



Aboriginal Human
Resource Council

connections – partnerships – solutions

WORKFORCE CONNEX

Manitoba Forum:

Promote the education, training
and hiring of Aboriginal people

October 15-16, 2007

Winnipeg, Manitoba



ACKNOWLEDGEMENT ● ● ● ●

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

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AHRC would also like to thank elders Simona Baker and Thelma Meade for the opening and closing prayer.



Canada

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MESSAGE CEO/PRESIDENT • • • •

ABORIGINAL HUMAN RESOURCE COUNCIL

Kelly Lendsay

November 2007

Dear *Workforce Connex* participant,

It is my pleasure to present the outcomes of the 10th forum in the national *Workforce Connex* series, which was held in Winnipeg, Manitoba October 15-16, 2007.

The concept behind *Workforce Connex* came to life after Human Resources and Social Development Canada undertook a series of roundtable discussions with stakeholders across the country in 2005. The principal purpose of the tour was to bring together Aboriginal Human Resource Development Agreement holders (AHRDAs), the private sector and other key stakeholders together to discuss better collaborations in Aboriginal labour market development.

Throughout this process the Aboriginal Human Resource Council (AHRC) emphasized the importance of collaboration, coordination and communication. And, to achieve results, the potential partners; government, the private sector, training institutions, 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 Manitoba 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 people, with a special focus on trades and apprenticeship.

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

AHRC 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 participation in Manitoba *Workforce Connex*. The council looks forward to your continued involvement and added value in this multi-dimensional partnership initiative. Your role is critical!



Kelly Lendsay, MBA
President and CEO
Aboriginal Human Resource Council

EXECUTIVE SUMMARY ● ● ● ●

FOREWORD

This report is a summary of findings from the Manitoba *Workforce Connex* forum. The findings outlined in this report are representative of the Manitoba 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 partnerships between the private sector and Aboriginal employment centres in the Manitoba 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 Council's (AHRC) 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 forums are intended to create, strengthen and leverage regional partnerships and collaborative networks that offer resolve to Aboriginal employment training, recruitment and retention issues.

On October 15-16, 2007, a group of committed stakeholders representing private sector employers, Aboriginal Human Resource Development Agreement holders (AHRDAs), government and educators convened at the Manitoba *Workforce Connex* forum in Winnipeg, Manitoba to discuss ideas and commitments that will increase Aboriginal participation in the Manitoba economy.

The discussion occurred in seven stages:

Part 1: Market Overview: a presentation on the Manitoba labour market was made by John Harper, Labour Mobility Coordinator and Labour Market Analyst, Competitiveness, Training and Trade, Government of Manitoba to create context for the day's discussion.

Part 2: Walk in my Shoes / Moccasins – A Personal Connection: in an effort to better understand each other's challenges, the participants reversed roles whereby the AHRDAs were asked to walk in the shoes / moccasins of business and the private sector participants were asked to walk in the shoes / moccasins of AHRDAs.

Part 3: Success Stories: Aboriginal spoke about their career journey:

- Rosa Walker, Aboriginal Leadership Institute Inc.
- Joel Martin, Bayview Construction Ltd.
- Suzette Shorting, Cormier Group Industries Ltd.

Part 4: Supply Side Issues Roundtable: the discussion helped Aboriginal employment agencies and the AHRDA community (supply side) to get to know various employment trends and challenges that business and industry are facing in Manitoba.

Part 5: Networking: participants were given an opportunity to network and meet other individuals and organizations dedicated to connecting demand and supply.

Part 6: Promising Practices Panel– Demand: four presentations were made on successful projects that have found promising practices and approaches to increase the number of Aboriginal people in the workforce. Presenters:

- Ted Smook, Smook Brothers
- Carmel Olsen, Brandon Regional Health Authority
- John Leroux, Standard Aero
- Carrie Still, RBC Financial Group

Part 7: Demand Side Issues Roundtable: The discussion helped employers (demand side) to better understand the foundation, role and employment challenges of the AHRDAs and their clients in Manitoba.

Part 8: Strategies and Commitments: Participants built a list of commitments to ensure the value of the forum would extend into actions and long-term partnerships.

Through the facilitation of local professionals, participants were able to help each other increase mutual understanding about the challenges and successes to increase Aboriginal participation in the Manitoba labour market. There was a consensus 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 Manitoba. As a starting point, 88 commitments were made.

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

THE DISCUSSION ● ● ● ●

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

WELCOME

Kelly Lendsay, AHRC President and CEO welcomed all participants, gave special thanks to the elders, and introduced the dignitaries who offered opening remarks.

OPENING REMARKS

The following leaders provided opening remarks and wished the participants well as they completed their work for the day and a half session:

- Minister Kerri Irvin-Ross, Minister of Healthy Living, Manitoba Government
- Grand Chief Ron Evans, Assembly of Manitoba Chief
- Grand Chief Morris Shannacappo, Southern Chiefs Organization
- Grand Chief Sidney Garrioch, Manitoba Keewatinook Ininew Okimowin
- President Lionel Chartrand, Aboriginal Council of Winnipeg

PART 1: MARKET OVERVIEW

John Harper, Labour Mobility Coordinator and Labour Market Analyst, Competitiveness, Training and Trade, Government of Manitoba, gave a presentation on the Manitoba labour market. The main points include:

- The population in Manitoba is rising; 14 per cent of the total population is Aboriginal, and growing.
- The population is aging as the baby boom moves through.
- Post secondary enrollment is up but peaking.
- International immigration is strong and inter-provincial immigration is improving.
- Over \$13 billion of construction projects to begin in Manitoba over the next six years.
- There is very little unused labour in Manitoba; unemployment rate is among the lowest in the country; 12.1 per cent for First Nations and 7.9 per cent for Métis compared to 4.1 per cent for the general population.
- Education attainment for Aboriginal Manitobans is lower than it is for the general population.
- Of the 80 highest demand occupations in Manitoba, half are in the health care, trades, transportation and equipment operators occupation groups.

The full text of this presentation can be found on the *Workforce Connex* website @ www.workforceconnex.com

PART 2: WALK IN MY SHOES / MOCCASINS – A PERSONAL CONNECTION

In an effort to better understand each other's challenges, the participants reversed roles whereby the employers were asked to think and act like they were members of the Aboriginal community or AHRDA group, while the Aboriginal community and AHRDAs were to think and act like they were employers.

A summary of the conversation is as follows:

AHRDAs as businesses:

QUESTION ASKED... If you were a business, what challenges would limit your ability to make positive connections to the Aboriginal Community?

Below is a summary of points identified (and recorded) by each of the groups representing the supply side conversation. The thoughts have been organized into the following themes:

- Communication and Awareness
- Education, Training and Skills
- Institutional Barriers
- Cultural Factors
- Specific Needs of Individuals
- Racism, Stereotypes and Misperceptions
- Other Challenges and Barriers.

Communication and Awareness

- We don't advertise – tend to use word of mouth.
- People do not know what resources are available and how to access them.
- There is a lack of communication with the Aboriginal community.
- Where do we advertise to get Aboriginal candidates?
- Lack of compassion and understanding of where these people are coming from.
- Lack of resources to locate Aboriginal people.
- Do not have full understanding of Aboriginal communities.
- To raise awareness about barriers. Use as mentors, people who have had to overcome barriers in the community.

Education, Training and Skills

- Aboriginal people need life skills.
- Aboriginal people do not have enough education.
- In order to move up in an organization a grade 12 diploma is required for the majority of jobs.
- There is a lack of communication skills.
- Need pre-training skills and requirements.
- Must leave the community for training and there is extra costs associated with leaving home to acquire this training.

- Need an Aboriginal employee network in the organization.
- There is long-term vs. short-term work.
- Once they are trained they are financially incapable of retaining and they go back home.
- They are not job ready.
- Need to develop career plans.
- Provide career planning to youth.
- There is a skills gap.
- Need to balance the need for experience vs. education.
- There are opportunities to train skills (i.e., getting Aboriginal people to feel comfortable with eye contact).
- Need support for education.
- Training is offered once in the position (orientation, new staff to organization and job). Too little development through a career.
- They are lacking in resume and interviewing skills.
- Need to offer more counselling and training.
- They have a lack of experience (need more).
- Need good references.
- There is a lack of training programs (need more).
- They must travel to the job (and leave communities).

Institutional Barriers

- Have difficulty recruiting Aboriginal people to the jobs.
- There are implications of relocation – housing, and transportation – they don’t want to relocate.
- They feel more comfortable elsewhere.
- Looking for people who are more aggressive in selling product(s).
- Want people who have a willingness to take chances.
- Lack of transportation (worker is unequipped with a vehicle or cannot find alternate transportation).
- In the interview process some questions are not appropriate and culture needs to be considered.
- Need adequate housing.
- Must concentrate on retention of Aboriginal employees (people quit their supervisor, not the business).
- Need to provide tools and equipment.
- Hiring entry level-type positions -- low wages and unable to provide sufficient pay.
- There are policy and procedure barriers.
- No access to childcare services.
- ‘Been there, done that and it didn’t work’ type of attitude.

- Union limits in pay equity based on seniority.
- Jobs outside of community – mobility issues.

Cultural Factors

- Isolated communities.
- Need mentoring and support in communities to move to the city.
- Some Aboriginal people don’t fit into the culture of business.
- ‘Not a charity’ – only hire qualified people.
- Culture shock.
- Language (accents) – English is not always the first language.
- Social ills (i.e., alcohol and drugs).
- Lack of role models and references.
- Educating management on culture and workers’ acceptance.
- Not aware of cultural differences.
- Cultural factors (i.e., misunderstanding about taking time off work due to traditional ceremonies and hunting).

Specific Needs of Individuals

- Lack skills and experience.
- Lack of transportation and accommodations.
- Lack of childcare services.
- Lack of confidence and self-esteem.
- Substance abuse.
- Overwhelming family issues (become overwhelmed).
- Don’t know what is expected.
- Not applying for jobs.
- Social - drug abuse -- abuse cycles.
- Financial challenges (i.e., not having appropriate dress attire for interviews and jobs).
- Fear of failure.
- Afraid to ask for help.
- Sense of loneliness and isolation.
- Lack of empowerment (dependent vs. independent).
- Lack of a driver’s license and vehicle.
- Need to project a professional image (i.e., clothing etc.).
- Need orientation and need to develop a game plan.
- May not be willing to relocate.
- Lack of interview skills.
- Criminal records.

Racism, Stereotypes and Misperceptions

- They are not reliable.
- Children, families, seniors get in the way of work – different priorities.
- No drive, initiative to produce results.
- Would rather hire immigrants who would show up to work every day.
- Co-workers might discriminate against each other.
- I have my quota.
- Nepotism.
- Age (too young or too old).
- Social stigma (employers).
- Co-workers think you were offered the job because of being an Aboriginal person.
- They have to hire a certain number of Aboriginal people (tokenism) for positions.
- Don't believe in them.
- Offer diversity training (between cultures).
- Need to address attitudes and stereotypes – prejudices and bias.
- Discrimination and human rights.
- Inclusiveness – don't want to work.
- Employment equity officer unavailable.
- Buying into stereotypes.
- There is racism in the workplace.
- Not aware of how to accommodate (stereotypes).
- Business, discriminatory because of Aboriginal – making biased discussions.

Other Challenges and Barriers

- No Internet access.
- No integration.
- Absenteeism.
- Poverty.
- Unions.
- Lack of priority.
- Resistance to change.
- Assimilate to urban networking with Aboriginal communities.
- Insufficient capital investment supports to locate business close to Aboriginal communities.
- Remoteness.

Businesses as AHRDAs:

QUESTION ASKED... If you were in an AHRDA what challenges would limit your ability to make positive connections to the business community?

Below is a summary of points identified (and recorded) by each of the groups representing the demand side conversation. The thoughts have been organized into the following themes:

- Recruitment and Retention.
- Education, Training and Skills.
- Cultural Differences.
- Specific Challenges Faced by Individuals.
- Racism and Stereotypes.
- Institutional and bureaucratic barriers.
- Communication and Awareness.
- Other Challenges and Barriers.

Recruitment and Retention

- You get a job by who you know.
- Skill sets and job requirements do not match.
- Both the organization and the jobseeker have to be more aware of required skill sets.
- Employers say they will hire Aboriginals but never do.
- Companies competing – stealing each other's employees.
- Inflexibility in qualifications – posting set too high.
- Not enough people applying.
- In some communities, it is difficult to find people with the qualifications and who are willing to relocate.
- Training an employee that is stolen by another company.
- Retention – make sure training within the company is upgraded (HR – supervisors).
- This is an employee's market – the employee is in control.
- How do you as a company build up loyalty? Impacts ability to retain.

Education, Training and Skills

- Aboriginal people have a lack of education and qualification.
- Lack of financial support for education.
- Need life skills for the job - job readiness.
- Need to get practical and on-the-job experience.
- Do not have the training or experience.
- No, or not enough training within the community.

- No training or employment within the community to enable people to stay in the community.
- Insufficient funds to obtain training.
- Missing skills (i.e., interview and resume writing skills).
- Low literacy.
- Lacking skill set for positions (people applying for jobs).
- Need career supports and mentors.
- Need internships.
- Conduct career camps and workshops.
- Go to school.

