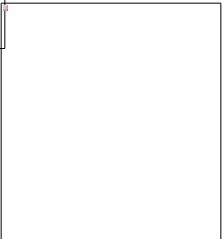


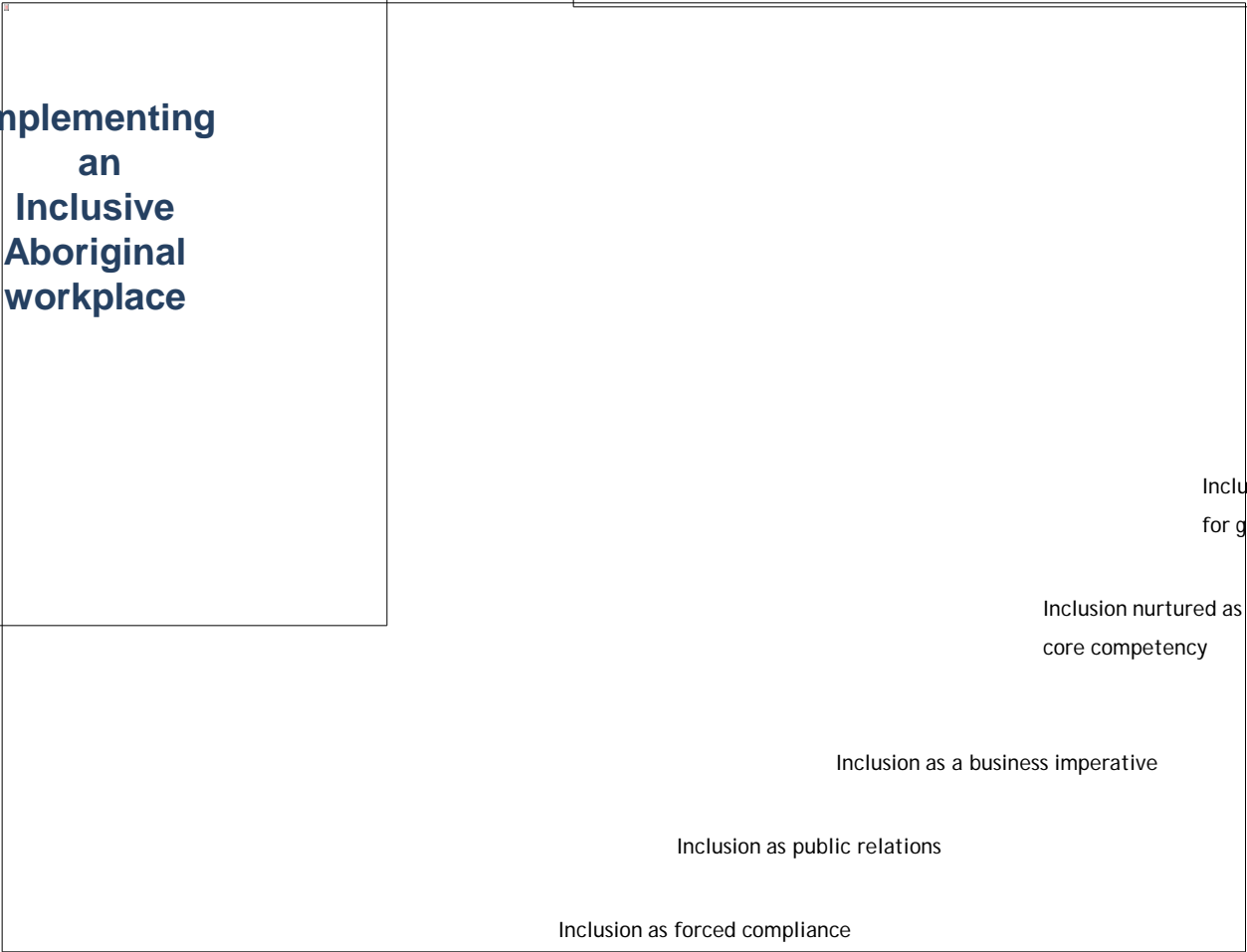
Trades and Apprenticeship in Northern Saskatchewan
The Job Horizons Project
Canadian Apprenticeship Forum - June 08, 2010



