Province of British Columbia
- Brian George, Indian and Northern Affairs Canada
- Tim Low, Indian and Northern Affairs Canada
- Steve Reid, Ministry of Employment and Income Assistance, Province of British Columbia
- Priscilla Sabbas, Ministry of Aboriginal Relations and Reconciliation, Province of British Columbia
- Michael Sadler, British Columbia Aboriginal Human Development Society (BCAHRDS)
- Nadine Hoehne, British Columbia Aboriginal Workforce Strategy (BCAWS)
- Susan Mussell, Service Canada
- Francesca de Bastiani, Service Canada
- Gerry Kowalenko, Service Canada
- Rod Cunningham, Service Canada
- Alison Olney, Service Canada

The national Workforce Connex forum series is administered by the Aboriginal Human Resource Development Council of Canada through funding provided by the Sector Council Program, Human Resources and Social Development Canada.

Published: July 2006



Canada

TABLE OF CONTENTS

President/CEO Aboriginal Human Resource Development Council of Canada	2
Executive Summary	3
Forward	3
Synopsis	3
Forum Discussion	5
Part 1: Presentations	5
Part 2: Sectoral Perspective	5
Part 3: Geographical Perspective	11
Commitments	16
Overview of the National Trades Strategy	17
Appendices	18
Appendix 1: Forum Agenda	18
Appendix 2: Attendance	20
Appendix 3: Evaluation Summary	28
Appendix 4: Glossary of Terms	32

Message CEO/President

Aboriginal Human Resource Development Council of Canada

KELLY LENDSAY

July 2006

Dear Workforce Connex participant,

It is my pleasure to present the outcomes of the third forum in the national Workforce Connex series, which was held in Vancouver, British Columbia on May 10-11, 2006.

The concept behind Workforce Connex came to life when the Honourable Claudette Bradshaw, former Minister of State (Human Resources Development), undertook a series of roundtables with stakeholders across the country in 2005. The principal purpose of the tour was to bring together Aboriginal Human Resource Development Agreement holders (AHRDAs), private sector and other key stakeholders to discuss better collaborations in Aboriginal labour force development.

Throughout this process the council emphasized the importance of collaboration, coordination and communication. To achieve results, the potential partners; government, the private sector, community groups and Aboriginal people, have to be committed to implement sustainable partnership strategies.

It was rewarding to see this vision unfold through active discussion among all participating stakeholder groups at the British Columbia forum. Participants were engaged in discussion and motivated to break down barriers and find solutions to resolve the current training, recruitment and retention issues of Aboriginal peoples.

It is now critical for the British Columbia Workforce Connex participants to continue dialogue and build strong and sustainable partnerships that will encourage and provide training and jobs for Aboriginal people in British Columbia.

The Aboriginal Human Resource Development Council of Canada (AHRDCC) will continue its work to facilitate discussion among trades and apprenticeship stakeholders to help build a skilled Aboriginal workforce that feeds the growing need of Canada's Aboriginal people and economy.

We would like to thank you, the participant, for your involvement in Workforce Connex British Columbia. The council looks forward to your continued involvement and added value in this multi-dimensional partnership initiative. Your role is critical!

Sincerely,



Kelly Lendsay
President/CEO
Aboriginal Human Resource Development Council of Canada

Executive Summary

Foreword

This report is a summary of findings from the British Columbia Workforce Connex forum that was held on May 10-11, 2006 as part of national forum series. The findings outlined in this report are representative of the British Columbia participants and have not been altered or analyzed in any way.

This summary is focused on the input participants shared during interactive roundtable and plenary discussions. The findings will serve as a starting point for the development of new private sector/Aboriginal employment centre partnerships in the British Columbia region, and for the development of the region's go-forward action plans.

The "AS SAID" reports from across the country will be analyzed for trends that will be captured in a comprehensive and integrated national report that will be used to shape initiatives in the Aboriginal Human Resource Development Council of Canada's (AHRDCC) national Aboriginal trades and apprenticeship strategy.

Synopsis

Workforce Connex is a national forum series that has been designed to increase Aboriginal participation in targeted trades employment and apprenticeship programs. The intent is for the forums to create, strengthen and leverage regional partnerships and collaborative networks that offer resolve to Aboriginal employment training, recruitment and retention issues.

On May 10-11, 2006, a group of committed stakeholders representing private sector employers, Aboriginal Human Resource Development Agreement holders (AHRDAs), government and educators convened at the British Columbia Workforce Connex forum to discuss ideas and commitments that will increase Aboriginal participation in trades and apprenticeship in the British Columbia region.

The discussion occurred in stages:

Part 1: Presentations: a number of presentations were made to provide the participants with context for their discussions.

Part 2: Sectoral Perspective: This session allowed participants to discuss the various issues in relation to Aboriginal employment within a single sector. The four sectors chosen for this discussion were service, resource public and construction.

Part 3: Geographical Perspective: This session allowed participants to discuss issues being experienced within a specific geographical area from a cross-sectoral perspective. The geographic regions discussed were the Central/South Interior, Vancouver Island/Central Coast, Lower Mainland/Sunshine Coast and Northern British Columbia.

Part 4: Go Forward Commitments: For each of the four geographical regions, participants built a list of commitments to ensure the value of the two-day forum would extend into actions and long-term partnerships.

Through the facilitation of local professionals, participants were able to share their ideas and help each other increase mutual understanding about the challenges and successes to increase Aboriginal participation in the British Columbia labour market. There was a consensus in the room that increased momentum is required to drive the connections between the supply side (AHRDAs and Aboriginal organizations) and the demand side (employers).

It was recognized that the forum was a beginning; an opportunity to actively and consciously begin to move the agenda forward in British Columbia. As a starting point, 15 commitments across the four geographical regions were made at the forum.

The work done in British Columbia will be integrated into a single report that will be used to shape initiatives in the overarching Aboriginal Human Resource Development Council of Canada's national Aboriginal trades and apprenticeship strategy.

The Discussion

Participants discussed and shared ideas about how to increase Aboriginal participation in trades and apprenticeship in the British Columbia region. The dialogue and deliberations at the session are contained below.

PART 1: PRESENTATIONS

A number of presentations were made to provide the participants with context for their discussions. The presentations included:

- Motivating Towards Positive Change, Peter Legge, President and CEO, Canada Wide Magazines and Communications Ltd.
- Industry Outlook: Supply and Demand Issues and Opportunities, Ken Peacock, Senior Economist, British Columbia Business Council.
- Aboriginal Human Resource Development Agreement holders.
- Panel: Successful Public/Private Sector/ Aboriginal Engagement Models.
 - British Columbia Aboriginal Workforce Strategy
 - VanAsep
 - Bladerunners
 - Increasing Meaningful Partnerships for Aboriginal Capacity in Trades (IMPACT)
- Successful Practices in Community Economic Development, Chief Clarence Louie.

