



Presentation:

Canadian Apprenticeship Forum

Apprenticeship - The Framework for Canada's Renewable Resource

St. John's, Newfoundland and Labrador

June 7, 2010

**Aboriginal Apprenticeship
Board Of Ontario (AABO)**

The Challenge



Baby Boomers are retiring in the Construction industry

- In Ontario an estimated 48,000 workers will be needed to replace retirees

At the same time, Construction investment in Ontario will increase by an average of about 2% each year for the next eight years

- The province will require more than 22,000 additional workers to meet construction demands.

How do we fill this skills shortage?

The Opportunity



The Aboriginal population in Ontario is young and growing

- 4% of Canada's population identifies themselves as Aboriginal (First Nation, Métis, Inuit)
- 21% of Canada's Aboriginal population is in Ontario
- 50% of Aboriginal people in Canada are under 24 years of age

The Opportunity



The Aboriginal population is underemployed and eager to work in the skilled trades.

- There is a long and proud history of Aboriginal people in the skilled trades in Ontario.
- A network of Aboriginal employment and training organizations, known as AHRDA holders, is already in place.
- On-reserve training institutions have already been established with great success.

Evolution of Aboriginal Labour Market Programming



AHRDA's



The Aboriginal Human Resources Development Strategy (AHRDS) is designed to assist Aboriginal people to prepare for, find, and keep jobs and is founded on six pillars:

- 1) AHRDA;
- 2) Integration of Programs;
- 3) Partnerships;
- 4) Aboriginal Human Resources Council (AHRC);
- 5) Capacity Building;
- 6) Horizontal Management

AHRDAs have the authority to design and develop labour market programs to meet Aboriginal community and individual needs to find work leading to a career.

AHRDA's



Aboriginal Human Resource Development Agreement Holders

16 AHRDA Holders, on behalf of the Aboriginal Community in Ontario, are the ultimate guardians for the effective, efficient delivery of the Ontario-based Aboriginal Apprenticeship Strategy. The group, in turn, bestows the responsibility of implementing this strategy to the AABO.

Aboriginal Human Resource Development Strategy (AHRDA) Member Locations



1. **Aboriginal Labour Force Development Circle - FN**
P.O. Box 331
Shannonville, Ontario K0K 3A0
(613) 771-9537

2. **Aboriginal Labour Force Development Circle-Toronto**
167 Gerrard Street East, 2nd Floor
Toronto, Ontario M5A 2E4
(416) 925-1331

3. **Akwesasne A.M.S.**
P.O. Box 965
Cornwall, Ontario K6H 5V1
(613) 575-2626
<http://www.akwesane.ca>

4. **Anishinabek Nation**
(Union of Ontario Indians)
Nipissing First Nation P.O. Box 711
North Bay, Ontario P1B 8J8
(877) 732-5200

5. **London District Chiefs Council**
22361 Austin Line
Bolton, Ontario N0P 1C0
(513)552-5868
<http://www.afhs.on.ca>

6. **Mamou-Nuskomitowin**
(Wabun Tribal Council)
313 Railway Street
Toronto, Ontario P4H 2P4
(705) 258-9098
<http://www.wabun.on.ca>

7. **Medis Nation of Ontario**
500 Old St. Patrick St., Unit 3
Ottawa, Ontario K1N 9G4
(613)796-1488

8. **Niagara Peninsula Area Aboriginal Management Board**
P.O. Box 22040, Postal Station East
Brantford, Ontario N3S 7V1
(519) 751-833

9. **North Shore Tribal Council**
P.O. Box 2049
1 Industrial Pk. Rd. E., Suite 207
Blind River, Ontario
P0R 1B0
(705) 356-1691
<http://www.northshore.on.ca>

10. **Ogemawash Tribal Council**
2084 Rama Road, P.O. Box 45
Rama, Ontario L0K 1T0
(705) 329-2511

Ontario Fed. Of Friendship Centres/
Grand River Employment & Training
Initiative (O-GI)
218 Front Street East
Toronto, Ontario M5A 1E8
(416) 956-7575
<http://www.ofic.org/page.asp?index.htm>