Cultural Differences

- There is a lack of cultural awareness.
- Need support from First Nations communities to pursue opportunities.
- There is a lack of information on workforce culture.
- Culture shock.

Specific Challenges Faced by Individuals

- Lack of affordable housing.
- Need access to family and social supports.
- Lack of access to child and daycare services.
- Language barriers.
- Need work clothes.
- No driver's license.
- Isolation from family.
- There is a lack of basic resources.
- No or insufficient work history -- need to find opportunities to develop a work history.
- Seeking a comfort zone in the workplace.
- Fear of failure.
- Lack of selling self in the interview.
- Finances.
- Work references, experience and volunteer programs.
- Some people have experience but not the education.
- Need role models.
- Fear of the unknown - only brown eyes in a blue eyed department.

Racism and Stereotypes

- People have stereotypes (negative and positive).

Institutional and bureaucratic barriers

- Lack of supports in the workplace.
- Lack of flexibility in the workplace regarding family commitments – ability to achieve balance.
- Interview and hiring process - need to sensitize Aboriginal people regarding process.
- System is becoming reliant on technology – no 'personalized opportunities' (i.e., data profiles don't address 'experience').
- Employers' job requirements: are they too high? Do they fairly represent the skills required to do the job?
- Hiring – nepotism and practices.
- Mostly entry level jobs tend to be low level in seniority and wages.
- Lack of career mobility.
- Housing shortage.
- Need to deal with transportation barriers.
- No infrastructure to support an increase in hiring (i.e., housing).
- Companies expect you to come in with the training needed and that is not necessarily so.
- Need to offer special days off as an extra benefit.

Communication and Awareness

- There is a lack of information on job opportunities awareness regarding jobs available and job awareness.
- Not in the know of what exists. What jobs are out there?
- Not connected – don't know employers.
- Do not know where support and resources are located.
- Do not have access to job postings.
- Not able to provide and pass on information.
- No information sessions for potential employees.
- Need to inform the community.

Other Challenges and Barriers

- Technology – lack of access and knowledge.
- Low-level socio and economic development.
- Cost of living.
- Many people have never left the reserve.
- Lack of Aboriginal mentors or Aboriginal connections.
- Risk taking (i.e., leaving the community, family).
- Lack of support from the community, family, friends.

- No resources to connect – no AHRDAs.
- Can you afford as a non-profit to compete in salaries?
- Volunteer planning.
- Economic capacity.
- Need long-term planning.
- Need to do community mapping etc. (i.e., what they need right now and in the future).
- The reality is that there are limited jobs in the community.
- Tough choices.

- Non-Employment Insurance (EI) programs?
- Venture capital availability?
- Community specific resource programs?
- Is there any consistency?
- What resources can they really provide?
- What is the process to follow?
- Who are the agreement holders?
- What geographical area do ARHDAs cover?
- Are there accessibility limitations?
- Are they operating with funds after 15 per cent administration fee?
- Do they offer job search skills, interview skills, resume preparation?
- What are their priorities?
- Is there a database of existing trainees?
- Is there competition among AHRDAs?
 - Funding based on statistics – all pre-employment supports are not counted.
 - Statistics count the same way for someone securing entry level vs. someone with more training (necessary for higher positions).

PART 3: CIRCLE OF CHAMPIONS

Three presentations were made on successful Aboriginal individuals that have overcome barriers to achieve a career of their choice:

- Rosa Walker, Aboriginal Leadership Institute Inc.
- Joel Martin, Bayview Construction Ltd.
- Suzette Shorting, Cormier Group Industries Ltd.

PART 4: SUPPLY SIDE ISSUES ROUNDTABLE

The purpose of this discussion was to get to know AHRDAs and the Aboriginal communities. AHRDAs were asked to be set-up as advisors to business to understand the supply side. The dialogue questions were:

Ask AHRDAs:

What challenges and frustrations do you experience when engaging the Aboriginal community?

Is there anything you need to know about AHRDAs that will improve your engagement with the Aboriginal community?

What are the difficulties with recruitment and retention of Aboriginal workers?

Ask Business:

How do you get the word out about your clients?

Provide advice to businesses about how to overcome barriers to positive engagement with AHRDAs?

The following responses were provided by both the demand and supply sides of the labour market in response to the questions above.

Supply Barriers to Employment

What challenges and frustrations do you experience when engaging the Aboriginal community?

- Need clarification on the role, services and capacity of AHRDAs:
 - Who are they?

Information on AHRDAs:

- Not enough staff to work effectively and efficiently.
- Don't have enough funds.
- Provide wage subsidies.
- Help to bridge life skills and traditional teachings.
- Can provide job banks.
- Help in resume building and career exploration.
- Provide education funding – outside community.
- Can offer project-based training.
- Offer employment services (resumes, interview skills), pre-screening for employer and links for clients – Internet job search.
- All AHRDA's are different but offer same service.
- Pre-screening (employment agencies)

AHRDAs can save employers time and money.

No skilled people in communities – communication to Prior Learning Assessment and Recognition (PLAR) – certification.

How do we get the word out to clients? How do we reach the people?

- Fax postings.
- Meet one-on-one.
- Brochures.

- Conduct trade shows, job fairs – conferences.
- Conduct employment seminars for businesses
 - build partnerships in community.
- Advertise in community.
- Word of mouth from former clients
- Advertise – choose the right media channels.
- Website.
- Need an Aboriginal strategy employment program.
- Need to get the word out – client based approach.
- Networking through Interprovincial Association on Native Employment (IANE).
- Aboriginal people are not doing the work they were trained to do.
- Community liaison about the organization and programs.
- Fill gap of information between liaison and AHRDAs.
- Remove the layers that make the system difficult – bureaucracy.
- Expectations – clients are expected to leave the community and jump into a job, bus routes, etc. – unrealistic.
- Educate employers about culture changes, gaps.
- Need to bust myths and stereotypes of Aboriginal people (i.e., no concept of time).
- A challenge: tapping into the generation that lost education.
- Lack of encouragement in Aboriginal communities for further education and jobs.
- Different thought process (i.e., Aboriginal language is verbs, English is nouns).
- Pre-training programs with Aboriginal stakeholders and education to work in job.
- Mainstream feels Aboriginal people have the same experience and it does not take into account the differences.
- Need to make contact with AHRDAs when a job is coming up so they can go through client database.
- Not a good system for job seekers and businesses
 - networks not always constant.
- Sector groups to feed information to members.
- Be aware of the Centre for Aboriginal Human Resource Development (CAHRD) database to link potential employees to employers.
- What are high demand occupations and match to skills and wants?
- Some recruitment and retention challenges:
 - Retention – a lot of work on placement, not filtering interest to the industry.
 - Work and life balance issues may be less tolerant for Aboriginal people to understand.
- No social support:
 - Networks
 - Comfort level
 - Elder guidance
- No mentors and role models and coaches.
- Are not aware of career paths.
- Candidates are not fully prepared: job application, resume, interviews, image.
- Need to improve communication between employer needs and service provider.
- Don't fully understand the employment process.
- Businesses need to increase their visibility to Aboriginal people.
- Stigma that an employer's interest is in social activities not economic and business.
- Lack of transition programs:
 - Find housing, bus tickets, language skills, banking skills.
- Provide one set of services to all Aboriginals or immigrants.
- Important to understand funding arrangements.
- Working to close gaps after doing labour market analysis.
- Need to reach out to AHRDAs to partner regarding training.
- Reality of workplace is a slap in face - sometimes people treat you differently if they know you are Aboriginal.
- Provide workplace learning about Aboriginal culture.
- Need more Aboriginal workers re: promotions (government).
- Provide individual training for graduates.
- Encourage application to opportunities within the employer workplaces.
- Need to reach the individual.
- Workplace culture – feeling a lack of acceptance; not feeling part of a workplace.
- Lack of support structure in the workplace.
- Understand family definitions – extended family.
- Suspicion of hiring – necessity vs. want, perception and mentality to overcome.
- Overlooked in the past – no acknowledgment from past recruiting techniques.
- Need mechanisms in place to create greater understanding.
- Having to hire unskilled people and pay high wages because no one else is available.
- Need to schedule training sessions during winter instead of summer when work needs to be done.

- Need to get “accredited” for the training we provide (trades) – more people certified.
- Lack of training programs that provide the “skill” to do the job.
- Life style needs not meeting the expectation of the organization.
- Social needs – transportation, daycare, telephone (casual and shift).
- Is the business and employer well known?
- Do Aboriginal people fit into the organization? – various cultural groups.
- Need flexibility.
- There are bias – police force and MB Hydro and the arts.
- Celebrate successes
 - have people talk about their successes (peer-to-peer support).
- No “Token Indians”.
- Feedback – let people know they are valuable.
- Hire people because they are the right person for job.
- Partner with other organizations.
- Conduct exit interviews to understand why they are leaving
 - communication with employee and feedback to employer.
- Ability of the employee to feel comfortable asking questions – is it cultural?
 - Let employee know it is important to ask questions.
- Employer needs to stress areas that are important to learn.
- If you are going outside of a community, people try to talk you out of trying and knocking you.
 - Being put down before you get going and then when you get there.
- Being stereotyped and told to be quiet, being called an “apple”.
- Have to take a bold step as an individual (personal strength).
- Speak to youth about life experiences.
- Communication – email and coaching.
- May depend where people are from, small community and urban.
- Need to build self-esteem to follow steps.
- How do we become an employer of choice?
- How do we attract qualified Aboriginal people?
 - Practical experience is important.
- Where do I recruit?
- Need to make connections before the hiring begins.
- Finding a fit for the client.
- Poor self-esteem and confidence levels.
- Cannot “sell” themselves to employers.
- Need to capitalize on their skills (practical and life skills).
- Miscommunication and misrepresentation when advertising positions
 - Misleading qualifications.
- Socio-economic challenges and disadvantages.
- Essentials (i.e., fixed address, transportation, phone, SIN).
- Online and internet availability for job applications.
- Urban integration and knowledge.
- Exclusive to youth programs and services. Most programs geared to youth – no adult services.
- Childcare, financial barriers to improve education. Had to quit because of childcare issues.
- Subsidies geared to youth only.
- Support programs and services can be geographically isolated.
- Lack of Aboriginal people in some organizations or locations.
- There are northern cultural differences.
- Discriminate – reverse discrimination.
- Morals and values (i.e., family first vs. work extended family, ceremonial days – recognize).
- Number of positions vs. number of qualified applicants.
- Too much politics and finger pointing (time to go past – past the historical wrongs).
- How do you find Aboriginal people with right education – offer career growth once in organization.
- Trained Aboriginal people (entertainment industry) don’t follow industry standards.
- Frustrating when training is set up for Aboriginal people and they don’t show up.
- Aboriginal people must meet workplace standards and needs.
- Lack of Aboriginal people applying for government jobs (lack of communicating to supply, momentum growing).
- Skill inventory – build upon.
- Employers aren’t connecting.
- Employment equity programs can be deterrents.
- Need to go out to supply and communicate with community (focus groups, groups go to employer) to become a visible employer to Aboriginal community.
- Changing the trust of employers within the Aboriginal community.
- Skills gap – not job ready.
- Places to recruit – not finding Aboriginal recruits.
- How to access AHRDA funds?

- Connect people – jobs and outreach programs.
- Database of employers and employees.
- Training organizations offering training now. Is it related to Labour Market? Many systems and network components.
- Need more information on what jobs will be needed to focus training dollars.
- Ensure accessibility.
- Show a job as a good career opportunity.
- Too much paperwork.
- They need too much time off.
- Tried to employ Aboriginal people and it didn't work.
 - There is a cost of hiring and training (risk).
- Lack of resources to specialize.
- Aboriginal people not playing on level playing field.
- Lack of capacity to apply for resources.
- Different world view between Aboriginal and non-Aboriginal people.
- Digital divide – no access to internet to apply.
- Know the social issues with hiring Aboriginal people and address them (i.e., housing, transportation, education, childcare).
- Transition assistance, job readiness (i.e., people skills – coworkers, employer).
- What is the community working on?
 - how can we work together (need communication of this)?
- Relocation issues – how do we resolve them?
- Organization and company to put supports in place (i.e., benefits, employee assistance programs, resources, respectfulness, child care.)
- Holistic response to individuals.
- Education for employers, organization and managers
 - Cultural components and clear policies.
- Offer a continuum of training (basic career counselling and mentorship- coaching).
- Employers need mobility of people to access training and jobs.
- Employers are missing the knowledge and understanding of what AHRDAs can deliver (there are resources in other provinces and regions about AHRDA's resources).
- Resume writing, cover letter, interview skills, career planning, assessments (to make candidates job ready).
- Presentations to schools (post secondary).
- Community consultations.
- Employer to give specific skills they are looking for.
- Communication between recruitment agencies and employers.
- Knowledge of contacts within employer organizations and AHRDAs.
- Inform employers of benefits (monetary).
- Wage subsidies.
- Supports are offered to get employed, but the supports stop once the candidate is in the position.
- Small business engagement
 - They don't know how to get involved in career fairs and conferences
 - Tapping into small business
 - Target loaning institutions to target “small business”.
- Improve communication between all stakeholders - AHRDA's, employers, resources, job seekers, agencies.
- Must bridge the gap from rural and urban.
- Hiring process is not a barrier.
- Tokenism and fill quotas.
- Organization culture – policy and procedures.
- Lack of flexibility in organization.
- Need cultural sensitivity for all cultures.
- Managers and supervisors not willing and knowledgeable of policies.
- There is a lack of professional development.
- Need to overcome biases that are inside your organization.
- There is a lack of career advancement.
- How to attract Aboriginal talent quickly – housing, advertise (newspaper, online), cultural training?
- How can we be better to work for?
- Speaking in one voice but are we meeting each other's expectation?
- Bombarded by applications not relevant to position
 - job banks may not contain right skills.
- Maybe AHRDA's don't know what skills are not needed by industry.
- Don't receive qualified applicants.
- Hire from within – face social issues – work ethics (lack).
- Supply doesn't meet the demand of labour market.
- Database not always accurate reflection of skills and qualifications of applicant.
- Are employers communicating in a way that meets the expectations of the person applying for the job?
- Require one-on-one training.
- Could be leaving simply because of advancement opportunities and the fact that there is a small pool of specialized skills.