- Keynote: Honourable Tom Christensen, Minister, Aboriginal Relations and Reconciliation.
- Real Life Client Stories: Danny Mellish, Dobson Abrahams and Carrie Speck.
- Open Discussion: Apprenticeship, Ron Johnston (Vancouver Community College), Brian Clewes (Industry Training Authority – ITA) and Clarence Nyce (Skeena AHRDA).
- Keynote Speaker: Kelly Lendsay, President and CEO, Aboriginal Human Resource Development Council of Canada.

PART 2: SECTORAL PERSPECTIVES

Purpose

This session allowed participants to discuss the various issues in relation to Aboriginal employment within a single sector. The four sectors chosen for this discussion were:

- Service.
- Resource.
- Public.
- Construction.

Service Sector

What can be done together?

- Create a better understanding of the AHRDAs.
- Make contact to learn and inform others.

- Support retention and less competition between employers for the same labour pool.
- Build marketing strategies.
- Know where “our” people go in the province (both employment and training).
- Develop opportunities in the tourism sector.
- Address the needs of off-reserve people (social workers, etc.), because 50-70 per cent of aboriginal people live off-reserve.
- Need to identify:
 - trends in industry
 - supply and demand issues
 - skills needed
 - challenges & barriers to recruiting and training Aboriginal people
 - necessary action steps.

Tourism

- Tourism industry is facing challenges (i.e., 9-11, rising dollar, rising gas prices) but it is a resilient industry.
- Revenue increased in 2005 to \$9.8 billion, and more is expected as the Olympics in 2010 will spotlight British Columbia and Canada.
- Tourism industry challenged itself to double by 2015 through in-depth planning:
 - international marketing
 - product development
 - infrastructure
 - Go2 has created a human resources plan (Go2 is an independent, non-profit association that works with employers, educators and government to promote British Columbia as a world leader in tourism human resources practices).

- Over 10 years, an increase of 84,000 jobs is estimated in tourism.
- Addressing needs in middle management is a “big ticket item”, in accommodation and food & beverage sectors especially (there is a projected shortage of 8000 people).
- Also need about 11,000 cooks & chefs, 3,800 leaders & guides, 23,000 front line staff (i.e., servers, bartenders, etc.).
- General view of tourism (from public) is that they are low paying jobs but tourism has a huge diverse infrastructure.
- Entry level positions:
 - service starting at \$10-12 per hour
 - middle management \$35-45k per year
 - senior management \$60-80k per year
 - average gratuity starts at 50 per cent of salary per year.
- Post secondary offers an array of tourism options.

Fianance (RBC Royal Bank)

- Two main entry points into the industry:
 - retail banking
 - financial services representatives (personal banking).
- How do we attract Aboriginal people? Want to share what opportunities they have.
- We need to attract people to career type positions but competition is fierce.
- Retail banking sector is expanding.
- Challenges with retention – how do we keep people?

Retail (Safeway)

- 77 stores in British Columbia.
- We want to show communities that we want to employ Aboriginal people.
- Current services and programs:
 - Lower Mainland – immigrant services
 - Duncan – successful with Aboriginal hiring
 - want to incorporate the same human resource strategy in all stores throughout the province.
- Recruitment strategies:
 - every store has a recruiter and does its own hiring
 - corporate office in Vancouver has coordinator of recruiters
 - keep track of labour market trends
 - most positions are part-time to start.

Retail (Thrifty's)

- Co-sponsoring Pow Wows with a booth set-up. Recruitment is done at the event.

What do you as human resource managers see as issues of Aboriginal people working in your industry? How can we work together to make it better?

- Stereotypes (i.e., not reliable, off drinking after first cheques).
- Some Aboriginal people don't understand union contracts (i.e., why are union dues deducted?).
- There has been a move from tolerating differences to embracing them.

- Go2 – some businesses are terrible, some are excellent. Vast majority are unaware of the Aboriginal workforce to a point of ignorance. They don't know how to approach Aboriginal people.
- Friendship Centres have trouble retaining employees. Lowest paying at Vancouver Friendship Centre \$14 per hour. All positions have full benefits:
 - need to engage Aboriginal community
 - use Friendship Centres as a link and as a stepping-stone – youth is a huge resource.
- Difficulty for Aboriginal people who have grown up on reserve to work for a non-Aboriginal organization.
- Large companies have a lot of resources whereas small companies would rely on AHRDAs to help them recruit.
- AHRDAs respond to local needs.
- Educated Aboriginal people are a hot commodity.
- If they see Aboriginal people working at stores, Aboriginal people will shop there.

Next Steps

- Working on the images of corporations/ organizations to Aboriginal people and Aboriginal peoples image to the corporations and organizations.
- Make connections to create good employment for good people.
- Aboriginal people are community-based. Employers need to be aware of that.
- AHRDAs want to add more value to what they are already doing.

Construction Sector

What are future needs in your sector?

- Union issue is a huge one for First Nations – people need to understand them and their processes.
- Unions need to visit communities.
- Unions are willing to look at new ways of getting people involved.
- Equity programs – no focus on women.
- During the period of 1995-2005, 50 per cent of apprentices dropped out.
- There is a need to build essential skills and soft skills.
- Transportation is an issue.
- Cross-cultural training is key.
- Innovative driver training needed: young people don't have a driver's licence.
- Need to address literacy.
- Success – Manitoba Floodway Project Labour agreement (Aboriginal/labour partnership to access contracts and employment on the floodwater project).

What kind of education and training is needed?

- Essential skills for the trades program.
- Skills assessment and tutoring:
 - assessment not generally done well, which contributes to Aboriginal people dropping out of the apprenticeship system – Test of Workplace Essential Skills (TOWES)
- Level I and II trades training right in the community – tutors – 100 per cent graduation – all working.
- Huge drop-out issues in some areas (Stolo AHRDA).

- Once an Aboriginal person is in a job, the following support needs to be considered:
 - counsellor
 - programs in money management
 - on the job support.
- Need to start establishing mentors in the Aboriginal community.
- Support needed in technical components.

What is needed to create bridges between business and the Aboriginal community?