12. **Shooniyyaa Wa-Sitong**
P.O. Box 1720
Kenora, Ontario P9N 3X7
<http://www.trib3.ca>

13. **Sioux Lookout Area Aboriginal Management Board**
P.O. Box 58
Sioux Lookout, Ontario P8T 1A1
(800) 563-2183
<http://www.alsamb.on.ca>

14. **Six Nations of the Grand River**
P.O. Box 69, 16 Sunrise Court
Oshweken, Ontario N0A 1M0
(888) 218-8230
<http://www.preston.com>

15. **Walpole Island First Nation-(Ojibwa/Anong)**
R.R. #3 - Walpoleburg, Ontario N8A 4K3
(519) 627-1475
<http://www.kinshonong.com>

16. **Wikwemikong Unceded Indian Reserve**
P.O. Box 112, 2102 Wikwemikong Way
Wikwemikong, Ontario P0P 2J0
(705) 858-3001
<http://www.wily.net>



GRAND RIVER EMPLOYMENT AND TRAINING

AHRDA's

Aboriginal Apprenticeship Board of Ontario (AABO)



AABO Vision

Improve the socio-economic well-being of First Nations, Métis, and Inuit people of Ontario through successful inclusion in the skilled trades.

AABO Mission

Increase the number of Aboriginal people working in the trades through improved access and opportunity to apprenticeship and long-term gainful employment.

AABO Driving Force

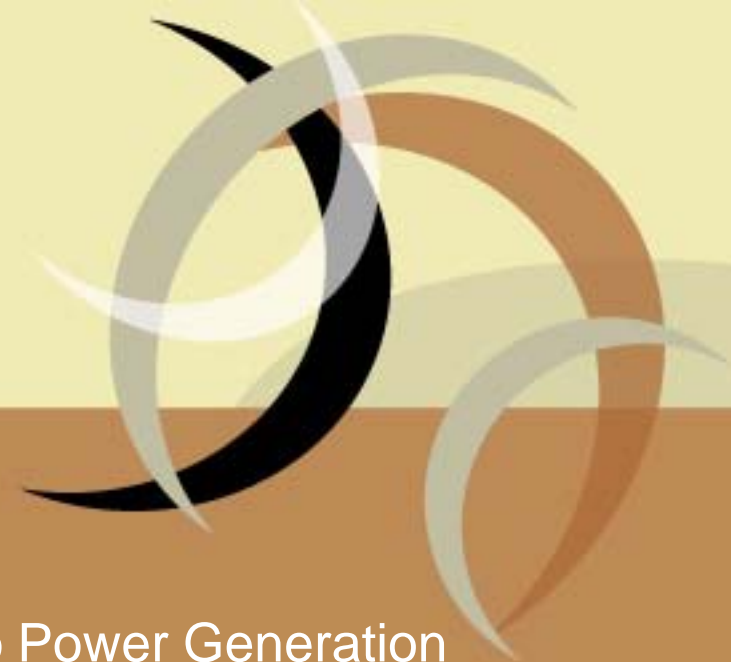
To develop partnerships and tools that will facilitate, enhance and support the **recruitment**, **retention** and **advancement** of Aboriginal people in the skilled trades.

Partnership Advisory Committee



- Purpose: to provide a link to employers, unions, government and Aboriginal communities
- Composed of a core group of committed and engaged stakeholders who share the objectives of the Ontario-based Aboriginal Apprenticeship Strategy
- Representatives of the PAC participate on the AABO

Partnership Advisory Committee Membership



Human Resource and Skills
Development Canada

Indian and Northern Affairs Canada

Construction Sector Council

Canadian Apprenticeship Forum

Canadian Union of Skilled Workers

Ontario Power Generation

Hydro One

Ontario Civil Construction Careers
Institute

Northern College

Algonquin College

Aboriginal Apprenticeship Board of Ontario (AABO)



- Aboriginal Institutes Consortium Apprenticeship Forum (January 2003)
- Working Group formed and Strategy Development began (March 2004)
- OAAWG Symposium “Supply Meeting Demand – Confirming a Strategy for Increasing Aboriginal Apprenticeship in Ontario” (February 2005)

Seven Strategy Components



Outreach

Increased awareness and promotion of the trades as a positive career opportunity.

