

**RECRUITMENT AND RETENTION
OF ABORIGINAL EMPLOYEES
Vancouver, (B.C.)- May 10, 1995**

SUCCESSFUL VENTURES BY YOUR ORGANIZATION IN RECRUITMENT OR RETENTION:

- USING ONE'S TRADITIONAL KNOWLEDGE FOR APPLICATIONS IN THE WORKPLACE
- DEVELOPING TRUST BY ESTABLISHING HUMAN RESOURCES DEVELOPMENT STRATEGIES
- FOR PLACEMENT: WORKING CLOSELY WITH AN ABORIGINAL WOMEN'S ORGANIZATION
- PARTICIPATION IN A CANADIAN-WIDE ABORIGINAL INTERNSHIP PROGRAM
- DEPARTMENTAL NATIVE INTERNSHIP PROGRAM
- DELIVERED AN ABORIGINAL COMMUNICATIONS WORKSHOP IN THE COMPANY
- DIRECT CONTACT WITH NATIVE ORGANIZATIONS BAND COUNCILS TO SOLICIT APPLICATIONS
- NATIVE PROGRAM OFFICERS
- INCLUSION OF EQUITY AND TRAINING TARGETS IN ISLAND HIGHWAY AGREEMENT (BC-2)
- DEVELOPING & IMPLEMENTING NORTHERN NATIVE APPRENTICESHIP PROGRAM
- BREAKING THROUGH THE SYSTEM BY APPROACHING IT THROUGH "REGULAR CHANNELS" , INSTEAD OF "SPECIAL CHANNELS" , AND DEMANDING CHANGE
- PLACED 2 ABORIGINAL PERSONS IN APPRENTICESHIP PROGRAM IN A MAJOR UNION

BARRIERS IDENTIFIED IN YOUR ORGANIZATION IN RECRUITMENT OR RETENTION:

- Imposed selection process
- Downsizing
- Lacking the knowledge, skills, experience to manage the placement
- Educational barriers
- No human resources division
- Attitudes in workplace
- Lack of management opportunities
- Ongoing, active, wearing, passive resistance to change
- Requirement for Grade 12
- Formal education requirements not related to job duties
- Lack of management commitment to constructive and creative change
- Temporary hiring
- Lack of role models as Journey Persons

Marcia Braundy
Provincial Apprenticeship Board and WITT

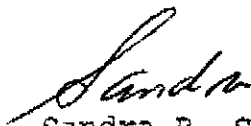
May 24, 1995

Dear Marcia,

I have written a few evaluation comments in relation to the Workshops that were held on May 8, 9 and 10: **Train the Trainers; Recruitment and Retention of Aboriginal Employees.** As one of the sponsors* of this training and workshop, I am taking the liberty of sending you a copy of my comments.

It was good meeting you. Good luck with all the good work you're doing. *Actually, it was great seeing you.*

Sincerely,



Sandra B. Steinhouse
Senior Equity Consultant
Employment Equity Branch

***cc to Sponsors:**

Ministry of Skills Training & Labour
CCAB/BC Chapter
BC Aboriginal Training & Employment Association
Ganhada Management Group
Provincial Apprenticeship Board and WITT

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TRAIN THE TRAINERS

10 participants: Objectives:

- Participants will receive training in delivering the Recruitment and Retention Workshop so that, in the future, they can deliver the Workshop to Employers without the necessity of having the involvement of HRDC Employment Equity Consultants.
- The participants will, during Day One and Two, "Westernize" the Workshop, so that the information would be more relevant to BC participants.

Comments

- Five of the six participants that attended Day 1 and Day 2 delivered modules (one person was visiting from another country and chose to not participate in this activity).
- The five participants volunteered to deliver their modules during the Workshop for the employers. I was pleased to see this willingness and well-deserved confidence levels.
- I was extremely pleased with the enthusiasm and the delivery of each of the five participants. I would not hesitate to recommend that the following participants organize and facilitate a "Recruitment and Retention Workshop" for employers.

Karin Hunt
Lynn Jorgensen
Mike Mearns
Bruce Parisian
Wayne St. Dennis

How to Make The Training Better:

- Joining instructions must be sent to participants at least 1 1/2 weeks before the training (Included: Agenda, Quiz, Instructions for 1st module).
- One person needs to take responsibility to ensure that the submitted needs for the training sessions are all supplied (Eg. One Break-Out room, 2 flip charts, large file cards etc).
- The above mentioned person should be present for the training; otherwise, it diminishes the importance of the workshop.
- Participants need to make a two day commitment. New participants on Day Two disrupt the already formulated group dynamics.

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RECRUITMENT AND RETENTION OF ABORIGINAL EMPLOYEES WORKSHOP

18 Participants

Objective: To deliver a one-day workshop to employers, involved with employment equity, in order to assist them with recruiting and retaining Aboriginal employees.

Comments:

- The five before mentioned participants delivered modules to the employers. As discussed on Day One, facilitators used their own examples.
- The titles of certain transparencies were changed. I thought this new wording was very positive as it helps to prevent the reinforcing of stereotypes. This change will be reflected in any future workshop deliveries by Employment Equity Branch.

How To Make the Workshop Better

- Invitations to employers need to be followed-up to learn whether the invitees will be attending the workshop.
- Participants' list should be firm two weeks before the Workshop. The facilitators should receive a copy of this list (Name, Organization, Address, Phone #, Fax #).
- Joining instructions must be sent to participants at least 1 1/2 weeks before the training (Included: Agenda, Quiz, Instructions for 1st module).
- One Coordinator is needed to take responsibility for logistics. For example, that person needs to ensure that all the training sessions needs are supplied (Eg. Two Break-Out room, 4 flip charts, large file cards etc).
- The Coordinator should be involved, with the facilitators, in setting up the workshop room the night before.
- The Coordinator should be present for the training. This not only ensures that the logistics are taken care of, it gives a consistent contact for the employers.

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To All Participants:

Hi! Here is the :

- . Flip chart info
- . Copy of the participants list
- . A copy of the article that states EE is good for business

Good luck!



Sandra B. Steinhouse
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