- Better preparation before entering the trades – math upgrading.
- Build bridges – both ways!
- Need to get everyone together.
- Aboriginal mentors who are already employed in the industry have proven effective means to promoting trades in their community.
- Ongoing support and encouragement throughout the apprenticeship process.
- Bring job opportunities directly to the Aboriginal community.

Resource Sector

Presentations:

- BC Mining Association and Natural Resources Canada.
- Oil and Gas – Duke Energy.

Successes:

- Northern Opportunities Program.
- Apprenticeship credits at the high school level.
- Multiple partner MOUs between First Nations, labour and companies to lay ground work to create more jobs for Aboriginal workers.
- Communication programs to general public to encourage Aboriginal youth to enter the trades.
- Métis pilot project in the oil and gas – 22 successfully completed pilot training (on-site).

Challenges:

- Need cultural awareness.
- Systemic racism.
- Trade branding problem.
- Union is a barrier.
- There are a lot of jobs in mining but Aboriginal participation is low because the mining sector is in the beginning stages of developing human resource strategies for increased Aboriginal participation in real, long-term jobs.
- Disconnect between high employment in Aboriginal northern communities and the level of job opportunities in the sector.
- Levels of education do not match job requirements.
- Deterrent is that some Aboriginal people do not look favourably on these jobs (i.e., camps, no family support).
- AHRDA capacity is limited – makes partnering with business a challenge.

Solutions:

- Need to go to youth and parents to influence youth to consider trades as a viable career path.
- Test of Workplace Essential Skills (TOWES) assessment tool is valuable means to assess the real levels of Aboriginal skill levels.
- Need to ready workplaces (all levels), supply channels for increased Aboriginal retention – embed directly into contracts.
- Increase understanding in the Aboriginal community about the corporate culture.

Public Sector

Sectors:

- Municipality/City.
- Training/AHRDAs.
- Government/Ministries.

Health Care Sector

- 40 per cent attrition rate in the health sector (i.e., Vancouver Island Health Authority is expecting 23 per cent of its staff to retire in the near future).
- Healthcare is in a growth phase, both urban and rural.
- Tough to sell to marketplace.
- There are a range of job opportunities (200) in the sector
 - skills range from low to high education.
- Need short, medium, long-term recruitment and retention strategies.
- Challenges:
 - education/skills training changes
 - high demand

- competition with other employers
- baby-boomers – population dent.
- Unionized environment opportunities:
 - partnering with education institutes
 - program development
 - AHRDA partnerships.

Municipalities

- Opportunities exist to gain employment at all levels.
- Coordinated approach among municipalities to attract workers from going to federal/provincial sector.
- Within the city, 80-90 per cent of full-time jobs go to people within the organization.
- Key is for Aboriginal people to enter the workplace in a casual or auxiliary level and then, with union agreements, they can move up!

What are the systemic barriers?

- Attitudes of society.
- Aboriginal public image.
- Addressing this challenge – how?
- Culture – living in two worlds.
- 52 per cent below poverty level.
- Need social inclusion as well.
- Diet, nutrition, physical education, parenting.
- Get down to the basics before focusing on education.

Grooming Youth and Encouragement

- Schools:
 - information sessions
 - career exploration.
- How can we assist with career planning? Network with Aboriginal post-secondary courses.

Aboriginal Organizations

- Anticipated attrition of workers (retirement and the growth of the health sector can be described as a “Perfect Storm” – a huge, looming challenge).
 - major needs, increased access to health care with baby-boomers
 - Aboriginals not graduating with academic qualifications
 - there is competition for Aboriginal labour force.
- Biggest challenge: How can we address this “perfect storm”.
- Pre-requirements not there.
- No funds available for education programs in healthcare.
- Bands not pushing sciences/math.
- Need to influence people younger – in the schools.
 - What age? Kindergarten to three program on the Island – Summer Camps
 - Link into First Nations Education Steering Committee (FNESC) and First Nations Schools Association (FNESA).
- Potential for kids to be diminished by teachers because they have low expectations of them.

- Inadequate education in the sciences is a definite barrier for most Aboriginal people.
- Employment barriers are linked to social problems.
- Get basic skills and support.
- Many Aboriginal people live in remote communities making education and access to jobs difficult.
- There is so much focus on trades because they've been doing a good job with promotion.
- As AHRDAs, we don't initiate, we respond to community needs.
- Need to get experience to go along with academics.
- Employers must do a better job of getting information into the communities.

Employers:

- Create awareness (through promotion) of job opportunities (an additional challenge within a unionized environment):
 - distribution to Aboriginal communities
 - promoting peak hiring times
 - time to prepare.
- Create and provide mentorship programs:
 - bridge programs
 - work with unions to impact/influence their practices.
- Share information about recruitment criteria.
- Must go into the communities – build bridge.

Aboriginal Organizations

- Building relationships/partnerships with employees.
- Promotional campaign on British Columbia Aboriginal Workforce Strategy (BCAWS) partnerships in region.
- Need to build and implement a strategy for how to map out and target the communities.
 - promotional resources, videos, etc.
 - BCAWS could be coordinator of process.
- Public education forum(s).

PART 3: GEOGRAPHICAL PERSPECTIVE

Purpose

The second day of the forum saw participants break up into different groups than they were in on the first day, organized this time by geographical region. This allowed participants not only to connect with people they perhaps had not yet communicated with in the previous day's workshops, but also to examine issues being experienced within a specific geographical area from a cross-sectoral perspective.

The geographic regions discussed were:

- Central/South Interior.
- Vancouver Island/Central Coast.
- Lower Mainland/Sunshine Coast.
- Northern British Columbia.

Central/South Interior

- Regional implementation of BCAWS agreements:
 - Interior Health Authority
 - London Drugs
 - others.
- We need a regional forum:
 - similar to this one but region-specific -- perhaps in Cranbrook or Williams Lake
 - connect with all employers.
- What is needed:
 - employer service components (there used to be funding for this but not anymore)
 - in order for AHRDAs to refer appropriate people, they need to know what jobs exist, the demand of each job and the details about these jobs
 - AHRDAs need to be more progressive in connecting with employers
 - need a marketing piece to increase awareness and understanding; communications/marketing
 - AHRDAs should make direct contact with employers in their area
 - provide employers with a list of contacts in the AHRDAs and aboriginal community to make it easier for employers to connect with AHRDAs/ Aboriginal communities
 - employers not sure how to “cross the boundary” to commit (cultural divide) because they don’t know how to connect
 - employers are not fully aware of all AHRDA services

- what model is being used for these forums in other parts of Canada? More interchange between provinces is needed.