Marketing and Promotion

A sustained, well-funded and ongoing effort to increase public knowledge of available programs and services in the trades with development of targeted Aboriginal-specific trades promotional materials.

Education

Advocacy for new standards in Ontario curriculum to increase awareness and understanding of skilled labour requirements. Recognition of the needs and reality of Aboriginal people in the equation of experience and formal education.

Seven Strategy Components cont...



Partnership

Collaborative intervention of all major stakeholders of the strategy to develop an Ontario-based solution to increasing Aboriginal participation in apprenticeships and the skilled trades.

Research and Development

A program of ongoing research is required to ensure that Ontario Apprenticeship Initiatives are appropriate, inclusive and comprehensive. This approach will be coupled with an evaluation plan that will measure the effectiveness of the program in meeting its goals, targets and objectives.

Aboriginal Apprenticeship Board of Ontario (AABO)



- AHRDA Holders Establish AABO (May 2006)
- Presentation of Delivery Model and Implementation Plan at AHRDA Meeting in Ottawa (November 2006)
- 1st Annual Frontline Worker Apprenticeship Forum in Niagara Falls hosted by GREAT and funded by the Ministry of Training, Colleges and Universities. (March 2008)
- Launched the first quarterly Newsletter
- Distributed first Report Card (Self Assessment)
- AABO reviews and revises Implementation Plan (January 2009)

AABO Delivery Model



AABO - PROVINCIAL COMPONENT

- Solicits the appointment of representatives to the Partnership Advisory Committee.
- Represents the Ontario-based Aboriginal Apprenticeship Strategy.
- Seeks appropriate funding.
- Defines strategies and priorities.
- Reviews and updates plans.
- Lobbies policy makers, public opinion leaders and stakeholders at the provincial and federal levels.
- Evaluates the implementation plan and prepares an annual report on activities and progress.

ACERS - REGIONAL COMPONENT

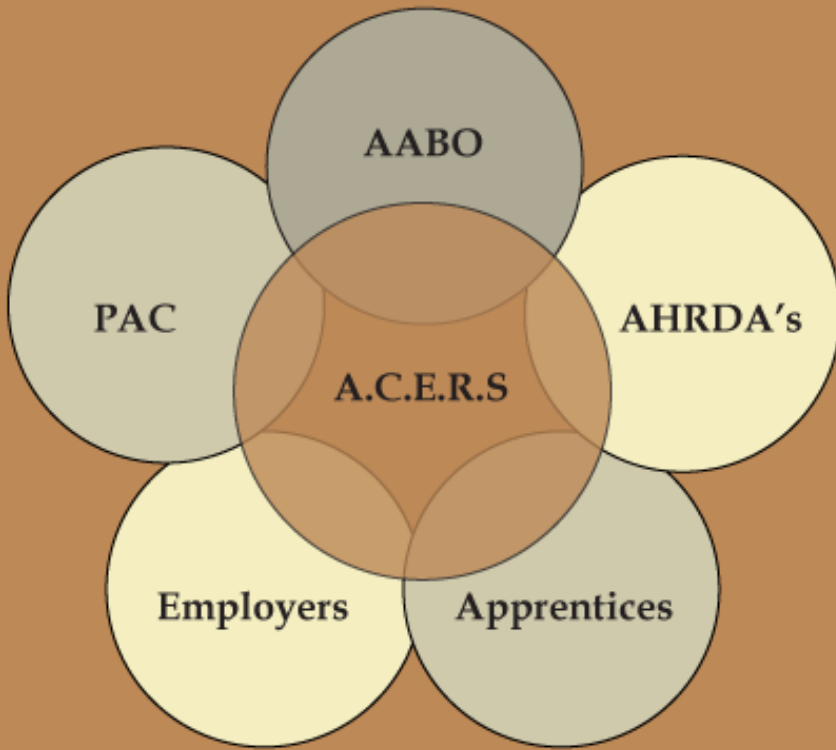
- Registers Aboriginal people as apprentices in the construction trades.
- Creates an employer service to match qualified Aboriginal clients to construction jobs.
- Provides ongoing support to individuals as they advance to journey person status.
- Develops community and regional partnerships that collectively share a vision to promote construction trades certification to Aboriginal people of all ages.
- Educates and promotes the multiple opportunities available in construction trades.