- Often not related to the employer, all about taking opportunities offering higher pay or better career advancement.
- Brandon Regional Health Authority – challenge was to convince the Aboriginal community that they are in fact an Aboriginal friendly organization.
 - Have a person “hitting the pavement” to build relationships
 - Has 16 partners
 - Good at recruitment, not retention. Trying to find out why?
 - Needing to be more flexible –social support systems (i.e., single mother’s child is sick – she has no phone to call in to work, misses a day)
- Aboriginal people do not want to work somewhere where it is not representative of the population.
- Internal work is as important of external work.
- There is favoritism in the workforce, bias, racism, stereotyping.
- Ignorance is different than stereotyping – sometimes it is not a case of racism but of ignorance.
- Fear in the federal government of Aboriginal politics – do not know how to work with Aboriginal people.
- Fear of what to say among managers.
- Need to judge employees (who are asking to make more money) based on their skills and accomplishments.
- Sometimes there are subtle or “innocent” discriminations – when it is there, you cannot ignore it, you must deal with it.
- Interviews are intimidating; should be dealt with as a conversation.
- Be aware of home life to be flexible to realities of their life.
- Aboriginal training done in groups – Is this the right way? Are we setting them up for failure?
- Need allowance for Aboriginal people to tour workplaces to see how it works.
- Peer support groups are useful.
- Aboriginal awareness training not always mandatory – often requires supervisor approval – multiple barriers to implement this.
- Important to feel accepted and connected – difficult to do in a workplace with few Aboriginal people.
- Cross-cultural communication – Aboriginal people need to learn about the workplace culture and employers and managers need to learn about Aboriginal culture.
- Important not to implement affirmative action programs which only create resentment.
- Representative workforce programs are based on qualifications.
- “Token Indians” and quotas are not good things.
- What do you need to know about AHRDA's to help employers?
 - AHRDAs significantly helped Standard Aero – bridging the gap in understanding between two worlds
 - Hire people for jobs based on their qualifications; must not lower expectations.
- AHRDA – was good for them to go through mock application processes of the federal government; allows them to better understand how to help their clients.
- Education levels of clients?
 - Often high level or lower
 - Most communities require students to leave community for grade 9 or higher.
- Cultural expectation is to take time off in event of death.
- Employer cost vs. cultural necessity
 - Solution: lots of part time employees.
- People are scared to leave their community.

Overcoming Barriers

Provide advice to AHRDAs about how to overcome barriers to positive engagement with business.

- Sit down with employer regarding paperwork.
 - Accountability.
 - Keep track of the employee.
 - Bridge employers lack of knowledge of training offered by AHRDAs.
 - Provide financial support.
 - Discuss expectations at front end (i.e., time off, problems)
 - This is where the trainers and trainees come in.
 - AHRDAs share their expectations and companies share their expectations.
 - Contracts.
 - Communities need to make changes (i.e., look at effect if community shut downs).
 - Operating policies and collective agreements – be blunt to leadership regarding effects.
 - Seek equity rather than assimilation.
 - Focus on reality vs. respect people.
 - Ensure job description fits with what person will actually be doing and bona fide requirements (i.e., must have grade 12).
 - Use programs available; contact “us”; be proactive.
 - Be flexible.
 - Creating partnerships between AHRDAs and businesses.
- Elements of a meaningful partnership:

- Open communication, trust and transparency, accountability, commitment, keeping your word (promises), positive attitude, work together and be aware of opportunities, long-term process, honesty.
- Client with employment barriers: work with client to get where they want (i.e., training – tuition, books, programs, project based training, life skills programs).
- Partner with local business to get skills; students come out with jobs.
- Identify and offer role models.
- Purchase “seats” in post secondary schools; once finished, help with job search.
- Utilize Chambers of Commerce (Aboriginal/city/ province).
- AHRDAs need to present their opportunities to partner
 - Why it’s a benefit to them.
- Tap into non-Aboriginal resources (mainstream) partnerships.
- Get involved in different committees regarding trades, resources and networking.
- Build links to become certified in trades.
- Be more involved with other organizations (non-Aboriginal).
- Recruitment agencies need to connect and network amongst each other (Aboriginal and non-Aboriginal).
- Partnership for funding and living allowances.
- Need cultural coordinators. Group 4
- 1. AHRDAs : Challenges and frustrations

PART 5: NETWORKING

Purpose

Participants were given an opportunity to network and meet other individuals and organizations dedicated to connecting demand and supply. Keynote speaker was Chief Dennis Meeches from Long Plains First Nation.

PART 6: PROMISING PRACTICES PANEL- DEMAND

Purpose

Four presentations were made on successful projects that have found promising practices and approaches to increase the number of Aboriginal people in the workforce. Presenters:

- Ted Smook, Smook Brothers
- Carmel Olsen, Brandon Regional Health Authority
- John Leroux, Standard Aero
- Carrie Still, RBC Financial

PART 7: DEMAND SIDE ISSUES ROUNDTABLE

Purpose

The purpose of the discussions was centered on getting to know business. Business was asked to set up as advisors to AHRDAs to increase their understanding of the demand side. The dialogue questions were:

Ask AHRDAs:

What are the challenges and frustrations with engaging business?

Do you have any suggestions on how business could inform you of their job openings that exist or will exist?

Ask Business:

What kind of employment opportunities do you have today for Aboriginal people?

How do you communicate your company’s employment opportunities?

What are the specific ways that you recruit Aboriginal people?

What are the challenges and frustrations with engaging the business community?

- Provide clarity to the Aboriginal workforce on union dues, taxes.
- Job rotations – longer terms (40 days).
- Retention of trained Aboriginal people regarding mould training – term positions.
- Try to match training programs with others that create longer employment terms.
- Need federal community funding partnerships that can employ trained people at community level.
- Communities as employers are having issues too.
- Articulate to youth their future is the world – through education to participate in world economy.
- Infrastructure to communities needed (i.e., roads, digital technology).
- Need to engage medium size business and employers to Aboriginal employment.
- Virtual call centers.
- Telecommunications access.
- Touring schools to inform and educate.

- Business does not always return calls.
- Reverse - Getting the supply to meet the demand (after receiving training to leave community).
- Businesses to come to remote communities, to promote opportunities.
- Getting businesses to buy into on the job training.
- On-line application creates barriers for some communities.
- Suggestions on advertising job opportunities:
 - Fax job bulletins
 - Contact by phone, email or in person
 - Attend our career fairs
 - “Link” created to AHRDA websites
 - Advertising in “local” and Aboriginal newspapers
 - Presentations in the organization
 - Workshops provided by businesses.
 - Going out to the community to advertise - word of mouth
 - Media
 - Career awareness campaigns; Career fairs
 - Website for specific trades
 - Head hunting
 - Boards and committees
 - Call the AHRDAs or employment training providers
 - Make it easy to contact the various AHRDAs
 - Employment Centres - Service Canada
 - High school presentation “awareness” (education session)
 - Aboriginal publications
 - Post secondary institutions
 - Aboriginal networks
 - Manitoba work information.net
 - Talk with individuals direct
 - Working with local high schools - introductory training opportunities, in class presentations
 - Strong ad campaigns - posters, banners which is geared toward Aboriginal youth
 - Need to be geared toward audience, worked with ad agency
 - Best advertiser - successful employees
 - Community work
 - Contact Aboriginal organizations
 - Aboriginal job fairs
 - Manitoba Métis Federation
 - Friendship Centre
 - Referrals from present employees
 - Database - inventory of skilled workers
 - Interprovincial Association on Native Employment
 - Manitoba Aboriginal Youth Career Awareness Committee (MAYCAC)
 - Manitoba Aboriginal Human Resource Strategists
 - Education and training centres
 - Job referral services
 - Education Institutions
 - Student advisor
 - Access programs
 - Presentations - schools.
- Develop more of a communication and connection between the AHRDAs and business.
- Trend is toward larger urban Aboriginal population.
- Create awareness that challenges do, and will exist but to deal with those with understanding and sensitivity.
- Need a common database; set up something that AHRDAs can get to.
- Challenge: low literacy, employers have a standard that clients don't meet.
 - Long-term strategy: literacy, personal growth. Businesses need to put in place literacy programs to retain and recruit (employment based skills: interviews, job search, life skills, resumé).
- Sharing information sessions.
- Talk to recruitment officers about jobs - what is required for positions?
- Student employment enables them to gain experience and references.
- Website - www.AMIK.ca
- Circulate at various Aboriginal industries.
- Need Aboriginal liaison officers.
- Contact training and education officer in the community - coordinate employees for positions.
- Need a database of employers.
 - Assist with resume based on information from database.
- Manitoba Hydro has training opportunities.
- Mentorship programs - full time positions (transition).
- Housing and recruiting officers.
- Negotiate to employers, government to include training programs in their capacity building initiatives (i.e., carpenter training).
- There are huge projects in community.

- Need advisory committees for training programs.
- Need resource material.
- Enhance “vocational” programs in high schools.
- Need high school workplace and volunteer co-op credit course.
- More connection from secondary school system to workplace.
- Creating networking and partnerships to communicate the job opportunities, career awareness with the communities and businesses
- Get to know your local market
 - Winnipeg City: 100 people annually, transit operators starting at \$40K a year
 - Public Service Canada: Residential schools employment opportunities, recruitment for government at large
 - sometimes go right to specific organizations (i.e., CAHRD), etc.
 - work information, transit bosses, job site, sometimes directly to organizations
 - there are some at standard aero, ‘one off’, with no time to explain.
- Business and union – collective agreements; seniority implications. Programs are viewed as threat to union members.
- Individualized companies not generalized.
- Systemic flaws – Bias.
- Communication of opportunities from business:
 - lack of time and motivation to participate
 - lack of connection personally
 - weak networks
 - too generalized – unfocused agendas (i.e., employer information sessions)
 - lack of clear communication on the ‘value added’ for business
 - bias, racism, stereotyping, frustrations, cultural barriers all compound the issue of gaps in communication.
- Screening components:
 - too rigid
 - candidates may be ‘screened out’ before process starts
 - systemic flaws – policy
 - application process – online application (city, financial, industry)
 - lack of access for Aboriginal group
 - small business that are part of larger industry
 - “poaching”
 - lack of funds to continuously train and support programs
 - high turn over – leave for bigger companies
- entry level – lack of succession
- no incentive to continue
- lack of company growth
- business is not reaching out into First Nation communities
- Lack of dialogue with First Nations.
- Need to be involved in screening process -- tell trainee about realities.
- Successes – Carpentry Program:
 - journeyman – contacts in industry
 - class of, is core of four
 - finds employers to hire
 - job expectation – on time, tools they need
 - 50/50 leaving or staying
 - mentoring.
- Class 1- Heavy Equipment Operators
 - contact employers
 - they come into community to interview people
 - if mismatched, look at other training
 - work with training and placement organizations
 - define terms
 - incentives – benefits, what will make move successful?
 - good pay – more than survival wages
 - accommodating cultural differences
 - time off
 - employer involved and directed training at every stop.
- Employers need to pay more attention to retention
 - employer responsibility to orient
 - cost of turnover.
- Retention
 - progressive employers know the importance of retention
 - if people are treated the same, they will stay
 - employer needs to ask questions of employee
 - discrimination against native people by co-workers (people go into a job expecting to be discriminated against and if employer does not discourage, Aboriginal worker will quit)
 - anti-harassment and anti-discrimination policies
 - people are not being given supports
 - do exit interviews (does employer ask why a person is looking for another job?)