Vancouver Island/Central Coast

- Challenges and opportunities in the region:
 - supply side – Aboriginal organizations & education
 - demand side – government & employers
 - need to answer the big questions
 - o what is the AHRDA
 - o what is the region
 - o what are the challenges
 - identifying connections was an eye opener and showed opportunities
 - partnerships between “supply” sides are abundant but not aware of one another’s partnerships (i.e., between AHRDAs)
 - isolation is a huge barrier in Vancouver Island communities
 - underlying racism has to be addressed.
- Employers:
 - there is a lot of overlap
 - skills are industry-based, not regionally based – skill development is key.
- Challenges:
 - who do employers go to if they want to hire an aboriginal worker
 - work experience programs need to be developed and improved
 - need to address the unfavourable perception of unions in the Aboriginal community

- build capacity in effective outreach/recruitment.

Lower Mainland & Sunshine Coast

- Introduction:
 - new Safeway opening in Chilliwack; there are jobs available now
 - interested in making contacts for future opportunities
 - hoping to strengthen relationships
 - to place youth who are extremely eager for first time work experience.
- Demand:
 - what skills are needed
 - where are the skill gaps
 - recruitment and retention challenges
 - barriers to connecting with community
 - people not able to present experience and competencies in a confident, professional manner
 - o by getting out into the community, RBC did a lot of work to determine exactly what they needed and the opportunities available.
 - lack of required education
 - disconnect exists with Aboriginal community
 - o employers need confidence and understanding about how to make connections and where to start (easier in many ways dealing with new Canadians)
- o so much bureaucracy (especially in construction industry) – not sure who to approach (one solution may be to “regionalize” this function in order to simplify these connections)
- employers need to take ownership – just do it – harder to do in larger organizations (such as City of Vancouver and other municipalities)
- Employers can hire Aboriginal people (or work with AHRDAs, etc.) to develop cultural awareness seminars
- Literacy is key
- Computer literacy is a barrier.
- Supply:
 - who are the AHRDAs in the region
 - o Fraser Valley Central Coast, Aboriginal Community Career Employment Services Society (Access), First Nations Employment Society (FNES), Congress of Aboriginal People/United Native Nations (CAP/UN), Métis Nation British Columbia (MNBC) and STITSMA (the Squamish sub-agreement under the FNES AHRDA). How do we establish contact
 - o email, exchange business cards, web browsing, direct approach, newsletters, chamber of commerce, business groups, Vancouver Board of Trade, referrals, conferences, forums, trade fairs, participate in corporate sponsored events, site visits, networking, share success stories, think tanks and database
 - what are the barriers to making connections with business community

- o 1-800-TRADES
- o implementing a coordinated approach
- o technology
- o labour shortages
- o motivation
- o history
- o attitude and stereotypes
- o isolation
- o transportation
- o high school drop-out rate
- How do we overcome challenges?
 - o tailor training to the client
 - o partnerships
 - o provide introductory to trades
 - Construction Orientation and Retention for Employment (CORE) apprenticeship program
 - o bring educational institutions into the communities that are designed for communities.

- depending on region, some opportunities are fewer in certain sectors. Forestry may be booming in one area, not in another
- small business is improving
- only urban areas have easy access to apprenticeship
- Aboriginal people having to leave their home communities is one of the biggest barriers
- tourism: Aboriginal experience from Dawson Creek to Fairbanks Alaska -- 13 First Nations have signed up -- more to participate
- there will be a demand for elders, teaching, working with family and carrying on traditions
- reason AHRDAs are broken up is because of diversity and this diversity is not always recognized in forums (i.e., pine beetle situation)
- line cutters, pad builders, first aid, etc., are needed for resource companies
- need to create talent pool for five years
- problem hiring summer student. One Aboriginal out of 84 positions because they cannot pass entry test, or they are not getting the information about postings
- serious disconnect between major oil companies about how they think they will fit within First Nation communities.
- destination casino – Haida Gwaii (200 jobs)
- essential skills are big problem and to work on this would be a start to get a foot in the door. Academic – Math, English, and Sciences – it is VERY IMPORTANT to work on this!

Northern BC

- What are demand and supply issues facing Northern British Columbia?
 - it's a problem when government puts "north" in one category, when each region is diverse
 - demographics – population is getting older
 - BC Ambulance, opportunities are endless

- fix education system instead of doing ABCs after high school – look at the social system that exists now because it has failed—it is pushing kids through school without the skills or reading, writing, math abilities
- start working with youth in grade 10 to help them finish school
- building partnership, not talking money, but real partners that want to develop long-term capacity development for management procurement – contracting out more (i.e., staffed two British Columbia ferries)
- do not cover bar for entry test; have to help people reach higher
- a company hires workers that have completed grade 10 but as a part of their two-year term, establishes a employment contract that states they need to complete grade 12
- skills transfer should be looked at as it can be a barrier
- AHRDAs are addressing all the problems that have been recognized, dealing with bringing levels up to achieve success – working toward client success – AHRDAs should be highlighted for dealing with all that is being discussed
- British Columbia First Nations engaged in discussions with five major industries and this should have been showcased here
- contact information from industries need to be provided to all AHRDAs. The relationship needs to be developed at that level
- need to connect the right people in the AHRDAs with the right people in industries
- business/companies can call on AHRDAs to do presentations so they know what an AHRDA is all about and how they can help them increase their aboriginal workforce
- implement childcare, infant development, Aboriginal head start. Taking holistic approach, seeing what people need to get the job done—short course training, deliver presentations to schools, need to have right stakeholders involved. Can fit as all in one window
- help with all social issues i.e., housing etc.
- cost share with First Nations Bands – First Nations pay living allowance and AHRDAs pay tuition
- AHRDAs can partner with industry and business, university programs to come to community partner with AHRDA
- AHRDAs are all different; no written partnerships between AHRDAs but there are written informal agreements; AHRDAs can call/help each other
- AHRDAs focus specifically on their own areas and this is why they are so effective
- British Columbia AHRDAs taking stewardship model, provide services to First Nations living on/off reserve, non-status living on/off reserves and Inuit clients
- Take computer applications to communities and teach youth PowerPoint, etc., to benefit the community.

COMMITMENTS

The following 'go-forward' commitments were made at the session:

Central/South Interior

- Prepare and distribute a list of contacts of AHRDAs for employers:
 - BCAHRDs
 - "Branding" – so that the employer link is on website.
- Conduct "free lunch" events and bring in employers.
- Create something similar to the "1-800-AHRDA" in Ontario.
- Can AHRDAs commit to going back and figuring out how to connect?
 - what is feasible to facilitate access for employers
 - forums too complicated and expensive
 - look at having a luncheon.

