

# SLAAMB – CAAR Project



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# SIoux LOOKOUT AREA ABORIGINAL MANAGEMENT BOARD

SIoux LOOKOUT REGIONAL  
CENTRE FOR ABORIGINAL  
APPRENTICESHIP RESEARCH  
PROJECT: Testing a New  
Approach to Skilled Trades  
Training for Remote First Nations  
Workers



Funding for the CAAR Project was provided by Human Resources and Social Development Canada, under the Pan-Canadian Innovations Initiative

# About the SLAAMB – CAAR Project



## Aboriginal Trades Training



# [ Why is this happening now? ]

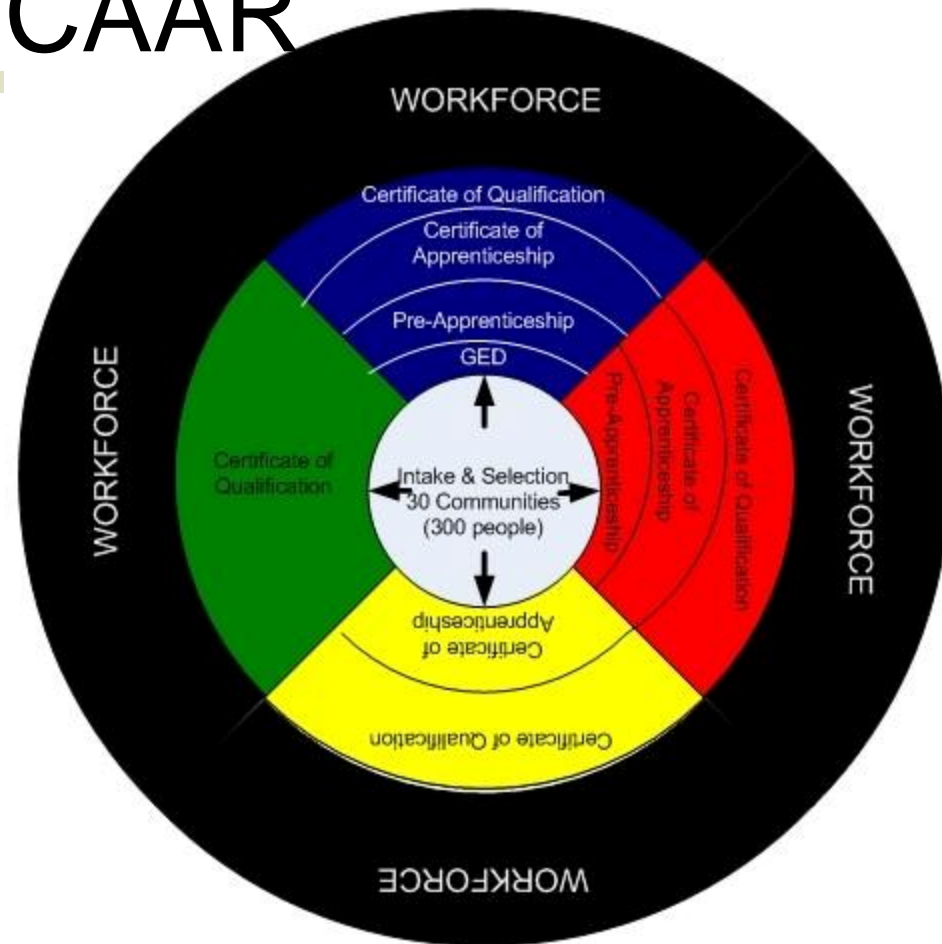
- The project is proposed in order to facilitate maximum First Nations employment in the construction phases of the Sioux Lookout Health Centre and related facilities that have been planned for the next five years.