- employers need to offer an employee to stay
- not specific – cookie cutter approach.
- What makes some employers more successful?
- Aboriginal ownership.
- Many Aboriginal people do not understand process.
- Employers and AHRDA's: people do not understand one another.
- No accountability back to communities and programs -- make accountability easier.
- Need to work together and stop blaming each other.
- Build trust between cultures and build relationships.
- Encouraging use of existing resources (i.e., liaison officer).
- Parents should be encouraging the young people and be more involved.
- Establishing sustainable relationships.
- Opening lines of communication between demand and supply.
- Creating a 'good fit' for people and jobs.
- Need open-minded managers to assist with promotion, hiring and retention.
- Skill level in HR people in smaller organizations.
- Jurisdictional issues are limiting.
- Need to be more creative in area of HR (i.e., cultural diversity).
- Duty to accommodate (i.e., wakes/funerals, extended family, fishing, hunting, ceremonies).
- Convincing business that it is profitable to hire Aboriginal people.
- More than just statistics or quotas.
- Why hire Aboriginal people and not immigrants?
- Meet with members to see what employment opportunities exist.
- Meet with Centre for Aboriginal Human Resource Development, Manitoba Métis Federation, Assembly of Manitoba Chiefs, etc.
- Check existing inventory of resumes.
- Put signs out.
- Offer signing bonuses.
- Establish good relationships with employer and employment counsellors.
- Job description and standards that are bona fide requirements.
- If employers provide training in order to meet hiring requirements.
- Cross training, succession planning as part of HR practices (flexible work hours, work from home).
- Not necessarily the person with the highest grade is best for the job.
- Partner with other companies to share resources.
- Sponsoring and attending Aboriginal events.
- Faxing Aboriginal communities
- State on job encourage Aboriginal people to apply.
- Offer bursaries and scholarships.
- Summer students and internships -- internships offer free accommodations in the region.
- Influence of family and culture.
- Trouble recruiting in rural areas -- region is large and remote, capacity is limited for employer to recruit in those areas.
- Communication – not convinced recruitment efforts are always filtering into target audience.
- If we employ people we do not always have success with retention – serious about long term employment; challenged by people who are willing to work in organization.
- No follow through after initial conversation – consistent message to new hires; managers working to build relationship for employee to stay.
- Readiness of individuals to start a job
 - What it means to be employed and to remain employed.
- Health care:
 - no shortages, love to hire Aboriginal doctors – do adequately well where training opportunities exist
 - skilled jobs – no training in health care – Aboriginal employees well represented, priority in Aboriginal community
 - willing to train plumbers than say x-ray technicians
 - union comes into play, have to follow certain procedures and policies
 - union backs Aboriginal employees, but not at expense of membership
 - have to be innovative – partner with Aboriginal organization to develop training initiative so external people can come in (i.e., summer students) and Aboriginal organization will pay part of their wage
 - raise bar on health care awareness
 - opening in health care for nurses, occupational health, carpenter, labours – general, data entry, engineering, accounting, utility workers, administration, communications, sales.
- Becomes targeted wage subsidy interest but once paperwork out if Aboriginal people are not in position of seniority then it limits their employment opportunities.
- With Manitoba government, special program for students (i.e., STEP Program, Internships); demand in trades - looking for physical labour jobs; promote from within when looking to fill management positions (very rare to hire outside for management positions).
- With government there is a lot of retirements; big void (from professionals to management) -- get in through internships, but need formal education; opportunities once you get in the door.

- Different points of entry.
- Knowledge of jobs (i.e., job postings, switch from mainstream media, NCI, community access channels).
- Job descriptors (i.e., entry level is entry level; what employer wants and what the person needs – mismatched expectations).
- Smook Bros. – offers holistic environment to Aboriginal hires; offers housing and transportation etc.
- War Lake – tender documents for work, incorporate local hires into tender documents. Needs to be more within tender documents to hire Aboriginal people (nursing station built).
- First People – Quarterly meetings – invite employers to meeting.
- Maple Leaf (in Brandon) – provide transportation to hires; try to provide housing to people.
- Camp environment to Aboriginal people but faced resistance (tried to set up).
- People move to Alberta because incentive of housing provided.
- Memoranda of Understanding (MOUs) – controversy of how many people to hire.
- Partnerships – no cap on how many people will hire; being clear on qualifications helps.
- Transitioning careers – training ending at a certain age, everything geared towards youth.
- Burntwood – older employee; position became obsolete; had everything but lacked in skills; had a great attitude; partnered with MMF and enrolled in Power Engineer course.
- Innovation needed – found a way to re-train individual; easier to re-train regular employee already established with the company than an outside individual – difficult to transition.
- Hard to work with person who is already employed; to sell idea.
- More success if was not solely geared towards Aboriginal youth.
- Tender documents – housing.
- Leadership that micromanages.
- Staff works hard, makes connections but leadership / political “slows process”.
- AHRDAs need to prepare people for workplace; agreements do not reflect this intense work with individual. Most time spent with individual not creating partnership.
- Colleges need to connect with employers – some make good connections.
- Urban circle has an “employer” outreach community.
- Supply side groups are strained with many roles – not enough time.
- Understanding what investment the employer is ready to make in a candidate and in building understanding.
- Employers want (strongest) applicant; employers should look at a person’s potential and have the capacity to develop that potential.
- What is an AHRDA using to assess a candidate?
- Need to examine and advocate for changes in criminal records.
- Leadership to look at (regionalizing) training programs – so trainees stay in their geographic area.
- AHRDA need to know how and who to approach – especially small communities who do not have dollars to send students to where training is.
- Employers not in geographic location – members leave to train and then work.
- There are “trained” people on reserve – but “certification” is not available; they have been qualifying for years.
- Opportunities are “limited” for employers to set up business on reserve.
- Need a list of employers of choice.
- Time, time, time, lots of outreach required (special outreach talent).
- Barrier for AHRDAs’ clients and employers understanding the “criminal record” – what it really means, what guidelines to use, how to get a pardon – costs of pardon etc.
- Employers learn how to set up business on reserve.
- Employees move on to other provinces.
- Fear of First Nation protocols (chief and council).
- Need to know and engage proper authorities in the community – employment office, Economic Development Officers, etc.
- Only use AHRDA to source for quotas – do not take them seriously if the “quota” has been met.
- Required vs. requested vs. acceptable.
- Intimidating screening and interview process.
- Lack of buy in; fear of failure.
- Competitiveness between AHRDA – lack of cooperation.
- Corporate inclusiveness culture does not filter down to work environment.
- Lack of will to provide transitional program help.
- Assumption of skill set – internet usage, divers license.
- HR turnover frustrations.
- Job postings have quick deadlines.
- Utilization of AHRDA is sporadic.
- Lack of employment on First Nation communities.
- Don’t appreciate the labour market challenges – denial.
- Afraid of preference hiring affirmative action etc.
- Underlying prejudices, fear of stereotypes.
- Competition against skilled immigrants – no training needed.
- Attitude of accessing foreign labor.

- Unaware of wage subsidy programs.
- Job readiness training partnerships.
- Jobs not permanent and long term (i.e., Hydro projects in North).
- Build transferable skills - transferable at community level.
- Ways and means to bridge (i.e., Manitoba Hydro construction jobs into full-time permanent jobs).
- Need to work and promote Aboriginal small and medium business (self - employment).
- Aboriginal business incubator environments.
- Aboriginal self - employment traditionally in trades, Information Technology, recording arts.
- Funding is a challenge for business start-ups - Business Development Canada assists.
- Need a lot more mentoring as many Aboriginal backgrounds not in business.
- How are training programs chosen?
- Employee training counselling.
- Aboriginal specific training.
- Special pre-placement in the trades.
- Upgrade, life skills, work experience.
- Interest in trades
- Success indicators.
- Entry-level, in-house training.
- Large trained population.
- Transition difficulty.
- Client needs: steel toed boots, transportation
- Employers thinking AHRDAs are bottomless pits of money - Employers to own 100% of partnership - build in monetary commitments.
- Girls camp
 - Young Aboriginal women - engineer
 - Mentorship.
- Review bona fide qualifications.
- Unions - What we wish for ourselves we seek for all
 - Not impediment rather biggest advocates and allies
 - Lack of understanding about unions and their process
 - Employers turning their corporate culture around
 - Employers reflecting the community they live in.
- Sourcing the people:
 - Lack of awareness of AHRDA's services
 - Lack of navigation of Aboriginals - the system
- Business has taken responsibility to seek out AHRDAs
- Lack of marketing and promoting of AHRDAs
- Politics within AHRDAs
- Can't seem to link together
- Appears to be many internal politics of the AHRDA
- Partnership is not practiced within, business becomes frustrated and patience becomes neglect.
- Lack of knowledge of Aboriginal resources for recruiting (organizations, papers, radio, television).

Overcoming Barriers

Provide advice to business about how to overcome barriers to positive engagement with AHRDAS.

- Expand personal networks.
- Expand partnerships.
- Utilize Aboriginal media: NCI (Aboriginal radio), grassroots etc.
- Periodic follow-ups from business to maintain communication.
- Use other methods of communicating jobs – bulletins, fax, etc.
- Promote and educate business on your distribution.
- Proactive promotion of AHRDA (i.e., cold calls, letters, presentations).
- Facilitate AHRDA – Business presentations together.
- Government policy needs to restrict foreign labor to last resort.
- Expand and promote wage subsidy programs; expand outside of youth programs.
- Set up educational process to improve skill levels.
- Prepare for interviews – do not be intimidated.
- New, creative, persevere, ideas and processes.
- Be sincere and share success stories and network.
- Partnership with educational institutions.
- Social assistance administrators could be used to communicate employment opportunities.
- Network with other non-governmental organizations and government employment centers.
- Provide mentoring both at AHRDA and at work.
- “Career-pathing” in conjunction with the employer.
- AHRDA follow ups with employees and clients – two way communication.
- Need strong relationships and rapport with HR departments.
- Liaisons – help to navigate personal relevant contacts and networks established.
- AHRDAs promoting themselves and services better.
- AHRDAs to be more open to working with and through one another with linkage to business.
- Job referral programs – employee driven.
- Business open house for youth job seekers (i.e., aerospace aviation, Manitoba tours of Boeing, Standard Aero, etc.).
- Client-focus: employers contact AHRDAs so they can tailor-fit clients to jobs.
- Offer literacy programs need more employment focus, partner with employer.
- Contact all reservations and AHRDAs to inform them of opportunities.
- More of a hands on approach.
- Community advertising, news letters.

COMMITMENTS

The last group exercise was the “So What” discussion. Participants had talked about the barriers, challenges and solutions to the problems of demand and supply – now it was time to do something concrete about how to have greater Aboriginal participation in the labour force. The participants returned to their groups and were asked to respond to the following questions:

- What strategies come to mind for us to increase positive connections in Manitoba?
- What can we commit to today to create those positive connections?

The following list of 88 ‘go-forward’ commitments were made at the session:

1. Do research and communication on AHRDA's
 - Businesses, what are they working for?
 - Job Banks
 - HRDC
 - Postings
 - Networking
 - Communicating
 - Career Fairs (often employers are not there)
 - Lack of coverage in offices because Ont networking
 - Increase staff, increase access (funds)
 - Focusing activities to effective results.
2. Talk to leadership about welcoming people who have left.
3. Infrastructure needs to be in place – housing, health services, training.
4. Larger Vision – needs to be at community level
 - Start with small children
 - Support from family
 - Support from community.
5. Help people make tough choices, individual choices.
6. Share success stories, and tell your own success stories.
7. Find role models.
8. Housing – Company – with a member in-house to take away cost and loneliness of hotels.
9. Business owners celebrate individual success
10. Promote your company (i.e., newsletter).
11. Integrate business with community (there has to be something in it for the community).
12. Challenge the community.
13. Take the information from the conference to the community - we are the connections.