Vancouver Island/Central Coast

- Make contacts/connections – build relationships with the supply and demand side.
- Focused forum to bring together Vancouver Island employers, Aboriginal organizations, education institution and community, front line workers, advocates, local government officials (Aboriginal)
- Develop a database of services, major employers, etc.

Lower Mainland & Sunshine Coast

- Database, pamphlet or some other tool(s) that provides contact information about who to call.
- Employers in the room will contact the Aboriginal organizations in their area(s)
 - to begin to build a relationship and learn about different cultures.
- Sto Lo Nation will:
 - AHRDAs, First Nations/Employment Assistance Service's etc., will hold a forum with their area to connect all the stakeholders, clients.
 - Safeway to do seminars similar to those they have recently done with immigrant serving organizations.

Northern BC

- Set targets:
 - 21 per cent of people in forestry
 - 17 per cent in fishing
 - Four per cent in mining – want to bring four per cent up to 20 per cent in mining sector in Skeena region.
- Obligation that AHRDA will carry on.
- Make people aware that there is more information in stats (i.e., migration of First Nations peoples). People move and access other AHRDAs with no increase in budget.
- AHRDAs will train people in their areas before sending to other AHRDA areas to look for work.

BC Overall

- The British Columbia organizing committee will convene to drive future action started by this forum.

THE NATIONAL TRADES PROJECT

The Aboriginal Human Resource Development Council of Canada (AHRDCC) is responding to Canada's growing need for skilled trade and apprenticeship workers through a new national trades and apprenticeship project. This three-year initiative, designed to develop new partnerships and employment strategies, will give employers and trainers enhanced access to Canada's largely untapped and existing human capital of Aboriginal people who are eager to fill the employment gap.

This innovative initiative will create, strengthen and leverage partnerships with private-public sectors, Aboriginal employment organizations, learning institutions and government stakeholders in an effort to collaborate on methods to recruit and retain Aboriginal participation in trades and apprenticeship.

Members of the AHRDCC trades and apprenticeship team have been actively supporting the Aboriginal Human Resource Development Agreement holder (AHRDA) community with current projects and future initiatives that will successfully advance Aboriginal interests in trades and apprenticeship.

The forum series, Workforce Connex, is the first of many trades and apprenticeship initiatives to link national and regional employers with opportunities to connect to provincial Aboriginal employment training, recruitment agencies and associations. The work done in British Columbia will be integrated into a single report that will be used to shape initiatives in the overarching national trades and apprenticeship project.

Ultimately, the project is designed to link people and ideas. The project will provide regional and national links to groups involved in trades and apprenticeship across Canada. Initiatives will increase skills, learning and employment opportunities and open doors for stakeholders to work together on local and regional projects and initiatives.

The trades and apprenticeship project is administered by AHRDCC and funded through a \$2.9 million contribution from Human Resources and Social Development Canada (HRSDC).

AHRDCC is a not-for-profit public-private organization with the mandate to increase Aboriginal participation in Canadian labour markets.

For further information on the national trades and apprenticeship project contact a team member:

- Sandra Stevens, National Director
sandra.stevens@ahrdcc.com
- Peggy Berndt, Manager,
Communications & Marketing
peggy.berndt@ahrdcc.com
- Victoria LaBillois, Eastern Trades Liaison
victoria.labillois@ahrdcc.com
- David Lindley, Western Trades Liaison
david.lindley@ahrdcc.com
- Colleen Ostlund, Administrative Coordinator
colleen.ostlund@ahrdcc.com

Aboriginal Human Resource Development Council of Canada (AHRDCC)

820 - 606 Spadina Crescent East
Saskatoon, SK,
S7K 3H1

Toll Free: 1-866-711-5091

Fax: 1-306-956-5361

Email: contact.us@ahrdcc.com

FORUM AGENDA

Workforce Connex BC Forum May 10 – 11, 2006

Agenda:

TIME	ACTIVITY
Day One Wednesday, May 10	
7:30 – 8:30 AM	Registration
8:30 – 9:15 AM	Opening Ceremony Opening Prayer Chinook Song Catchers Opening Comments Opening Addresses British Columbia Aboriginal Workforce Strategy: Memorandum of Understanding & Employer Partnership Signing Ceremony
9:15 – 9:45 AM	Keynote Speaker - Peter Legge, President & CEO, Canada Wide Magazines and Communications Ltd.
9:45 – 10:15 AM	Industry Outlook: Supply & Demand Issues and Opportunities
10:15 – 10:45 AM	Health Break

Appendix 1

TIME	ACTIVITY
10:45 – 11:30 AM	Aboriginal Human Resource Development Strategy & Aboriginal Human Resource Development Agreement holders Outlook
11:30 – 12:30 PM	Panel: Successful Public/Private Sector/Aboriginal Engagement Models <ul style="list-style-type: none"> • British Columbia Aboriginal Workforce Strategy • VanAsep • Bladerunners • Increasing Meaningful Partnerships for Aboriginal Capacity in the Trades (IMPACT)
12:30 – 1:30 PM	Lunch
1:30 – 3:15 PM	Roundtables/Health Break (Four concurrent industry focus group sessions) <ul style="list-style-type: none"> • Resource • Service • Public Sector • Construction

TIME**ACTIVITY**

3:15 – 3:45 PM

Roundtable Sharing

3:45 – 4:30 PM

Keynote Speaker -
Chief Clarence Louie

4:30 – 7:00 PM

Networking Reception**Day Two**Thursday,
May 11

8:30 – 9:00 AM

**Recap of Day One and
Roundtable Discussions**

9:00 – 10:00 AM

**Apprenticeship Panel
& Open Discussion**

10:00 – 10:20 AM

Health Break

10:20 – 10:50 AM

Keynote Speaker -
Honourable Tom Christensen,
Minister, Aboriginal Relations
and Reconciliation**TIME****ACTIVITY**

10:50 – 11:15 AM

Real Life Client Stories

11:15 – 12:30 PM

**Focus Groups by
Geographic Region**
(Four concurrent sessions on
strategy & next steps)

- Northern
- Central/Southern Interior
- Lower Mainland/Sunshine Coast
- Vancouver Island/Central Coast

12:30 – 1:30 PM

Lunch – Keynote Speaker
– Kelly Lendsay, President & CEO,
Aboriginal Human Resource
Development Council of Canada