AHRDA FRONTLINE APPRENTICESHIP SERVICES - LOCAL COMPONENT

- Recruits, selects and refers apprentices.
- Coaches and mentors apprentices.
- Provides local employer services.
- Liaises with regional MTCU, training institutions and partners.
- Performs outreach activities in local communities.
- Monitors programs and collects data.

- **Provincial Component delivered by AABO**
- **Regional Component delivered by ACERS**
- **Local Component delivered by AHRDA Frontline Apprenticeship Services**

AABO Relationships



AABO

Aboriginal Apprenticeship Board of Ontario

PAC

AABO Partnership Advisory Committee

AHRDA's

Aboriginal Human Resource Development Agreement Holders

ACERS

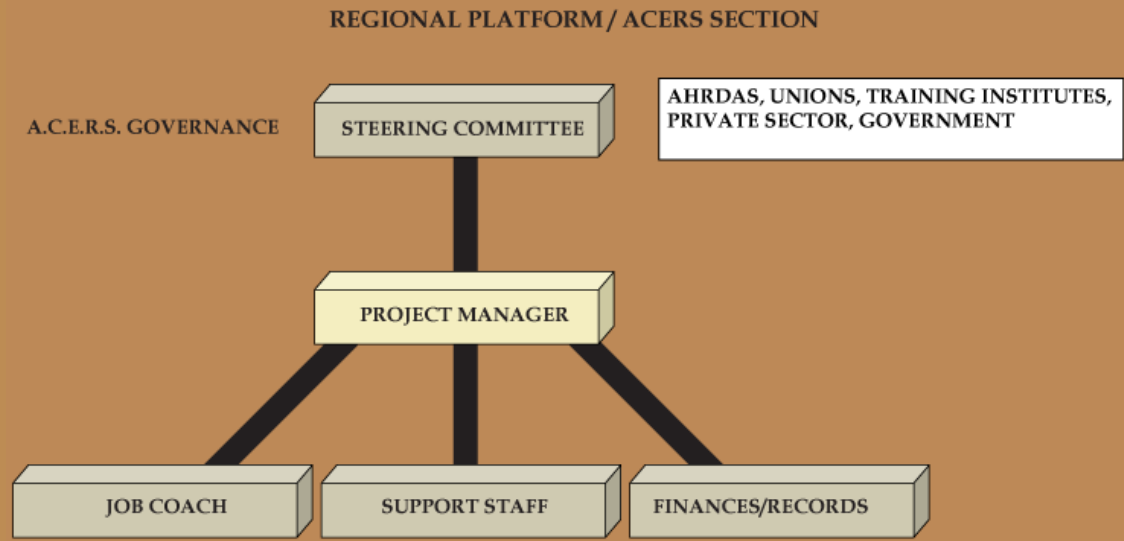
Aboriginal Construction Employment Referral Services

A.C.E.R.S.



Aboriginal Construction Employment Referral Services

Purpose: To become the sponsoring agent and indenture Aboriginal clients who possess the necessary interests and aptitude, coupled with a strong desire to make a serious commitment to entering and completing all requirements of an apprenticeship.



A.C.E.R.S.



A.C.E.R.S. model will:

- Improve the socio-economic well being of First Nations, Métis, and Inuit people of Ontario through successful inclusion in the skilled trades
- Provide a seamless, user friendly support mechanism, that will increase the number of Aboriginals obtaining construction trades certification.
- Reduce the unemployment rate of Aboriginal people through an intensive program designed to educate, solicit and support Aboriginals in their effort to gain trades certification
- Increase opportunities for economic development and improvement to residential areas of the First Nations, Métis and Inuit.

continued

A.C.E.R.S.