14. Make a plan – individual, organizational, community –
 - To connect people and jobs, to deliver information, to create training plans and to be accessible for further information and follow through.
15. Expand communications.
16. Follow through – getting in touch with employers and following through with people.
17. Develop a people bank.
18. Set up on employment working groups – Manitoba Hydro and Atoskiwin Training and Employment Centre (Nelson House).
19. CAHRD to meet with five SME (small and medium size employers) employers a year to inform them of AHRDA and Partnership opportunity.
20. Increase communication and networking with employers – Partners for Careers.
21. Smart Partners commits to do class and student presentations on Aboriginal Business and Self – Employment.
22. Peguis First Nations Training and Employment invites Smart Partners to come do a self-employment presentation.
23. Ask for a commitment from Service Canada or Province for follow-up meetings to this forum located in Central and or Northern Regions.
24. Canadian Mortgage and Housing Corporation Trades and Training – Housing Sciences, commitment to First Nations or Aboriginal groups regarding local workshops, development of housing policies etc.
25. Manitoba Hydro committing to providing door prizes for various community workshops to encourage local participation.
26. Employment agencies do presentations in the Aboriginal communities
27. Develop a process to increase consistency in the reporting mechanisms to various jurisdictions.
28. Utilize networking groups (i.e., IANE, MAHRS – strategies to become members.)
29. Construction Sector Council – learning and training materials, update their AHRDA list and forward information.
30. Provide additional training to expand to other trades, to become job ready and provide job experience on reserve.
31. Commitment to demonstrate Split Lake’s database program.
32. Build and maintain relationships with organizations.
33. Assess current advertising regime.
34. Promote AHRDAs among employers.
35. Assist in interview process, by having an AHRDA representation.
36. Include others with similar mandates
 - Educational institutes
 - Training bodies.
37. Create inventory of similar organizations.
38. Clarify what is AHRDA?
 - Who? What? When? Where? Why? How?
 - Source out this information.
39. Provide practical solutions to specific problems (i.e., transportation, if required and small issues also need to be addressed).
40. Create a database of contacts such as friendship, renters, organizations etc.
41. Increase memberships with MAHRS, Manitoba Aboriginal Youth Career Awareness Committee (MAYCAC), IANE etc.
42. Remove perimeters – open up to rural and Northern Manitoba.
43. Look for options that are not Internet reliant (i.e., job postings, email, online forms etc.).
44. Provide business brochures directly to AHRDA’s.
45. Exchange contacts and business cards with AHRDA.
46. Directly send job postings to AHRDA organizations.
47. Build relationships.
48. Mobilize businesses to work together with AHRDA.
49. Provide information about what the job and training is about.
50. Small to Medium Enterprises (SME) – link a database to search for employees and employers.
51. Do research on what jobs are available.
52. Where are AHRDAs?
 - Are they attending career fairs, networking.
53. Transitional housing for those that come and go so there is no brain drain.
54. Plant and nurture career vision at an early age – starts in the home – family support and community support is a requirement for success.
55. Need to help people make tough choices.
56. Global community – make use of webcams and internet to keep in touch (i.e., of rental in Winnipeg – transitional housing for community members that leave for work and training).
57. Create awareness.
58. Bring ideas back to your leaders.
59. Build trust in communities.
60. Use communication as an effective tool and expand. Needs a plan – not just “make a newsletter”, work with individuals AHRDAs, community leaders.
61. AHRDA holder profiles (internet) available jobs, for demand side to see and identify potential partnerships.
62. Presentation will be made to provider and Aboriginal organizations

- working with training coordinators from sector associates to work with AHRDA's to partner for potential funding for training.
63. Virtual, online diversity training available on ARHDA's website at no cost to business or employer.
 64. Share existing resources available that are appropriate for region and cultural group, for diversity training, history, etc.
 65. Post information on CAHRD website on orientation to CAHRD for use by employers and other AHRDA's.
 66. Marketing campaign to encourage employers to hire Aboriginal people – who?
 67. Seek out local AHRDA holders to see how we can partner.
 68. Firespirit developing an inventory of profiles of job seekers as well as communities to identify needs and partner to meet those needs.
 69. Look for opportunities to network – between service provider.
 70. Contact employers directly and try to partner up.
 71. Interactive presentations from both ARHDA's and employers.
 72. Sharing and getting information out – sharing success stories, positive stories.
 73. Industry needs to get involved in training individuals.
 74. Whispering in corporate culture's ear once in organization and giving a different perspective.
 75. Service providers following up on employers and on job leads.
 76. To prevent employers from being scared of Aboriginal community, service providers could provide support to employer.
 77. Meet again, more regional specific, relevant and more demographic (more northern) process specific.
 78. Participants would include government, industry, employers, provincial and federal representatives, government services, decision makers.
 79. Contact communities to understand whom AHRDA's are in region (i.e., Central Regional Health Authority) - Hiring an Aboriginal HR Liaison.
 80. Urban circle – have a union present to participants about what a “union” is.
 81. Red River College – host a luncheon and open house with AHRDA's to exchange information and clarify needs.
 82. Downtown Business – take conference information back to HR and forge partnerships and identify and explore opportunities with AHRDA's.
 83. ICTAM (an association representing Manitoba's information and communications technologies sector). – hiring on Aboriginal Liaison officer.
 - Bringing in people from AHRDA's to the forum in November to validate need.
 - What kind of jobs are there in the industry – message to youth “Tech Days”, onsite tours of companies.
 84. University College of the North (UCN) – taking students and linking to employment opportunities in communities.
 - More outreach to potential students.
 - Extend invitation to employers to link with MAHRS and MAYCAC
 - Establish Northern chapters of MAHRS and MAYCAC.
 85. Kanikanichihk – hiring a retention and recruitment person to develop strategies for program delivery, linkage with MAHRS.
 86. Tribal Wichwaywin Capital Corporation (TWCC) – engage contact Centre re: Aboriginal employment.
 - Participate on the Manitoba Customer Contact Association (MCCA) Aboriginal Employment Strategy Implementation Committee Advisory
 - Be recognized as an Employer of Choice.
 87. Brokenhead – advise Supervisors on employers and organizations present and the opportunities that can be realized.
 88. Rolling River – share value of MAYCAC and MAHRS and IANE involvement to communities

SUSTAINING CONNECTIONS

Don Parenteau of AHRC thanked all the participants for their hard work through the day and that the Council will look forward to monitoring how and when the commitments come into play. In closing comments Don Parenteau mentioned that the success of any connection depends to a large degree on building a rapport and fulfilling commitments. He as well gave a special thanks to the Steering Committee for all their time, energy, interest and commitment to plan out this very successful forum. He made special comments about the great participation of industry from sectors and how great it was to have a large number of employers in the room.

A more detailed description of the National Trades Project can be found in the next section.

Elder Simona Baker and Elder Thelma Meade gave the closing prayer.

THE NATIONAL TRADES PROJECT

The Aboriginal Human Resource Council (AHRC) 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 AHRC trades and apprenticeship team have been actively supporting the Aboriginal Human Resources 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 Manitoba 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 AHRC and funded through a \$2.9 million contribution from Human Resources and Social Development Canada (HRSDC).

AHRC 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:

- Don Parenteau, National Director, Trades and Apprenticeship Development: dparenteau@aboriginalhr.ca
- Peggy Berndt, Director, Communications and Marketing: pberndt@aboriginalhr.ca
- Victoria LaBillois, Eastern Manager, Trades Program: vlabillois@aboriginalhr.ca
- Colleen Ostlund, Program Administrative Coordinator: costlund@aboriginalhr.ca



APPENDIX 1 ● ● ● ●

PROGRAM ○ ○ ○ ○

DAY ONE

Monday, October 15, 2007

11:30 AM – 12:30 PM **Registration**

12:30 PM – 1:30 PM **Grand Entry/Opening Ceremony**

Welcoming Remarks

- **Prayer**
- **Kelly Lendsay, President and CEO, Aboriginal Human Resource Council**
- **The Honourable Oscar Lathlin, Minister of Aboriginal & Northern Affairs, Government of Manitoba**
- **The Honourable Jim Rondeau, Minister of Science, Technology, Energy and Mines**
- **Grand Chief Ron Evans, Assembly of Manitoba Chiefs**
- **President David Chartrand, Manitoba Métis Federation**
- **Grand Chief Sydney Garrioch, Manitoba Keewatinook Ininew Okimowin**
- **Grand Chief Morris Shannacappo, Southern Chiefs Organization**
- **Lionel Chartrand, President, Aboriginal Council of Winnipeg**

1:30 PM – 1:45 PM **Market Highlights**

- **John Harper, Labour Mobility Coordinator/Labour Market Analyst, Competitiveness, Training and Trade, Government of Manitoba**



1:45 PM – 2:30 PM

Walk in My Shoes/Moccasins: A Personal Connection

2:30 PM – 2:45 PM

Nutrition and Networking Break

2:45 PM – 3:15 PM

Real Life Stories of Success

- Rosa Walker, Executive Director, Aboriginal Leadership Institute Inc.
- Joel Martens, Project Coordinator/Estimator, Bayview Construction Ltd.
- Suzette Shorting, Quality Control Inspector, Corner Group Industries Ltd.

3:15 PM – 4:30 PM

Supply Side Issues Roundtable

4:30 PM – 5:00 PM

Buffet Dinner/Networking

5:00 PM – 6:00 PM

Keynote Address

- Chief Dennis Meeches, Long Plains First Nation

6:00 PM – 7:30 PM

Cultural Experience

DAY TWO

Tuesday, October 16, 2007

8:00 AM – 9:00 AM

Registration and Continental Breakfast

9:00 AM – 10:00 AM

Promising Practices Panel: Demand Side

- Ted Smook, President, Smook Brothers
- John Leroux, Accessories Cell Leader, Standard Aero
- Carmel Olsen, CEO, Brandon Regional Health Authority
- Carrie Still, Program Coordinator, Aboriginal Markets, RBC Financial



DAY TWO CONTINUED

Tuesday, October 16, 2007

10:00 AM – 10:15 AM **Nutrition and Networking Break**

10:15 AM – 12:00 PM **Demand Side Issues Roundtable**

12:00 PM – 1:00 PM **Lunch**

1:00 PM – 1:30 PM **Promising Practices Panel: Supply Side**

- **Loretta Boulard, Executive President, Manitoba Aboriginal Youth Career Awareness Committee**
- **Joe Thompson, Member, Manitoba Aboriginal Human Resource Strategists**
- **Daniel Highway, President, Interprovincial Association on Native Employment**

1:30 PM – 2:30 PM **Strategies and Commitments**

2:30 PM – 3:00 PM **Long-term Sustainable Initiatives**

3:00 PM – 3:30 PM **Sustaining Connections/Closing Remarks**

- **Don Paranteau, National Director, Trades and Apprenticeship Development, Aboriginal Human Resource Council**

APPENDIX 2 ATTENDANCE • • • •

PARTICIPANT	ORGANIZATION	LOCATION
Abaunza, Spring	Administrative Assistant, Brokenhead Employment and Training Program	Scanterbury
Adebisi, Ademola	Analyst, Human Resources and Social Development Canada	Gatineau, QC
Anderson, Lisa	Manager, Employment and Diversity, Assiniboine Credit Union	Winnipeg
Anderson, Richard	Hydro Training Coordinator, Manitoba Métis Federation Inc.	
Ayres, Heather	Division Manager, Human Resources, Arctic Co operatives	Winnipeg
Azure, Caroline	Training Coordinator, Employment Manitoba	Thompson
Babyneec, Anastasia	Communications Coordinator, Wuskwatim and Keyask Training Consortium	Thompson
Baker, Simona	Elder	Winnipeg
Barbeau Gagne, Suzanne	Training Consultant, University College at the North	The Pas
Bartlett, Marileen	Executive Director, Centre for Aboriginal Human Resource Development, Inc. (CAHRD)	Winnipeg
Baturin, Lea	National Representative, Communications, Energy and Paperworkers Union of Canada	Winnipeg
Beardy, Ruby	Tataskweyak AHRDs Manager and Finance, Tataskweyak Employment and Training	Winnipeg
Beaudry, Thomas	IANE Rep., Steering Committee	Winnipeg
Beaupre, Beth	Director, Human Resources Services, Health Sciences Centre Winnipeg	Winnipeg
Bertholet, Camille	LMR Coordinator, Manitoba Métis Federation	The Pas
Bessette, Michelle	Aboriginal Liaison Officer, Manitoba Food Processors Association	Winnipeg
Betker, Jeff	Acting Director, Manitoba Métis Federation	Winnipeg
Bighetty, Shauna	Aboriginal Employment Coordinator, Manitoba Transportation and Government Services, Aboriginal and Northern Affairs	Winnipeg
Blackbird, Charles	Manager, First Peoples Dev. Inc.	Elphinstone

PARTICIPANT	ORGANIZATION	LOCATION
Blackbird, Ernest	Project Coordinator, First Peoples Dev. Inc.	Winnipeg
Bone, Barry	Councillor, Keeseekoowenin	Elphinstone
Bone, Brandy	Outreach Worker, Fox Lake Cree Nation	Winnipeg
Capissisit, Billy	Cree Human Resource Development (CHRD)	Ouje-Bougoumou, QC
Boulard, Loretta	Manager, Equity and Diversity Section, Manitoba Infrastructure and Transportation and Aboriginal and Northern Affairs	Winnipeg
Boulton, Maryanne	Human Resources Director, South Beach Casino	Scanterbury
Bouvier, Darlene	Corporate Training Liaison, Red River College	Winnipeg
Brockington, Eleanor	Director, Aboriginal and Northern Affairs	Winnipeg
Bruce, Darryl	HRD Coordinator, Manitoba Métis Federation	Winnipeg
Boulton, Maryanne	Human Resources Director, South Beach Casino	Scanterbury
Bouvier, Darlene	Corporate Training Liaison, Red River College	Winnipeg
Brockington, Eleanor	Director, Aboriginal and Northern Affairs	Winnipeg
Bruce, Darryl	HRD Coordinator, Manitoba Métis Federation	Winnipeg
Bryll, Kelly	Project Liaison Officer, Manitoba Hydro	Winnipeg
Budiwski, Chris	Aboriginal Program Specialist, Manitoba Agriculture	Brandon
Burfoot, Ken	Director, In Service and Programs Manitoba Region, Service Canada	Winnipeg
Campbell, Anita	Hydro Portfolio Chair, Hydro Training Department, Manitoba Métis Federation Inc.	Winnipeg
Carrier, Christiane	Human Resources Assistant, Public Service Commission of Canada	Winnipeg
Carriere, Diane	Diversity Coordinator, Manitoba Public Insurance	Winnipeg
Carriere, Liz	Sr. Policy Analyst, Manitoba Hydro	Winnipeg
Castel, Ron	Human Resource Officer, University College of the North	The Pas
Chadwick, David	Special Advisor to the Minister, Aboriginal and Northern Affairs	Winnipeg