Presentation Overview



**Implementing
an
Inclusive
Aboriginal
workplace**



Inclusion is not on the radar screen



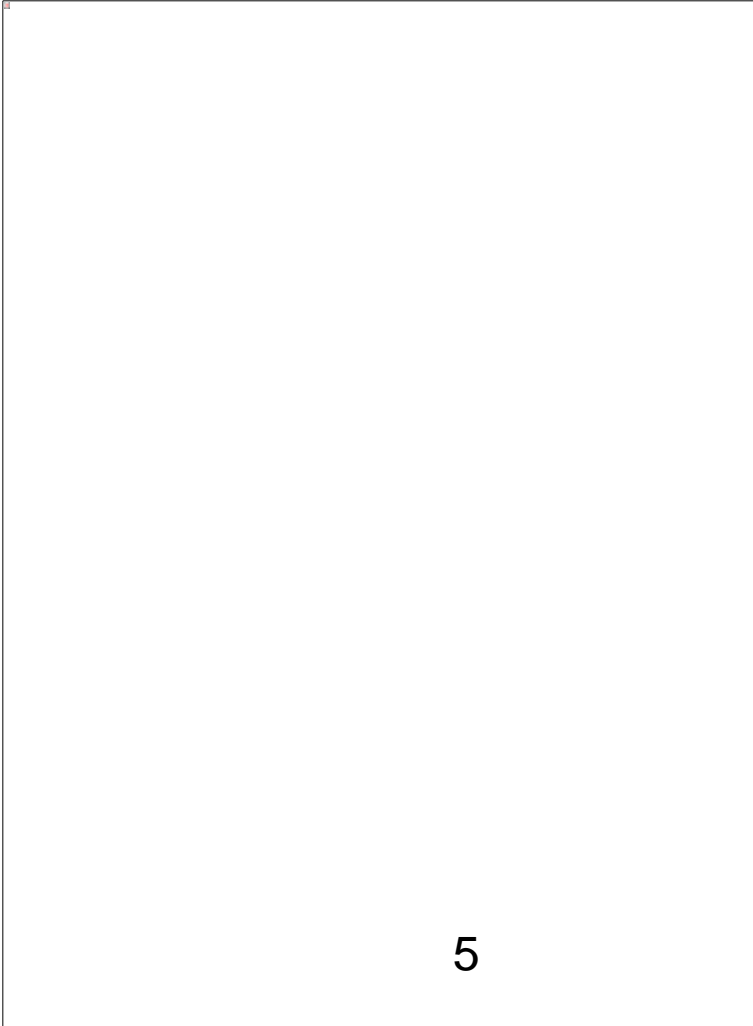
Introduction ~ Themes and Issues

- 
- 
- Partnership Formation
 - Building Trust
 - Building Understanding
 - Agreeing on Goals
 - Community First
 - Funding
 - Management Selection
 - Delivery Issues
 - Sustainability



Job Horizons – Background and History

- **Six Year Project evolution**
- **Hundreds of jobs**
- **Trades Development**
 - **Aboriginal Inclusion**
 - **Supply meets Demand**
 - **Embedding the Pilot**
 - **Creating Opportunities**
 - **Skills and Employment**