1:30 PM

**Summation and
Adjournment**

Appendix 2

ATTENDANCE

PARTICIPANT	ORGANIZATION	LOCATION
1. Abrahams, Dobson	International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Local 97	
2. Abramsen, Karen	Okanagan/Ktunaxa Aboriginal Management Society	Kelowna
3. Alfred, Ruth	Pacific Association of First Nations Women - Elder Support Worker	Vancouver
4. Ams, Julie	Canada Safeway Ltd.	Kelowna
5. Anderson, Bob	North Vancouver Island Aboriginal Training Society (NVIATS)	Campbell River
6. Andrew, Codie	OKAMS/KKATC	Cranbrook
7. Babyne, Anastasia	Wuskwatim Keeyask Training Consortium (WKTC)	Thompson
8. Baird, Chief Kim		Tsawwassen
9. Baker, Christine	Squamish Nation Stitsma Employment – Manager	North Vancouver
10. Behrisch, Christie	Independent Contractors and Businesses Association	Burnaby
11. Bellerose, Paula	Prince George Nechako Aboriginal Employment and Training Association	Prince George
12. Betker, Jeff	Manitoba Métis Federation (MFF)	Winnipeg
13. Buchan, Craig	Cariboo Chilcotin Aboriginal Training Education Centre (CCATEC)	Williams Lake
14. Burns, Hazel	Métis Nation British Columbia	Abbotsford
15. Campbell, Chris	BC/Yukon Region Headquarters Service Canada, Employment Programs Youth Initiatives and Aboriginal Affairs	

PARTICIPANT	ORGANIZATION	LOCATION
16. Campbell, Freda	Tahitan Central Council	Prince George
17. Cant, Daphne	Employer Services, Service Canada	
18. Castaneda, Darcy	Blade Runners	
19. Charleston, Sennen	North East Native Advancing Society	Fort St. John
20. Charuk, Darcy	Peter Kiewit Sons Co.	Vancouver
21. Checkley, Jennifer	Government of Canada-Labour Program	Vancouver
22. Clark, Judith	Sschool District #43 Coquitlam – Principal – Special Projects	Port Coquitlam
23. Clewes, Brian	Industry Training Authority	Richmond
24. Cook, Jack	Nuu Chah Nulth Employment and Training Board	Port Alberni
25. Cote, Madill Louise	Service Canada	Prince George
26. Cox, Jim	Vancouver Port Authority	
27. Cranmer, Jeannie	BC Hydro	Vancouver
28. Daniels, Kate	Ministry of Energy and Mines	Victoria
29. Dayton, Susan	Department of National Defence	Victoria
30. De Sadeleer, Belinda	VanAsep Training	Vancouver
31. Deck, Margaret Mary	School District #43-Coquitlam	Port Coquitlam
32. Demare, Debra	Thompson Rivers University	Williams Lake
33. Dennstedt, Bob	Urban Native Indian Education Society – Interim	Vancouver
34. Deveson, Marilyn	Ministry of Children and Family Development	Victoria
35. Deveson, Teresa	Service Canada-Facilitator Regional Programs	
36. Donnelly, Ken	Partnerships, Aboriginal Affairs Directorate	NHQ

PARTICIPANT	ORGANIZATION	LOCATION
37. Dragseth, Chris	Service Canada – Central & Northern Vancouver Island	Nanaimo
38. Dreilich, Bryan	Ministry of Advanced Education, University Colleges	Victoria
39. Dusterhoff, Carrie	Ministry of Aboriginal Relations and Reconciliation, Province of BC	Victoria
40. Ellis, Rose	Aboriginal Relations Branch Minister of Energy, Mines & Petroleum Resources	Victoria
41. Eng, Anita	Service Canada	Vancouver
42. Eng, Charlene	Nuu Cha Nulth Employment and Training Board	Port Alberni
43. Eunson, Marion	Ktunaxa Nation Council-Manager, Employment Services	Cranbrook
44. Felix, Stephanie	Stolo Nation Human Resource Development	Chilliwack
45. Frame, Rebecca	Frame and Associates	
46. Francis, Dennis	Interior Salish Employment & Training Society	Merritt
47. Frank, Sharlene	North Island Aboriginal Training Society (NVIATS)	Campbell River
48. Fredricksen, Liv	CFIB – Policy Analyst, BC & Yukon	Vancouver
49. Gallic, Wendy	NETB-Program Advisor	Port Alberni
50. Garrow, Matthew	HRSD Aboriginal Affairs Directorate	Gatineau
51. George, Brian	Regional Coordinator, Aboriginal Workforce Participation Initiative (AWPI)	Vancouver
52. Girard, Josey	Alcan Primary Metal-British Columbia	Kitimat
53. Grecki, Sue	SkillPlan –Workplace Educator	Burnaby
54. Greene, Sandra	Pacific Association of First Nations Women	Vancouver
55. Harris, Wayne		

PARTICIPANT	ORGANIZATION	LOCATION
56. Harris-warren, Joan		
57. Henry, Keith		
58. Henry, Lyle	Coast Salish	Victoria
59. Hill, Anne	Service Canada	Yukon
60. Hobbs, Gloria	Stolo Nation Human Resource Dev	Chilliwack
61. Hoehne, Nadine	BC Aboriginal Workforce Strategy	Vancouver
62. Howarth, Cheryl	Ministry of Children & Family Development	Victoria
63. Howe, Thom	INAC	
64. Hubbard, Greg	Lower Mainland Steel Ltd.	Surrey
65. Hunt, Karin	Prince George Nechako Aboriginal Employment & Training Association	Prince George
66. Janus, Russell	Canada Safeway Ltd.	Chilliwack
67. Jobin, Garry	ACCESS-Vancouver Manager BladeRunners	Vancouver
68. Johnson, Donald	UBC / British Columbia First Nations Coordinators (BCFNC) – Academic Advisor	Vancouver
69. Johnston, Ron	Vancouver Community College	Vancouver
70. Jones, Ray	Skeena Native Development	Terrace
71. Kelly, June	Central Interior	Kamloops
72. Kosa, Crystal	Aboriginal Human Resource Development Council of Canada	Edmonton
73. Labelle, Rhonda	Cariboo Chilcotin Aboriginal Training Education Centre (CCATEC)	Williams Lake
74. Laboucan, Leonard	Infinite Development Corporation	Vancouver
75. Langthorne, Malonie	Metis Nation BC – Provincial Manager	Abbotsford

