



TASC Skills Development Fact Sheet

The Alliance of Sector Councils

Aboriginal Engagement in the Workforce

"With this MOU (Active Measures Memorandum of Understanding in Saskatchewan) we are committing to working together to develop and implement active strategies that will help First Nation individuals move from income assistance dependency to leading independent, self-sufficient lives with the skills and training they need to find and hold meaningful, sustainable jobs."

- Honourable John Duncan, Minister of Aboriginal Affairs and Northern Development, March 11, 2011

"The Aboriginal population represents the largest untapped labour force in the country"

- Canadian Chamber of Commerce, "Aboriginal Labour Force Strategy: Tapping into an Underutilized Pool of Labour Supply", 2009

Canada's Sector Councils are industry's voice on Human Resources and Skills Development Issues...

SECTOR COUNCILS are industry-led partnership organizations that address skills development issues and implement labour market solutions in key sectors of the economy. Sector Councils bring together representatives from business, labour, education, governments, and other professional groups to comprehensively address solutions across Canada.

THE ALLIANCE OF SECTOR COUNCILS (TASC) is the network of over 35 sector councils and sector-like organizations that facilitates the sharing of best practices in skills development, advances expertise of all councils, and builds strategic partnerships with other labour market stakeholders (www.councils.org).

Some examples of how Sector Councils are facilitating Aboriginal workforce engagement:

- 1. ABORIGINAL FRIENDLY WORKPLACES.** As the youngest and fastest growing demographic, all sectors of the economy are looking at the potential that Aboriginal people could bring to the workforce. How can businesses become employers of choice for this Aboriginal workforce? By taking the successful **Mastering Aboriginal Inclusion** training program. The only one of its kind in Canada, *Mastering Aboriginal Inclusion* is offered by the **Aboriginal Human Resources Council** and provides two days of training and five modules of self-study. It offers insights and strategies for recruiting, training, retaining and advancing Aboriginal people in the workplace. <http://www.aboriginalhr.ca>
- 2. SPECIALIZED WOOD MANUFACTURING HIGH SCHOOL CURRICULUM.** The **Wood Manufacturing Council** partners with high schools across Canada to offer specialized and relevant curriculum for students. The curriculum provides core woodworking skills as well as a sub-sector module (such as millwork, windows and doors, pulp and paper), which can be tailored for the specific region where the school is located and where future jobs may be available. The WoodLINKS program has also been adapted for Aboriginal students. It has been used in various regions, including northwestern Ontario, to meet the unique demands of the forestry industry in that region. <http://www.wmc-cfb.ca>
- 3. ABORIGINAL CURRICULUM IN MINING.** The **Mining Industry Human Resources Council** is committed to increasing the available opportunities for Aboriginal peoples in the mining industry. *Mining Essentials* is a pre-employment training program for Aboriginal peoples developed in partnership by the Council

Funded by the Government of Canada's Sector Council Program



and the **Assembly of First Nations** to ensure Aboriginal peoples have the essential skills and work-readiness training needed to enter the mining industry, increasing their capacity for employment in one of Canada's highest paying industrial sectors. <http://www.mihir.ca>

4. **RECRUITMENT AND RETENTION.** The objective of the **Electricity Sector Council's Aboriginal Workforce Participation Initiative** is to increase the participation of Aboriginal peoples (First Nations, Métis and Inuit) in the electricity and renewable energy workforce. This is being achieved through the development of a National Aboriginal engagement strategy, and the identification of potential partnerships and communication pathways between Aboriginal peoples and industry. In addition to youth oriented summer camps, the Council is currently piloting its Electrical Trades Orientation Program which will introduce participants to basic technical knowledge and hands-on skills in a number of skilled trades, and expose students to a variety of soft skills such as career planning, job search skills, workplace essential skills as well as subjects like safety, first aid, and fall protection. It is hoped that these students will then be prepared to take the next steps to working in the sector via upskilling or entry to an apprenticeship program. <http://www.brightfutures.ca>