PARTICIPANT	ORGANIZATION	LOCATION
Chartrand, David	President, Manitoba Métis Federation	
Chartrand, Lionel	President, Aboriginal Council of Winnipeg	
Chartrand, Ted		The Pas
Clace, Patti	Generation Project Training Coordinator, Manitoba Hydro	Thompson
Clark, Robynn	Senior Policy Analyst, Manitoba Hydro	Winnipeg
Cochrane, Alana	Project Coordinator, Peguis First Nation	Peguis
Collins, Dinah	Aboriginal Affairs Consultant, Service Canada	Winnipeg
Como, Tracey	Northern Hydro Training Coordinator, Manitoba Métis Federation, Hydro Training Dept.	The Pas
Cook, Denise	Human Resource Officer, Winnipeg Regional Health Authority	Winnipeg
Cook, Lorraine	Program Manager, Long Plain Employment and Training	Portage la Prairie
Cook, Mary	Regional Center Coordinator, University College of the North	Split Lake
Cormier, Paul	Senior Project Lead, Aboriginal Centre of Excellence, Public Service Commission of Canada	Winnipeg
Dekoning, Curtis	Founder, Community Spirit Training Centre	Winnipeg
Desjarlais, Robert	Aboriginal Hiring Facilitator, Curd Inco Limited	Thompson
Dion, Gilbert	Business Service Officer, Louis Riel Capital Corp	Winnipeg
Dubnick, Eileen	Provincial Coordinator, Manitoba Métis Federation Resource Development and Training	Brandon
Dustan, Leanne	Senior Policy Analyst, HUMAN RESOURCES AND SOCIAL DEVELOPMENT CANADA	Gatineau, QC
Dyck, Veronica	Executive Director, MB4 Youth Division	Winnipeg
Dyker, Joanne	Industry HR Consultant, Competitiveness, Training and Trade Province of Manitoba	Winnipeg
Dziewit, Darlene	President, Manitoba Federation of Labour	Winnipeg

PARTICIPANT	ORGANIZATION	LOCATION
Esquega, Elizabeth	Aboriginal Program Manager, Aboriginal Chamber of Commerce	Winnipeg
Evans, Ron	Grand Chief	
Fey, Kurt	Future Development Officer, Manitoba Hydro	Winnipeg
Field, Tammy	Administrative Assistant, Manitoba Métis Federation Provincial Recruitment Initiative	Winnipeg
Flett, Larry	Employment and Training Director, St. Theresa Point First Nation	St. Theresa Point
Flett, Richard	Database Technician, Community Employment and Training Program	Winnipeg
Ford, Marti	Cree Human Resource Development (CHRD)	Wemindji, QC
Frechette, Carole	Outreach Coordinator, City of Winnipeg	Winnipeg
Garrioch, Grand Chief Sidney	Manitoba Keewatinook Ininew Okimowin	
Godin Sorin, Linda	Program Coordinator, Ka Ni Kanichihk	Winnipeg
Goodman, Sarah	HR Admin., Frito Lay Canada	Winnipeg
Gray, Kim	Human Resources Officer, Winnipeg Regional Health Authority	Winnipeg
Grouette, April	Career Counsellor, Manitoba Métis Federation, Provincial Recruitment Initiative	Winnipeg
Guest, Karen	Training and Development Manager, Cambrian Credit Union	Winnipeg
Hamilton, Patricia	Project Officer, Centre for Aboriginal Human Resource Development, Inc. (CAHRD)	Winnipeg
Harper, John	Labour Mobility Coordinator/Labour Market Analyst, Competitiveness, Training and Trade, Government of Manitoba	
Harper, Ralph	Councillor, St. Theresa Point First Nation	St. Theresa Point
Harris, Paula	Rees Hiring Incentive Project Coordinator, Reaching E Quality Employment Services	Winnipeg
Harris, Warren–Joan	Project Director, WKTC	Thompson
Hart, Aaron	Director, Atoskowin Training and Employment Centre	Nelson House

PARTICIPANT	ORGANIZATION	LOCATION
Harvey, Tina	Career Counselor, Manitoba Métis Federation, Provincial Recruitment Initiative	Winnipeg
Hébert, Carmen	Aboriginal Relations Advisor, Manitoba Hydro	Winnipeg
Helgason, Wayne	President/Executive Director, Centre for Aboriginal Human Resource Development, Inc. (CAHRD)	Winnipeg
Hennessey, Sherry	Training Department Manager, Arctic Cooperatives Ltd.	Winnipeg
Hewson, Roberta	Executive Director, Partners for Careers	Winnipeg
Highway, Daniel	President, Interprovincial Association on Native Employment	
Hildebrand, W.	Safety Coordinator, Comstock Canada an EMCOR Company	Winnipeg
Hosain, Yasmin	Policy Analyst, Manitoba Health	Winnipeg
Humpage, Kate	Director, Horizontal Initiatives, Aboriginal Affairs Directorate, Skills and Employment Branch, HRSCD	
Hunter, Jim	Chief Human Resources Officer, Regional Health Authority, Central Manitoba Inc.	Southport
Hyde, Deborah	Manager, HUMAN RESOURCES AND SOCIAL DEVELOPMENT CANADA Aboriginal Affairs Directorate	Gatineau, QC
Irvin- Ross, Kerri	Manitoba Government, Aboriginal and Northern Affairs	
Isaac, Jamie	Aboriginal Programs Manager, Arts and Cultural Industries Association of Manitoba	Winnipeg
Isaak, Debbie	Manager of HR Administration and Recruitment, Aboriginal Peoples Television Network	Winnipeg
Jordaan, Yvonne	Employment/Education Counselor, Manitoba Métis Federation	The Pas
Joyal, Rick	Manager Safety and Development, Downtown Biz	Winnipeg
Kardoes, Carmen	Aboriginal Affairs Regional Manager, Service Canada	Winnipeg
Keppler, Karen	Management Consultant, Aboriginal Business Innovation Centre	Winnipeg
Kidd, Edward	Executive Director, Aboriginal Chamber of Commerce	Winnipeg

PARTICIPANT	ORGANIZATION	LOCATION
Kirkness, Clara	Program Manager, Fox Lake Cree Nation	Winnipeg
Kirkness, Russell	Human Resource Manager, Fisher River Human Resource Manager	Koostatak
Kirkness, William	Aboriginal Employment Coordinator, Manitoba Infrastructure and Transportation Northern Airports and Marine Operations	Winnipeg
Kisil, Monique	Employment Development Analyst, Manitoba Family Services and Housing, Government of Manitoba	Winnipeg
Knight, Bob	Senior Executive Director, Industry and Workforce Development	Winnipeg
Knight, Kathy	Executive Director, Information and Communication Technology Association of Manitoba (ICTAM)	Winnipeg
Koodoo, Aaron	Chair, Construction Trades, Red River College	Winnipeg
Kowalchuk, Kevin	Service Manager, Partnerships, Service Canada	Regina, SK
Krahn, April	Manager, Aboriginal Student Support and Community Relations, Red River College	Winnipeg
Krenn, Hannah	Program Coordinator, Centre for Aboriginal Human Resource Development, Inc. (CAHRD)	Winnipeg
Lafond, Marc	Director, Operating Engineers Training Institute of Manitoba (OETIM)	Winnipeg
Lavallee, Cheryl	Training Coordinator, Employment Manitoba, Department. of Competitiveness, Training and Trade Province of Manitoba	Winnipeg
Lavallee, Rachelle	Administrative Assistant, Hydro Training Department, Manitoba Métis Federation Inc.	Winnipeg
Lavallee, Shirley	Finance Clerk, Fox Lake Cree Nation	Winnipeg
Lavigne, Mary	Manager of Labour Relations, Aboriginal Peoples Television Network	Winnipeg
Leroux, John	Accessories Cell Leader, Standard Aero Limited	Winnipeg
Linklater, Rose	Training and Employment, O-Pipon-Na- Piwin Cree Nation	South Indian Lake

PARTICIPANT	ORGANIZATION	LOCATION
Loewen, P. Roger	Essential Skills Coordinator, Assiniboine Community College	Brandon
Manitopyes, Gilbert	Aboriginal Liaison, Manitoba Infrastructure and Transportation	Winnipeg
Martens, Joel	Project Coordinator/Estimator, Bayview Construction Ltd.	
Martin, Norm	Human Resources Manager Aboriginal Employment, Burntwood Regional Health	Thompson
Maslow, Brent	Apprenticeship Training Coordinator, Manitoba Competitiveness, Training and Trade, Apprenticeship Branch	Winnipeg
Mason, Lionel	Capacity Builder, Fire Spirit	Winnipeg
Mason, Solomon	Coordinator/Researcher, St. Theresa Point First Nation	St. Theresa Point
Mayer, John	Board Member, Brandon Friendship Centre/Personnel Committee	Brandon
Mayo, Rosemarie	Employment Consultant, Selkirk Friendship Centre/Partners for Careers	Selkirk
McArton, Caithlin	Policy Analyst, Apprenticeship Branch, Department of Competitiveness, Training and Trade, Government of Manitoba	Winnipeg
McCorriston, Rhondat	Director, Neeginan Institute of Applied Technology/CAHRD	Winnipeg
McDonald, Gary	General Manager Manitoba and Saskatchewan, Comstock Canada an EMCOR Company	
McDougall, Trevor	Director Employment and Training, Wasagamack First Nations	Wasagamack
McGillivray, Joan	Outreach, Tataskweyak Cree Nation	Split Lake
McKay, Cindy	Coordinator, Pine Creek Employment and Training	Camperville
McLean, Doug	Director, Canada Revenue Agency	Winnipeg
McLeary, Rob	Policy and Planning Analyst, Western Economic Diversification Canada	Winnipeg
McPherson, Amy	Alberta Health Services, Winnipeg Regional Health Authority	Winnipeg

PARTICIPANT	ORGANIZATION	LOCATION
Meade, Thelma	Assembly of Manitoba Chiefs	
Meeches, Chief Dennis	Long Plains First Nation	
Menard, Cathy	Coordinator of Commissioning, Centre for Aboriginal Human Resource Development, Inc. (CAHRD)	Winnipeg
Menzies, Eleanor	Training Coordinator, Information and Communication Technology Association of Manitoba (ICTAM)	Winnipeg
Merrick, Cathy	Ex. Council, Cross Lake Band	Cross Lake
Miller, Bruce	Community Investment Manager, United Way of Winnipeg	Winnipeg
Morris, Philip	Councilor, War Lake First Nation	Ilford
Morrisseau Sinclair, Katherine	Manager, Aboriginal Markets, RBC Financial Group	Winnipeg
Morrisseau, Melissa	Aboriginal Human Resource Officer, Winnipeg Regional Health Authority	Winnipeg
Moulton, Doug	Senior Analyst Sector Council Program Workplace Skills Branch, Human Resources and Social Development Canada BC/YT Regional Office	Vancouver, BC
Mousseau, Jennifer	Career Counselor, Portage Friendship Centre/Partners for Careers	Portage la Prairie
Mousseau, Russell	Coordinator, Ebb and Flow Employment and Training, Ebb and Flow	
Meade, Thelma	Assembly of Manitoba Chiefs	
Meeches, Chief Dennis	Long Plains First Nation	
Menard, Cathy	Coordinator of Commissioning, Centre for Aboriginal Human Resource Development, Inc. (CAHRD)	Winnipeg
Menzies, Eleanor	Training Coordinator, Information and Communication Technology Association of Manitoba (ICTAM)	Winnipeg
Merrick, Cathy	Ex. Council, Cross Lake Band	Cross Lake
Miller, Bruce	Community Investment Manager, United Way of Winnipeg	Winnipeg
Morris, Philip	Councilor, War Lake First Nation	Ilford

PARTICIPANT	ORGANIZATION	LOCATION
Morrisseau Sinclair, Katherine	Manager, Aboriginal Markets, RBC Financial Group	Winnipeg
Morrisseau, Melissa	Aboriginal Human Resource Officer, Winnipeg Regional Health Authority	Winnipeg
Moulton, Doug	Senior Analyst Sector Council Program Workplace Skills Branch, Human Resources and Social Development Canada BC/YT Regional Office	Vancouver, BC
Mousseau, Jennifer	Career Counselor, Portage Friendship Centre/Partners for Careers	Portage la Prairie
Mousseau, Russell	Coordinator, Ebb and Flow Employment and Training, Ebb and Flow	
Muskego, Oliver	Finance Officer, Norway House Cree Nation	Norway House
Muswagon, Ernest	Aboriginal Liaison/Occupational Safety Presenter, SAFE Workers of Tomorrow	Winnipeg
Naylor, Lorne	Field Personnel Coordinator, PCL Constructors Canada Inc.	Winnipeg
Nepinak, Sheryl	Employment and Training Coordinator, Skownan First Nation	Skownan
Olfert, Ellen	Executive Director, SAFE Workers of Tomorrow	Winnipeg
Olson, Carmel	CEO, Brandon Regional Health Authority	Brandon
Olson, Lorne	Aboriginal Liaison Officer, Film Training Manitoba	Winnipeg
Ouellette, Rene	Human Rights Officer, Manitoba Human Rights Commission	Winnipeg
Page, Al	Project Manager, Construction Sector Council	Victoria, BC
Parenteau, Wendi	Student Counsellor, Northwest Métis Council Inc.	Dauphin
Pascual, Anna	Coordinator HR, St. Amant	Winnipeg
Paul, Lisa	Employment and Training, Lake Manitoba First Nation	Vogar
Paupanekis, Jacqueline	Employment and Training Manager, Cross Lake Band	Cross Lake
Peltier, Jerry	National Manager, Aboriginal Human Resources Development Agreements (AHRDAs)	Ottawa, ON
Perron, Dan	CEO, Fire Spirit	Winnipeg