PARTICIPANT	ORGANIZATION	LOCATION
76. Lanza, Linda	The Training Group at Douglas College – Workplace Skills	Coquitlam
77. Lapointe, Merelia (Connie)	Department of National Defence	Victoria
78. Laverdure, Alexandra	Mining Association of B.C.	Vancouver
79. Lawson, Barbara		
80. Leon, Karl	HRSDC – Team Leader Employment Programs	Surrey
81. Leschyson, John	Go2 – The Resource for People in Tourism Industry Human Resource Development	Surrey
82. Lestage, Mary	Service Canada	Vancouver
83. Lindsay, Andrea	RBC Financial Group	Vancouver
84. Macrae, Duncan	Service Canada	Vancouver
85. Macrae, Robert	MacRae and Associates Inc.	Langley
86. Marshall, Claire	BC Transmission Corporation	Vancouver
87. Martin, Clarence	Skeena Native Development	Terrace
88. Mckenzie, Heather	Cariboo Chilcotin Aboriginal Training Education Centre (CCATEC)	Williams Lake
89. McLaren, Norma Jean	42nd Street	Vancouver
90. Mcrae, Marjorie	Skeena Native Development	Terrace
91. Mellish, Danny	International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Local 97	
92. Merrick, Natasha	Canada Safeway Ltd.	Chilliwack
93. MIDDLETON, John	Ministry of Employment & Income Assistance	Victoria
94. Moise, Samantha	Prince George Nechako Aboriginal Employment and Training Association	Prince George

PARTICIPANT	ORGANIZATION	LOCATION
95. Mojak, Angela	First Nations Employment Society	
96. Monkman, Valerie	First Nations Employment Society	
97. Monterrosa, Sylvia	Louis Bull First Nation	Alberta
98. Morin, Jim	BC Institute of Technology (BCIT)/Association for Mineral Exploration (AME) – Aboriginal minerals training	Burnaby
99. Moulton, Doug	Human Resources and Skills Development Canada – Senior Analyst Sector Council Program Human Resources Partnerships	Vancouver
100. Murray, Gail	RBC Royal Bank	BC/Yukon
101. Mussel, Maryann		
102. Mussell, Susan	Service Canada	Vancouver
103. Ned, Murray	Stolo Nation Human Resource Dev.	Chilliwack
104. Nielsen, Olaf	Camosun College – Trades Training Development	Victoria
105. Nyce, Clarence	Skeena Native Development	Terrace
106. O'connell, Rod	Vancouver Island Health Authority	
107. Ormiston, Todd	Camosun College	Victoria
108. Page, Al	Construction Sector Council	Victoria
109. Parisian, Bruce	Victoria Native Friendship Centre	Victoria
110. Paton, Arlene	Aboriginal Relations & Reconciliation, Province of BC	
111. Peacock, Ken	BC Business Council	
112. Pelletier, Brian	Aboriginal Affairs Directorate	Ottawa

PARTICIPANT	ORGANIZATION	LOCATION
113. Peltier, Catherine	Natural Resources Canada	Ottawa
114. Peltier, Jerry	Congress of Aboriginal Peoples	Ottawa
115. Pettis, Linda	Stolo Nation Human Resource Dev.	Chilliwack
116. Pinay, Linden	VanAsep	Vancouver
117. Plamondon, Angela	Department of National Defence	Victoria
118. Prince, Anne	United Native Nations Society	Vancouver
119. Puckett, Cassandra	Council of Yukon First Nations – HR Coordinator	Whitehorse
120. Ramsden, Murray	Interior Health Authority	
121. Redmond, Mira	Service Canada	Victoria
122. Reid, Steve	Ministry of Employment & Income Assistance	Victoria
123. Romanchook, Mitch	City of Vancouver	Vancouver
124. Ross, Bill	Service Canada – Regional Executive Head	Vancouver
125. Rost, Cindy	North East Native Advancing Society – Industry & Trades	Fort St. John
126. Roy, Cathy	Kla-How-Eya Aboriginal Centre	Surrey
127. Sabbas, Priscilla	Ministry of Aboriginal Relations & Reconciliation, Province of BC	Victoria
128. Sadler, Michael	BCAHRDS	North Vancouver
129. Sam, Audrey	North East Native Advancing Society	Fort St. John
130. Shannon, Peggy	Capilano College - First Nations Advisor	North Vancouver
131. Sinclair, Kelly	Construction Industry Training Institute – Director of Training	Burnaby

PARTICIPANT	ORGANIZATION	LOCATION
132. Soloman, Susan	Stitsma Employment Society	North Vancouver
133. Stamm, Lloyd	Automotive Industry Training Association	Burnaby
134. Strilchuk, Danny	Duke Energy Gas Transmission – Manager, Diversity & Employment Equity	Vancouver
135. Tanaka, Frank	Service Canada	
136. Thomas, Mary Lou	Canada Mortgage and Housing Corporation	Vancouver
137. Wade, Nichola	Ministry of Energy, Mines & Petroleum Resources	Victoria
138. Wallace, Geneva	VanAsep	Vancouver
139. Watts, Merry	Ministry of Children & Family Development	Victoria
140. Webster, John	ACCESS	Vancouver
141. White, Karen	BCAWS	
142. White, Penny	UBC Fisheries Centre	Vancouver
143. Whyte, Laureen	Arbutus Consulting	Vancouver
144. Yamamoto, Colleen	Stolo Nation Human Resource Development	Chilliwack
145. Yeo, Cliff	Canada Safeway Ltd.	Vancouver
146. Cheney, Wendy	BC/Yukon Region Headquarters, Service Canada	Vancouver
147. Clarkson, John	Service Canada	Vancouver
148. Cunningham, Rod	Service Canada	Vancouver
149. De Bastiani, Francesca	Service Canada	Vancouver
150. Kowalenko, Gerry	Service Canada	Vancouver
151. Olney, Alison	Service Canada	Vancouver

Appendix 3

EVALUATION SUMMARY

Vancouver, BC - RESULTS

Summary

The Vancouver Workforce Connex forum attracted delegates from Aboriginal Human Resource Development Agreement holders (AHRDA), private sector organizations and government. In total, 151 participants were in attendance. 33 evaluations were received; representing a participant return rate of 22 per cent. Response sector demographics are broken down as follows:

Private sector delegates	11
AHRDAs	13
Unknown	9

General Questions and Responses

1. *Please forward me a copy of the forum report as follows:*

Email	26
Canada Post	5
Email & Canada Post	0
No Indication	2

2. *Did the Workforce Connex forum meet your expectations?*

Yes	27
No	2
No Indication	4

3. *Were the information materials you received at the forum valuable to you?*

Yes	29
No	1
No Indication	3

4. *Did you visit the Workforce Connex (www.workforceconnex.com) website prior to the forum?*

Yes	19
No	13
No Indication	1

5. *Did you have sufficient advance notice about the forum?*

Yes	27
No	5
No Indication	1

6. *One thing I liked about the forum...*

- Bringing supply and demand sides together.
- First step in bringing industry and businesses in same room with First Nations.
- Opportunity to meet new contacts – network.
- Open discussions, meeting new people.
- Diversity.
- The variation of speakers – depth of knowledge.
- Diversity of participants.
- Choice of speakers – Pete Legge; Kelly Lendsay, Chief Louie.