A.C.E.R.S. model will:

- Develop a model that can be implemented province wide that will include all components that determine success of the program including (but not restricted to), marketing campaign, formation of partnerships, administration, case management and follow up and follow through activities with educational, business and trade union partners.
- Break the “poverty cycle” of the Aboriginal population who may be entrenched in seasonal/casual positions as a direct result of a lack of sustainable career or marketable skills.

Aboriginal Apprenticeship Board of Ontario (AABO)



- Construction Sector Council hosts meeting of AHRDAs and the Construction Industry (March 2009)
- 2nd Annual Frontline Worker Apprenticeship Forum in Sault Ste. Marie hosted by Walpole Island First Nation and funded by the Ministry of Training, Colleges and Universities(March 2009)
- Distributed second Report Card (Self Assessment)
- 3rd Annual Frontline Worker Apprenticeship Forum in Ottawa hosted by Métis Nation of Ontario and funded by the Ministry of Training, Colleges and Universities(planning 2010)

AHRDA's



Centre for Aboriginal Apprenticeship Research

- Sioux Lookout Area Aboriginal Management Board

The CAAR project will test if apprenticeship and pre-apprenticeship training, delivered by distance, and tailored support can assist remote First Nation workers to advance towards a specific apprenticeship goal or certification and increase their employment in the trades.

AHRDA's



Aboriginal Apprenticeship Resource Centre

- Anishinabek Nation
- Gezhtoojig Employment and Training

The ASTSIF is intended to support the development and strengthening of opportunities-based partnerships from the Sudbury area and the delivery of targeted training, leading to concrete employment outcomes. It will also assist Aboriginal people, who may be particularly vulnerable to the impacts of the economic downturn, to acquire the necessary skills to adapt to the changing labour market environment and secure long-term jobs.

AHRDA's



Breaking Ground into the Construction Trades

- Grand River Employment And Training
- Construction Sector Council
- Aboriginal Apprenticeship Board of Ontario

This project will address three key areas of activity that will increase **awareness**, improve **access**, and create an employment **action** for the Aboriginal population. Each of these areas will be addressed from both the Aboriginal and the industry sides with the goal of strong Aboriginal Industry relationships leading to engagement and employment of the Aboriginal workforce.

AHRDA's



Labour Market Solutions - Connecting Employers with Aboriginal Workers

- Grand River Employment And Training
- Aboriginal Apprenticeship Board of Ontario

The goal of our project is to connect skilled Aboriginal Trades people with Employers in the Construction Industry.

www.greatlms.com

AHRDA's



Aboriginal Apprenticeship Centre

- Métis Nation of Ontario
- Sault College

The Aboriginal Apprenticeship Centre project aims to recruit and engage 40 participants, to establish links with the Aboriginal community throughout the Algoma District, and develop a sustainability plan by the project end date of March 31, 2011.

Conclusion



The exclusion of Aboriginal people from the workforce in Canada is not a recent phenomenon, and change going for ward must be made daily and on an ongoing basis. The Ontario-based Aboriginal Apprenticeship Strategy is an evolving framework that has expanded to include collaboration at every level. Policy makers and educators, employers and employment councillors, most importantly, Aboriginal people and their communities must all participate in order to move forward.

The Aboriginal Apprenticeship Board of Ontario 's new delivery model, lead by the development of the A.C.E.R.S., will better meet the needs of Aboriginal People in the future. With a new focus and more exciting changes in the future, we look forward to making greater strides in Aboriginal apprenticeship in 2009.

Conclusion



1. The Aboriginal Apprenticeship Board of Ontario (AABO) Governance Structure has been designed and completed from the ground up by First Nation, Metis and Inuit (Aboriginal) people of Ontario.
2. The local Aboriginal labour market employment service platform (AHRDA) has been delivering programs and services since the early 1990s' by and for Aboriginal peoples and requires additional capacity to take advantage of the employment careers in the trades.
3. ACERS supports Aboriginal people to become indentured apprentices leading to journeyman status also supports the construction industry and while enhancing Ontario's human resource capacity in the trades. This is where the province could assist in the short term by providing additional resources.
4. How can we work together to increase Aboriginal people in the trades?



Thank You
www.aabo.ca