PARTICIPANT	ORGANIZATION	LOCATION
Peters, Noella	Youth Coordinator/Assistant, Long Plain Employment and Training	Portage la Prairie
Petrachek, Marianne	Employer Liaison Representative, Reaching E- Quality Employment Services	Winnipeg
Pompana, Calvin	President, White Buffalo Spiritual Society Inc.	Winnipeg
Puhach, Kimberley	Aboriginal H.R. Liaison, Manitoba Customer Contact Association	Winnipeg
Radwanski, Mike	Manager, Governance, Institutional Development D.I.A.N.D.	Winnipeg
Redhead, Lucy	YFLI Board of Director, York Factory Education Authority	York Landing
Reed, Rylan	Senior Advisor, Canada Mortgage and Housing Corporation	Winnipeg
Richard, Ron	Aboriginal Employment Specialist, Manitoba Hydro	Winnipeg
Roesler, Gail	Administrative Representative, IBEW Local 2034	Winnipeg
Rondeau, Minister Jim	Competitiveness, Training and Trade Science, Technology, Energy and Mines, Province of Manitoba	
Ross, Christopher	Employment and Training Coordinator, Cross Lake Band	Cross Lake
Ross, Derek	Project Coordinator, First Peoples Development Inc.	Winnipeg
Sager Hlady, Jenn	Human Resources Officer, Recruitment and Retention, Regional Health Authority, Central Manitoba Inc.	Southport
Sakiyama, Terry	Executive Director, White Buffalo Spiritual Society Inc.	Winnipeg
Sanderson, Ken	Policy Analyst, Aboriginal and Northern Affairs	Winnipeg
Sanderson, Pat	Policy Consultant, Corporate Affairs and Community Initiatives, Service Canada	Saskatoon, SK
Sandney, Karen	Aboriginal Training Coordinator, Manitoba Hydro	Winnipeg
Savage, Brenda	Program Supervisor, Centre for Aboriginal Human Resource Development, Inc. (CAHRD)	Winnipeg
Scribe, Tony	Employment and Training Manager, Norway House Cree Nation	Norway House

PARTICIPANT	ORGANIZATION	LOCATION
Seaberg, Christine	Director, Hydro Northern Training Initiative Manitoba Competitiveness, Training and Trade	Winnipeg
Shannacappo, Dennis	Outreach Worker, South Quill Training Program	Erickson
Shannacappo, Morris	Grand Chief, Southern Chiefs Organization	
Shorting, Suzette	Quality Control Inspector, Cormer Group Industries Ltd.	
Sinclair, Scott	Director, Field Operations, Manitoba Competitiveness, Training and Trade	Winnipeg
Slobodian, Lori	Community Training Coordinator, Manitoba Tourism Education Council	Winnipeg
Smith, Leigh	Board Member, Brandon Friendship Centre/Personnel Committee	Brandon
Smook, Ted	President, Smook Brothers	
Spence, Felix	Apprenticeship Training Coordinator, Manitoba Apprenticeship	Thompson
Spence, Herman	Project Officer, Northwest Métis Council Inc.	Dauphin
Spence, Norma	Project Manager, Competitiveness Initiatives	Winnipeg
Spence, Raymond	CESP Coordinator, War Lake First Nation	Ilfond
Spence, Scott	Projects Coordinator, Manitoba Aerospace	Winnipeg
Stapon, Justin	Policy Analyst, Manitoba Métis Federation	Winnipeg
Stevenson, Joanne	Program Manager, First Peoples Dev. Inc.	Winnipeg
Still, Carrie	Program Coordinator, Aboriginal Markets , RBC Financial Group	Winnipeg
Strong, Flora	Career Counselor, Partners for Careers/Brandon Friendship Centre	Brandon
Stumpf, Haven	Intake Coordinator, Urban Circle Training Centre Inc.	Winnipeg
Styrchak, Jennie	Executive Director, Hydro Northern Training Initiative Manitoba Competitiveness, Training and Trade	Winnipeg
Sutherland, Glen	Call Centre Manager, Tribal Loi- Chi- Way- Win Capital Corp	Winnipeg
Swar, Kathy	Administration, Frito Lay Canada	Winnipeg

PARTICIPANT	ORGANIZATION	LOCATION
Sypulski, Bonniev	Member, Aboriginal Chamber of Commerce	Winnipeg
Tanner, Jackie	Training and Employment Coordinator, Waywayseecappo First Nation	Waywayseecappo
Thomas, Mike	Business Consultant, Aboriginal Initiatives, Manitoba Competitiveness, Training and Trade	Winnipeg
Thompson, Joe	Member, Manitoba Aboriginal Human Resource Strategists	
Thompson, Joseph	Employment Equity Advisor, Manitoba Hydro	Winnipeg
Trudel, Sandy	Economic Development Officer, City of Brandon	Brandon
Walker, Rosa	Employment and Training Coordinator, Tataskweyak Employment and Training	Split Lake
Wastesicoot, Beverly	Retention and Support Worker, Community Employment and Training Program	Winnipeg
Welz, Cheryl	Education Director, Louis Riel Institute	Winnipeg
West, Denise	Administrative Assistant, First Peoples Dev. Inc.	Winnipeg
White, Jaye	Department Coordinator, Manitoba Métis Federation, Provincial Recruitment Initiative	Winnipeg
Whitford, Jason	Policy Analyst for Employment Equity, Assembly of Manitoba Chiefs	Winnipeg
Woods, Cathy	Aboriginal Liaison Officer, Manitoba Government and General Employees Union	Winnipeg
Woods, Jerry	Chair, Manitoba Human Rights Commission	Winnipeg
Young, Pam	Youth Coordinator, Manitoba Métis Federation	Winnipeg
Zahari, Pat	HRDC, Dakota Tipi First Nation	Winnipeg
Zalevich, Eugene	Career/Employment Counselor, Riverton and District Friendship Centre	Winnipeg
Zimmermann, Cammie	Talent and Acquisition Coordinator, Palliser Furniture Ltd.	Winnipeg

PARTICIPANT	ORGANIZATION	LOCATION
Lendsay, Kelly	President and CEO, Aboriginal Human Resource Council	Saskatoon
Hall, Craig	COO, Aboriginal Human Resource Council	Victoria
Parenteau, Don	National Director, Trades and Apprenticeship Development, Aboriginal Human Resource Council	Saskatoon
Berndt, Peggy	Director, Communications and Marketing, Aboriginal Human Resource Council	Edmonton
Jarvis, Susan	Lead Facilitator, Aboriginal Human Resource Council	Regina
Kenney, Ian	Consilium Consulting	Ottawa
Ostlund, Colleen	Program Administrative Coordinator, Aboriginal Human Resource Council	Saskatoon

APPENDIX 3 ● ● ● ●

EVALUATION SUMMARY

Winnipeg, Manitoba – Results

SUMMARY

The Manitoba *Workforce Connex* forum attracted delegates from Aboriginal Human Resources Development Agreement holders (AHRDAs), private sector organizations and government. In total, 224 participants were in attendance. 91 evaluations were received; representing a participant return rate of 41 per cent. Response sector demographics are broken down as follows:

Private sector delegates.....	42
AHRDAs	12
Unknown	37

GENERAL QUESTIONS AND RESPONSES

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

Agree.....	71
Disagree.....	13
No Indication	7

Comments:

- More discussion and small group activities needed.
- It opened doors of opportunity for future employees.
- Great networking opportunity.
- Great speakers!
- Needed to have more employers.
- Wanted to meet people who are interested in Aboriginal self-employment.
- Somewhat – some had other items on their agenda – not focussed on forum.
- All sub agreement holders, chief and council portfolio holders to attend.
- I expected more – I wait for the reports and follow-up.
- Wasn't sure what to expect. Very different from other AHRC activities.
- Yes. Wasn't sure how dialogue would bring forward suggestions – Good!
- More information on AHRDAs and commonalities.
- I liked break-out sessions.
- Not entirely. I had hoped to see more business and industry. Also would have liked this to be held in Thompson.
- Really had no expectations coming in...
- Same old – same old.
- Didn't really know what to expect.

- Not enough time to meet and greet.
- Would have liked to see a more equal division of employers and AHRDAs in group work.
- Redundant subject matter.
- Somewhat in the middle.
- Questions in break out sessions weren't always clear. Facilitators not always sure of what expectations were of exercise. Great sharing of commitments and strategies though. Good networking with partners in business and service providers.
- Didn't really have a chance to talk too many of the organization representatives. As an employer I was looking for more concrete ideas as to how to be a place where Aboriginal people want to work.
- Instead of using the time to divide us and number us – number us on our nametags based on whether we are employers or organizations.
- Excellent information from both sides
- Too much time spent rehashing problems. Not enough time working on solutions.
- Susan was a great presenter.
- Somewhere in the middle. Felt hurried and rushed at times. Could have kept on time and provided a little more direction on the group projects – stronger facilitators to keep on track and positive focus.
- Didn't really know what to expect.
- Made some new connections, provoked thought.
- It was a good opportunity to bring organizations together to talk to each other and increase awareness of industry/ employers and Aboriginal organizations.
- An excellent opportunity to dialogue.
- Excellent, I came with an open mind, no expectations, and a lot to learn more.
- Somewhat.
- Very few private section employers present – no real new ideas, preaching to the converted – would like to see more in-depth discussion on specifics, less on the broad stuff.

2. Were the information materials you received at the forum valuable?

Agree.....	83
Disagree.....	2
No Indication	6

Comments:

- Especially enjoyed the Aboriginal Employment Strategy.
- Please put presentations on your website or distribute!!
- Contact list is the best piece.
- Did not know there were many issues and restraints.

- They provided me with topics, issues I hadn't considered prior.
- General information – some specific should be available.
- Haven't read it yet. Not sure.
- More attention should have been brought to "what's inside" during the conference.
- Information was interesting and informative.
- Agree – Absolutely.
- Networking – opening doors to Aboriginal people.
- As a visual learner I would have liked copies of PowerPoint's used and information shared at session sent to me after. Addressed after completed. Thanks
- MAHRSAES interesting, AHRDA listing a good start – would like more info in a consolidated format, participant list good too
- Really appreciated the contact information and other information to take back to my organization.
- Liked the Aboriginal HR Strategy information. Nice to have copies of presentations.
- It was helpful to get names and email addresses.
- Would like interlinks on a sheet to assist us in accessing information on AHRDA and other Aboriginal connections.
- Haven't been able to read the materials yet. "Other" information. was excellent.
- Somewhat. Maybe have handouts for the presentations that were presented.
- Need to take time to review.
- Somewhat.
- Very little supplemental information on what AHRDAs and what they do/other/provide and how. Who are they and where are they?

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

Agree.....	63
Disagree.....	27
No Indication	1

Comments:

- Good information.
- Did not have sufficient time to do so.
- But did not more educate on the subject, due to work load @ work place.
- I had not heard of it before.
- Unaware of organization.
- Could include more detail.
- Needed the registration form.
- Did not know it existed.

- I have in the past.
- I will when I get back to my office.
- No, but I plan to.
- As a connection to the email that announced the forum.
- Basic conference information, not much more.

4. Did you have sufficient advance notice of the forum?

Agree.....	81
Disagree.....	7
No Indication	3

Comments:

- Planned well in advance.
- I was given information early October – as information was directed to Director only! Not aware of forum!
- We had four weeks notice
- A lot of distribution of the forum went around.
- Somewhat. Via the IANE network.
- I was sent an email four working days prior.
- To have better advance notice of final agenda.
- No, didn't really understood what it was about as I wasn't informed.
- First day time changes?

5. One thing I liked about the forum:

- Personal connections.
- The valuable information from each speaker.
- Ability to connect with other AHRDAs and employers.
- Meeting new employers that we have not partnered with yet.
- Networking – knowing what is out there.
- Contacts I met.
- How interactive it was.
- Networking and providing ideas on strategies of promoting employers and employees.
- Presentations on best practices.
- Panel speakers – group activities.
- Networking – positive attitude – working towards employment together vs. looking at the past and criticizing what hasn't been done.
- Chance to network and learn about good programs and practices.
- Integration of employers and service providers.
- Info package and opportunity to network.
- Encouraged networking.