- Networking.
- Networking opportunities.
- I liked having industry reps, AHRDA reps and government all talking.
- AHRDA's role in B.C. aboriginal workforce strategy as a central focus in supply and demand in BC.
- Respectful approach taken to the coordination of the conference. Cultural activities/presentations were very powerful.
- Networking opportunity.
- Face to face contact and networking opportunities between supply and demand.
- Structure of forum.
- Interaction with First Nation people to hear their concerns.
- Networking – getting connected with employers to help our Aboriginal clients.
- Inclusive – everything relevant – well planned.
- Sharing.
- Ken Peacocks presentation – please forward electronic copy. GREAT KEYNOTE SPEAKERS!
- Panel sessions and breakout groups.
- Meeting different local companies.
- It was all good! Awesome networking opportunity.
- The food.
- Opportunity to hear about issues/common challenges.
- Full participation of AHRDAs.

- Focus groups bringing people together.
- The ability to dialogue with others – speakers.
- Employer participation/client successes – location – impact exciting and needs to get up and running.
- The steady flow of diverse topics with the ability to share.

7. *One thing I would change about the forum...*

- Have more demand side representatives.
- I would not rush the process, time was required to formalize each process in what we could each offer to a partnership.
- More time allocated for group discussion – less on presentations – more time in break out sessions.
- Timing on speakers to stay within their allowed time.
- More networking time.
- Hold each speaker to a strict time frame.
- No changes – keep going with more of these.
- More representation of industry employers – especially government employers; natural resources; specific service industries etc., have a variety of native artists' items available for purchase versus only one vendor.
- More time especially to hear from our AHRDAs across BC.
- Length – more time needed – two days!!!

- Industry representatives – have them present on their needs.
- More sessions and break-outs to gain more insight in geographical employer – Aboriginal economic and employment partnership.
- Increase the involvement of government “as an employer” at the conference as there are huge employment opportunities in the public sector as well as private sector.
- More employer representation.
- More time for roundtables – strict time limits for speakers.
- More roundtables discussion.
- More time for the break out sessions with service providers/AHRDAs.
- Second day workshop – maybe not quite enough time.
- Too long of a period of sitting during the first part of the first day. Our AHRDA is Fraser Valley/Central Coast.
- Discussion about industries in transition and stress (i.e., forestry and fisheries needs to be included).
- Invite education coordinators and economic development workers from bands.
- To hear more about challenging stories – we heard lots of success stories – need to here the challenges so that we don’t encounter it.
- Less emphasize on provincial-wide harmony.
- Less presentations, more work on solutions – more mid-sized employers.
- Was this an AHRDCC conference or a

BCAWS conference?

- More of a chance to make connections in focus groups (i.e. time at the end to make more direct connections).
- More time for the roundtable.
- Does BAWAS duplicate BCARDA’s? Yes funding should be towards BCARDAs – they are positioned for employer engagement and needed the financial support – evaluation should be confidential – email to all attendees.
- Different facilitator.
- Larger venue and more time – two full days at least – need to include governments – federal/provincial/municipal government – where applicable.
- I feel that the work that I do with our local AHRDA is formed in my belief in the membership of whom I service.

8. Participants were asked to rate the following questions using the following scale:

5	4	3	2	1	0	1	2	3	4	5
STRONGLY AGREE						STRONGLY DISAGREE				

PRIVATE SECTOR

- a. Prior to attending this Workforce Connex forum, I had a high level of awareness about the Aboriginal Human Resource Development Agreement holders.
 - Strongly agree..... 13
 - Strongly disagree..... 4

- b. As a result of this forum, I am coming away with a better understanding of the constraints and impediments that Aboriginal people face in their efforts to work with companies and secure employment.
 - Strongly agree..... 15
 - Strongly disagree 2

- c. I intend to develop a plan to increase my organization’s recruitment and retention of Aboriginal people.
 - Strongly agree..... 13
 - Strongly disagree..... 1

ABORIGINAL HUMAN RESOURCE DEVELOPMENT AGREEMENT HOLDERS (AHRDA)

- a. Prior to attending this forum, my AHRDA has experienced many challenges developing relationships with businesses.
 - Strongly agree..... 14
 - Strongly disagree..... 4

- b. This Workforce Connex forum has helped me to better understand the issues and constraints that businesses face in their efforts to recruit and retain Aboriginal people.
 - Strongly agree..... 14
 - Strongly disagree 4

Glossary Of Terms

ACRONYM	DEFINITION
AERC	Aboriginal Employment Resource Committee
ACCESS	Aboriginal Community Career Employment Services Society
AHRDA _s	Aboriginal Human Resource Development Agreement holders
AHRDS	Aboriginal Human Resources Development Strategy
AHRDCC	Aboriginal Human Resource Development Council of Canada
AHRDA _s	Aboriginal Human Resources Development Agreements holders
BCAWS	British Columbia Aboriginal Workforce Strategy
CAF	Canadian Apprenticeship Forum
CAP/UNN	Congress of Aboriginal Peoples/United Native Nations
FNES	First Nation Employment Society/First Nation Education Society
FNESC	First Nations Education Steering Committee
FNSA	First Nations Schools Association
FV/CC	Fraser Valley Central Coast
HRSDC	Human Resources and Social Development Council
LDM	Local Delivery Mechanism
MNBC	Métis Nation British Columbia
MOU	Memorandum of Understanding
SME	Small to Medium Sized Enterprise
STITSMA	Squamish FNES Sub-agreement



ABORIGINAL HUMAN RESOURCE DEVELOPMENT COUNCIL OF CANADA
CONSEIL POUR LE DÉVELOPPEMENT DES RESSOURCES HUMAINES
AUTOCHTONES DU CANADA

Canada's leading innovators in Aboriginal recruitment, retention and advancement.

Canada

This project is funded by the Government of Canada, Human Resources and Social Development