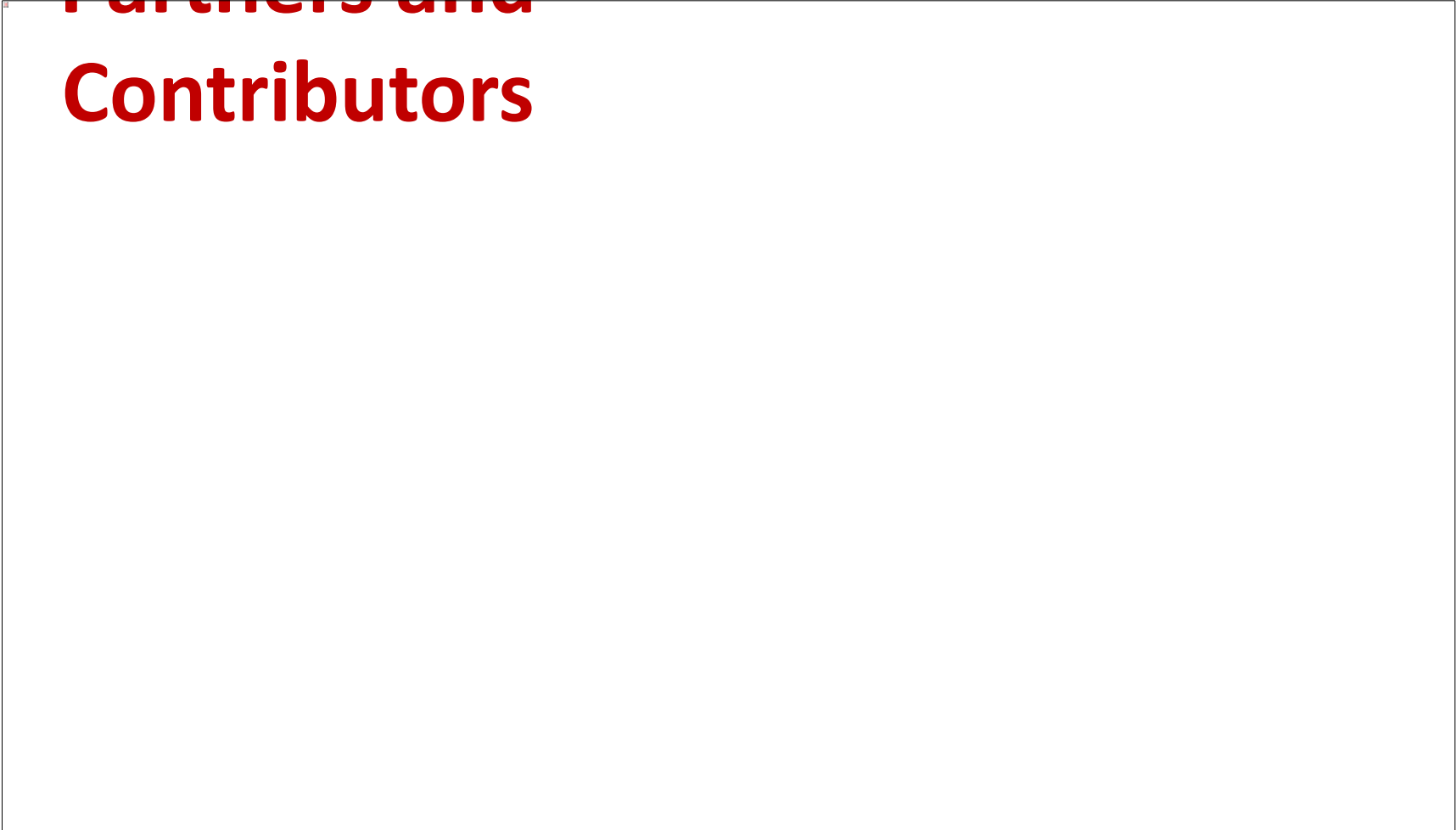


Project Steps





Partners and Contributors



Events and Milestones

Achievements

Partnership

- Increased coordination among Players and Contributors

Employment

- Increased number of tradespersons
- Employment – 489 job placements

Operational

- Embedded management structure

Considerations

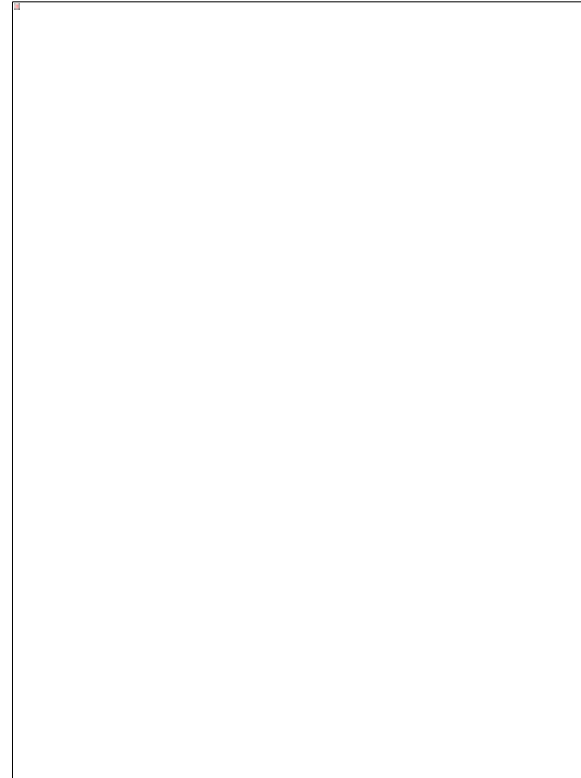
- Strategic workplace positioning on trades and apprenticeship
- Increased understanding of issues viz aboriginal entry to trades

Ingredients for Success

- Community engagement
- Compelling business case for employers
- Grassroots network
- Well organized supports
- Effective administration
- Mobile clients
- Partnership

What we Learned

- **Workplace Matters**
 - ✓ *Mastering Aboriginal Inclusion*
 - ✓ *Broader sectoral reach needed*
 - ✓ *Working with the uninitiated*
- **A Framework that Invites Collaboration**
 - ✓ *Partnership and Engagement*
 - ✓ *Community driven*
- **Inclusion**
 - ✓ *An inclusive and holistic approach – organizational development*



Thank you