5. **ELECTRICITY SUMMER CAMPS.** The popular Bright Futures Youth Camps for Aboriginal youth, organized by the **Electricity Sector Council**, are designed to bring attention to the opportunities for Aboriginal youth in the electricity and renewable energy industry, and the importance of taking math and sciences in school. The camps are targeted at youth aged 10-13 and four camps (Thunder Bay, Rouyn-Noranda, Prince George, Saugeen) have been held to date (with more planned). The Bright Futures Camp is a component of the ESC Aboriginal Workforce Participation Initiative project which focuses on increasing the participation of Aboriginal peoples (First Nations, Metis and Inuit) in the electricity and renewable energy workforce. <http://www.brightfutures.ca>



The Alliance of Sector Councils
L'Alliance des conseils sectoriels

SECTOR COUNCILS MAKE A DIFFERENCE IN TODAY'S LABOUR MARKET

Sector Councils are industry-led partnership organizations that address skills development issues and implement solutions in key sectors of the economy. Sector Councils bring together representatives from business, labour, education, and other professional groups in a neutral forum to comprehensively and cooperatively analyze and address sector-wide human resource issues on a national scale.

The Alliance of Sector Councils (TASC) is the coordinating body for these 37 sector councils and sector-like organizations. TASC's core purpose is to engender a cohesive sector council approach to providing labour market solutions and our mission is to assist sector councils in providing those labour market solutions.

LIST OF CANADA'S SECTOR COUNCILS

The Alliance of Sector Councils
www.councils.org

MEMBERS

Aboriginal Human Resources Council
www.aboriginalhr.ca

Canadian **Agricultural** Human Resource
Council
www.cahr-ccrha.ca

Apparel Human Resources Council
www.apparel-hrc.org

Canadian **Apprenticeship** Forum
www.caf-fca.org

Council for **Automotive** Human Resources
www.cahr-crha.ca

Canadian **Automotive Repair and Service**
Council
www.cars-council.ca

Canadian Council for **Aviation and Aerospace**
www.avaerocouncil.ca

BioTalent Canada
www.biotalent.ca

Motor Carrier Passenger Council of Canada
(BUS)
www.buscouncil.ca

Child Care Human Resources Sector Council
www.csc-csge.ca

Construction Sector Council
www.csc-ca.org

Contact Centre Canada
www.contactcentrecanada.ca

Cultural Human Resources Council
www.cultural.hrc.ca

Electricity Sector Council
www.brightfutures.ca

Environmental Careers Organization of
Canada
www.eco.ca

Canadian Council of Professional **Fish**
Harvesters
www.ccpfh-ccpp.ca

Canadian **Food Processing** HR Council
www.fphrc.ca

Forest Products Sector Council
www.fpsc-cspf.ca

Canadian **Grocery** HR Council
www.cghrc.ca

Information and Communications Technology
Council
www.ictc-ctic.ca

Forum for **International Trade** Training
www.fitt.ca

Mining Industry HR Council
www.mihrc.ca

HR Council for the **Non-Profit** Sector
www.hrcouncil.ca

Petroleum Human Resources Council of
Canada
www.petrohrsc.ca

Canadian **Plastics** Sector Council
www.cpsc-ccsp.ca

Police Sector Council
www.policecouncil.ca

Canadian **Printing** Industries Sector Council
www.cpisc-csic.ca

Canadian **Steel** Trade and Employment
Congress
www.cstec.ca

Canadian **Supply Chain** Sector Council
www.supplychaincanada.org

Textiles Human Resources Council
www.thrc-crht.org

Canadian **Tourism** Human Resource Council
www.cthrc.ca

Canadian **Trucking** Human Resources Council
www.cthrc.com

Wood Manufacturing Council
www.wmc-cfb.ca

PARTNERS

Asia Pacific Gateway Table
www.apgst.ca

National Association of **Career Colleges**
www.nacc.ca

Association of Canadian **Community Colleges**
www.acc.ca

Engineers Canada
www.engineerscanada.ca

Installation, Maintenance and Repair Sector
Council
www.imrsectorcouncil.ca

Polytechnics Canada
www.polytechnicscanada.com

Canadian Council of **Technicians and**
Technologists
www.cctt.ca