- Well organized, great facilitating.
- Networking.
- Good mix of people (professional/North-South)
- Group work.
- Excellent meals.
- Sharing circle round table discussion.
- The supply and demand/people and jobs” theme.
- I was part of a particularly strong and well represented breakout group with excellent input and discussion.
- Open discussion.
- It was very interactive.
- Opportunity to bring AHRDAs and employers together to discuss issues.
- Dialogue.
- Conversation and other ideas.
- Networking with people experiencing similar experiences.
- The emphasis on networking.
- Networking – sharing of info
- The breakout sessions, participating in the discussions.
- Adherence to time was greatly appreciated.
- Frank and open discussions – panel presentations
- The “outcomes” at the end.
- I liked that it wasn’t all “listening” but it was participative and there were tangible outcomes.
- Networking – personal dialogues.
- Breaking up into groups.
- Industry, government, service providers, etc. coming together to share information.
- Lots of interaction and networking.
- Opportunity to network.
- The commitments at the end of the forum brought action to talk.
- Meeting employers who require workers.
- Discussion sessions.
- Panel – youth topics.
- Diversity of participants (across sectors).
- The small group sessions.
- Location.
- Information.
- Opportunity to meet people.
- Great networking opportunities, sharing, and informative.
- Small group conversations. Employer job seeker perspectives.
- The people.
- Being able to look at things from the other perspective.
- The group sessions were very informative, I quite enjoyed learning how other organizations overcame barriers.
- Empathy displayed regarding human resource supply and demand.
- Group discussions.
- All the networking within the conference.
- The networking opportunities.
- Interaction.
- Group sessions.
- Fire Spirit/Informative/Qualified facilitator.
- Fire Spirit.
- On time – like minded individuals wanting to make a difference.
- Panels were informative – handout would be helpful.
- Schedule kept on time – amazing job of facilitation!!
- Keeping to the time lines (Agenda).
- Mix of people.
- Panels and interaction.
- Learning the barriers that employers are facing.
- The facilitation style.
- Learned about AHRDAs. I had never heard of them before this seminar.
- Opportunity to learn more about the issues and solutions.
- The opportunity to work in groups and networking.
- Small group discussions.
- On time “Landed on Time”.
- The outcome/commitments of the conference.
- Networking.
- Meeting and connecting with new people, small group discussions, and panel presentations.
- Format was excellent – group sharing.
- Meeting grassroots people, networking.
- The time management of agenda items and discussion groups.
- That everybody worked well together.
- Sharing, networking, moving around.
- Group sessions/commitments.
- Networking.
- Networking opportunity.

6. One thing I would change about the forum:

- Less time on speakers.
- I enjoyed all but would like to see more government people ex: childcare, housing, education.
- Cut it down to one day. A lot of the exercises talked about the same things.
- More concrete information on demographics (the one presentation was good – could we break down info regionally?).
- Formal presentations to be shared with attendees.
- Have handouts of presentations available.
- Would have more employers.
- Have larger write up regarding CAHRD.
- Monitor facilitators more carefully to lessen dissention and assist more in restarting dialogue.
- Change the groups once or twice. Two days too long with same group.
- Include community leadership representative.
- To start with less tension – employers/employees/AHRDA's. There seemed to be hesitance in the room.
- All sub-agreement (AHRDAs) to attend.
- Topics or themes related to Aboriginal economic development increasing business on reserves creating real employment.
- Facilitator and keynotes.
- Specific information exchange.
- Nothing.
- Ensure facilitators are well trained. Ours had tremendous difficulty and resulted in less than possible generating ideas.
- Facilitators drawing away from one speaker talking too much.
- Make sure AHRDHA representatives are in each group.
- During the break-out exercises, form the chairs in a circle to allow all participants to share experiences better.
- Have more private sector (employers) participate.
- Have stronger small group facilitators that understand their role. Ours spent much time talking about his beliefs rather than drawing information from those in the group.
- Breakout sessions need to be groups of 10 maximum for people to feel comfortable talking out loud. In the beginning people are afraid to say what they feel. Interactive main speaker is tough with 200 participants. Facilitators and note takers were confused; need more training.
- Need more time for networking. Good networking opportunity. Well organized.
- More time in workshops.
- Every session should be a different group for more networking.
- Make it more geographical based.
- More opportunities to network ... longer meet and greet in the evening or something...
- More focused questions during the facilitated sessions would have been more interesting.
- Have a table with business cards of the companies looking to hire Aboriginal people.
- Have information booths from employers.
- The pumpkin soup.
- There were no Aboriginal jewellery vendors!! J.K.
- Lunch – coleslaw sand?
- More information.
- More in-depth discussion would be preferred.
- Give panellists a little more time on the microphones to really instil their points.
- It should be longer than 1 ½ days.
- Even more businesses participating.
- None
- More time. More Canadian involvement.
- More CANADA involvement.
- Seemed rushed – could have used a more energized facilitator group 1.
- Change up the break out groups and better prepare the facilitators.
- More clearly directed questions and facilitation of the small break-out sessions. (in my group).
- Try to include more people from marginalized communities (i.e., Winnipeg, North end).
- Facilitation struggled.
- Our facilitator wasn't strong and by the last group discussion five of our group sat away from us and wouldn't participate. Start the conference with a discussion on respect – cell phones, respecting others while people are talking – be open to all opinions.
- The information package on the website stated that the location of the conference was in the hotel.
- More testimonials and bring employer's of the people giving testimonials and hear both sides of the solution – people presenting should have been clearer on what the services are that they offer and how employers can tap into resources.
- Recommend: More effort to create inclusion at the onset (groups should require introductions and speak to the questions only – not to personal agendas and issues or past situations unless it is relevant to the particular question @ hand) facilitator must treat all comments and participants with respect and not exclude if not Aboriginal.
- Better group facilitators to keep on track (better direction). Less focus on the past negative issues and more focus on future positive actions and goals.
- More about “employee” barriers and “best practices”.

- More space for group activities.
- Less on issues, more on solutions.
- Have business manager, corporate managers.
- Nothing.
- Participants well-advised ahead of time.
- Find a way to make people commit to staying for entertainment. The youth need support.
- None.
- Confusion – put the tasks in simple English – confusing.
- Clearer questions, separate roundtables for business and AHRDAs, more private business instead of government, crown corps and institutions. Beef up your evaluation form – there is nothing here to answer or comment on.

- Somewhat – Looking forward to info after renewal. Please send out to all participants
- Mostly I’m frustrated that AHRDAs are all so distinct and not centralized
- Still not clear on how to make connections with AHRDA’s
- They did not explain why they don’t contact employers except that they are busy and also realised businesses experience similar challenges as each other.
- They have the same issues as industry, a lack of qualified and capable candidates.
- See better organization, effort and success from international recruitment agencies.

3. I intend to develop a plan to increase my organization's recruitment and retention of Aboriginal people.

Agree	50
Disagree.....	5
No Indication	23

Comments:

- Am a comm. Member for recruitment of F.N. peoples (within Government).
- Will stay on same path
- Already working on that.
- Have one already
- I don't have this role but I will certainly advocate for it within our organization and the business community.
- Already hire and retain all Aboriginal employee's
- Our plan at Fire Spirit is in place already – has been in place for a while (we're executing!)
- Somewhat – We are already very inclusive
- Maintain our 70% Aboriginal level
- I already only hire Aboriginal people. Will continue to work on these changes.
- Already working on.

PRIVATE SECTOR DELEGATES

1. Prior to attending this Workforce Connex forum I had a high level of awareness about Aboriginal Human Resource Development Agreement holders (AHRDAs).

Agree	30
Disagree.....	31
No Indication	20

Comments:

- Never heard of them before. I would like to have heard more about services and how to utilize these services.
- Had heard of a few (MMF) but didn't fully understand their mandate
- Still don't think I do. No consistency and no inventory of organization or services

2. As a result of this forum I am coming away with a better understanding of the constraints and impediments that AHRDAs face in their efforts to work with companies and secure employment placements.

Agree	49
Disagree.....	6
No Indication	24

Comments:

- Still a bit confused – will be checking into the website for more information.
- Still need more but have made the contacts to get more information.
- Somewhat
- Was already aware
- I had a pretty solid awareness already but this forum has expanded it through insightful discussions.
- Agree – but more info re: companies.

ABORIGINAL HUMAN RESOURCE DEVELOPMENT AGREEMENT HOLDERS (AHRDA)

1. Prior to attending this forum my AHRDA experienced many challenges developing relationships with business.

Agree	21
Disagree.....	8
No Indication	18

Comments:

- Agree - 50 per cent
- I don't know!

2. This **Workforce Connex** forum helped me to better understand the issues and constraints that business faces to recruit and retain Aboriginal people.

Agree	30
Disagree.....	1
No Indication	17

Comments:

- Already aware of business challenges
- We would benefit from this forum with AHRDAs in the Arctic.

TESTIMONIALS FROM THE MANITOBA WORKFORCE CONNEX FORUM

"There were a lot of practical solutions developed to solve some of the problems facing Aboriginal people today."
Norma Spence - Aboriginal Chamber of Commerce

"It's about time we work together and set all our (issues) in order"

"Thanks Ken and committee for pulling this together – great job. I always learn something which I can take back to my organizations."
Jenn Sager Hlady, HR Official, Recruitment, RHA-Central

"This was a great experience-allowing individuals to honestly and openly speak about issues and listening to employers views! It was good for all!!"
Haven Stumpf - Urban Circle Training Centre Inc.

"What better way to communicate and build relationships?"

"Excellent! I'm so glad Partners for Careers was involved. This is what we do in our program."

"Do local presentations (within community), workshops, local radio stations, newsletters."
Oliver Muskego - Norway House Cree Nation

"Your understanding of the challenges involved with putting Aboriginal youth to work will be put to task although you will be provided with the tools and resources to meet them head on."
Tony Scribe

"A lot of great idea sharing between employers and AHRDA holders."
Wendi Parenteau, Manitoba Métis Federation Northwest Region

"Looking forward to the session up north!"
Heather Ayres - Arctic Co-ops

"Report will be helpful to review."
Sherry Hennessey - Arctic Co-operatives Limited

"This forum is an excellent opportunity to connect people (supply) with employers (demand)."
Patti Clace - Manitoba Hydro

"Would attend again. Great way to network. Gained valuable info on employers' perspectives."
Flora Strong - Brandon Friendship Centre - Partners for Careers

"DON'T MISS THIS EVENT. Participate-Participate-Participate."
Derek Ross - First Peoples Development Inc.

"Empowering: so much work to still be done; but this was a great way to see what IS happening and out there already."
Michelle Bessette, Aboriginal Liaison Officer, Manitoba Food Processors Associations (204)982-6374

"This was a critical and effective way to begin a sweeping movement toward unification and therefore creating a landscape for better understanding."
Kimberley Puhach, Manitoba Customer Contact Association

"Lessons learned."
Lorraine Cook, Long Plain First Nation Employment and Training

"I will continue to reach out to those who want to work and support them throughout their experience."
B. Wastesicoot, CETP

"Good idea to bring employers and trainers of Aboriginal people together in one forum."
Scott Spence, Projects Coordinator, Manitoba Aerospace

“Develop a common vision of success, a plan to achieve it and commitment to execute!”

Dan Perron, Fire Spirit Inc.

“If you do something wrong don’t call it a mistake, make it into an opportunity.”

Ralph Harper, St. Theresa Pt.

“Would like to receive copies of information shared in the 11 groups. Great ideas – needed more time to relay info to larger group.”

“Informative and fun.”

Jerry Woods – Manitoba Human Rights Commission

“Great relationships were built in this 2 day forum.”

Camille Bertholet, Manitoba Métis Federation.

- The Pas, Local Mgmt Board – Coordinator

“The forum provided an opportunity to personally connect with employers and Employment Centres.”

Christine Carrier, Public Service Commission Aboriginal Centre of Excellence

“Will provide brief for HR VP.”

John Leroux, Standard Aero Ltd

“Employers need to hear the struggles Aboriginal people face trying to connect with workplaces.”

Gail Roesler – IBEW 2034

“Attend Workforce Connex when it comes to your community: It’s a REAL EYE OPENER!!”

Ron Richard – Manitoba Hydro

APPENDIX 4 ● ● ● ●

GLOSSARY OF TERMS

Acronym	Definition
ABE	Adult Basic Education
AHRC	Aboriginal Human Resource Council
AHRDA	Aboriginal Human Resources Development Agreement holders
AHRDS	Aboriginal Human Resources Development Strategy
CAHRD	Centre for Aboriginal Human Resource Development
HR	Human Resources
HRSDC	Human Resources and Social Development Canada
IANE	Interprovincial Association on Native Employment
IN	Inclusion Network
IT	Information Technology
MAHRS	Manitoba Aboriginal Human Resource Strategists
MAYCAC	Manitoba Aboriginal Youth Career Awareness Committee



**Aboriginal Human
Resource Council**
connections – partnerships – solutions

**Conseil des Ressources
Humaines Autochtones**
connexions – partenariats – solutions