# Sioux Lookout Region



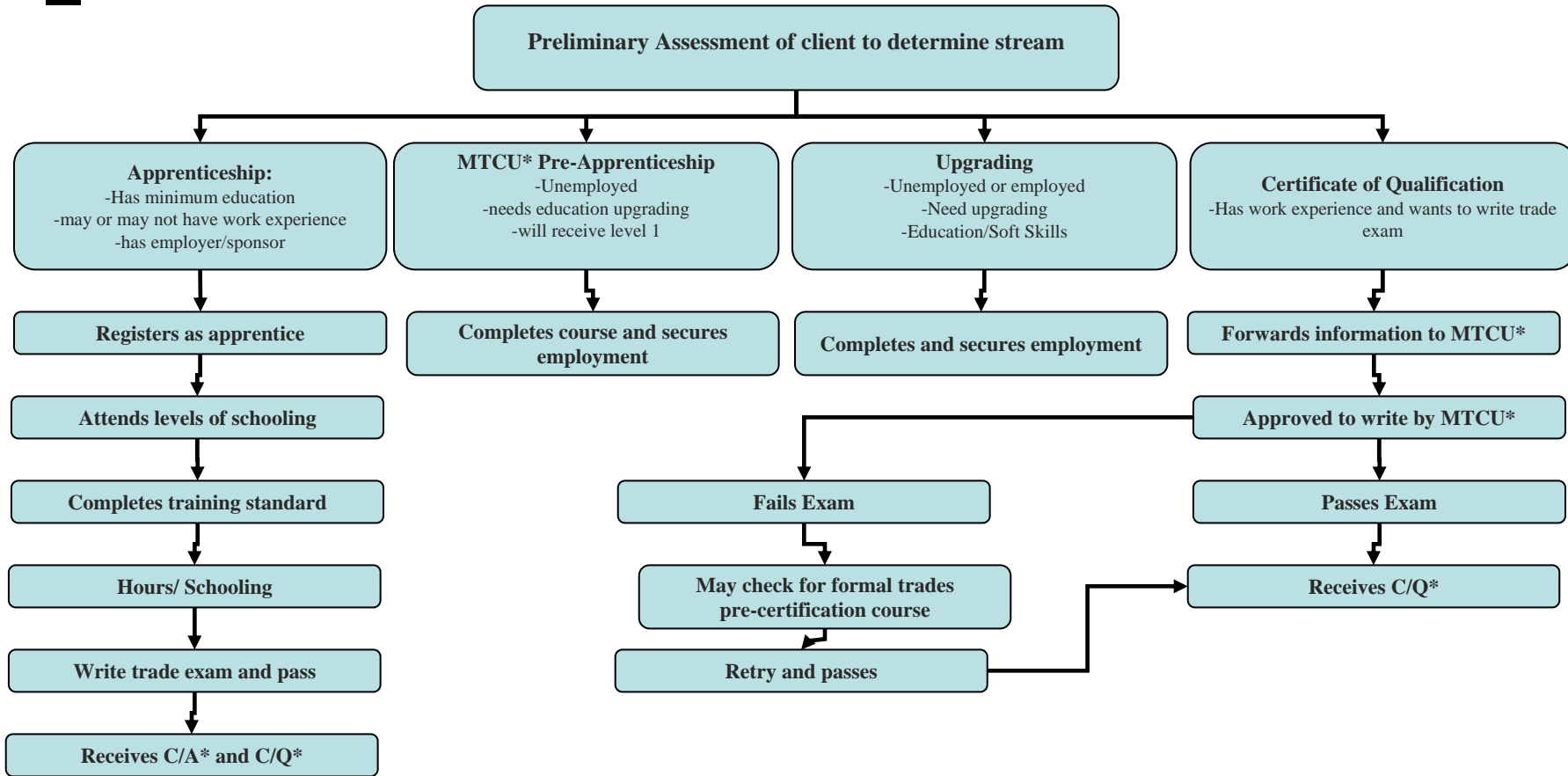
# 4 Pathways in CAAR

- The CAAR project team does the necessary assessments on all potential participants
- All participants are encouraged to choose their own career pathways as indicated in the chart
- If the participants choose either the certificate of qualifications or apprenticeship route, the CAAR Project Team & Kenora's Apprenticeship Consultant does the final assessment and is jointly approved.



# Introduction to Skilled Trades

## Preliminary Phase



# What is Apprenticeship?

- Training model for individuals who want to pursue careers in skilled trades or occupations which has a focus on applied or hands-on learning
- Formal Agreement between the Apprentice, the Employer and the Ontario Government
- Duration: 2 to 5 years
- 90% training is on the job; 10% in-school

# [ Trades Challenge Exam Tutoring ]

- 8 weeks of tutoring or preparation – math and trades
- 1 to 2 weeks of on-line or e-learning
- The goal is to thoroughly and properly prepare the participants to write and be successful in challenging and receiving the C of Q for their trade

# **Pre-Employment & Skills Training**

- **Academic Up-grading**
- **General Education Development – GED**
- **Personal and Career Development**  
**Pre-Apprenticeship**

# [ Pre-Apprenticeship ]

- **Workplace Readiness**
  - 12 weeks or 360 hours
  - Trades Math
  - Computers
  - Communications and Employment Skills
  - Health & Safety
    - ✓ WHMIS
    - ✓ Fall Arrest
    - ✓ Hoisting and Rigging
    - ✓ First Aid/CPR
    - ✓ Hilti

# CHALLENGES & SUCCESSES

- 25 out of 30 communities are remote.
- Limited English – mainly Oji-Cree.
- Poor math skills.
- Limited apprenticeship/C of Q information in communities.
- Trades training never done before.

## SUCCESSES:

- a) Now have 4 journeymen carpenters & 2 residential electrician.
- b) 20 out of 30 communities now know about apprenticeship/C of Q.
- c) Pre-apprenticeship delivered on line.

# [ PARTNERSHIPS & SLAAMB! ]

- A) SLAAMB has been given the mandate from our political leaders (30 First Nations) to handle all of the First Nations employment.
- B) We have formed partnerships with the Men Ya Win Health Centre & Sioux Lookout Health Authority along with the General Contractors who will build the new health centre & hostel.
- C) We have formed partnerships with the 15 trades unions in our area in an attempt to have 40-50% of the needed workforce to be First Nations people.

# [ MORE PARTNERSHIPS ]

- D) We have signed a partnership agreement with Hydro One to work together to get as many of our people into their workforce with a focus on the trades & apprenticeship.
- E) We are in discussions with a mining company to enter into a partnership arrangement similar to Hydro One.
- F) We are presently in discussions with our local education authorities to introduce the trades into the high schools.

# FOR MORE INFORMATION and ASSISTANCE – CONTACT:

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# [ Questions and Answers ]

