

Indigenous Recruitment Cycle

AHRC can help you increase and improve your Aboriginal recruitment strategies & practices. We will work with you to identify how to adapt each step for the Aboriginal audience & employment candidates you want to attract and hire. We can help you close the gaps in your recruitment system—and help prepare you to recruit the best talent for your workplace.



WORKFORCE PLANNING

The initial stage of the Recruitment Cycle is focused on forecasts & identifying how the Aboriginal talent pool aligns with your needs. Here's how we can help:

- Aboriginal community skills analysis & forecast labour market availability
- Review job descriptions to identify potential barriers for applicants
- Employer Aboriginal brand review
- Workplace culture climate & conditions review
- Workplace policies & directives review
- Help you set your recruitment targets
- Incorporate essential skills to your Aboriginal recruitment planning

RECRUITMENT ACTION

Your recruitment needs to be designed for the candidates you hope to attract. We can help you develop your customized Aboriginal attraction campaign:

- Identify the best recruitment channels
- Build or enhance specific channels (ASETs, post-secondary, communities, our database of Aboriginal talent, etc).
- Review ads & attraction materials for their Aboriginal content
- Post ads on the Inclusion Network job site
- Design & develop Newsletters & other materials to build awareness of your workplace & career opportunities
- Produce & deliver webinar(s) to up & coming talent

SELECTION

We can help your recruiters better prepare for interview processes & techniques with Aboriginal candidates such as “unconscious bias”:

- Train recruiters to help them become aware of the subtle attitudes & perceptions which may be influencing their candidate selection
- Develop customized tip sheets to sensitize your recruiters to internalized biases which they may not be aware of
- Guide you through the best practices & processes of Aboriginal self-identification
- We can help you respond to questions which Aboriginal people may have about your workplace

ON-BOARDING

How will you ensure Aboriginal employees succeed? We can help you tailor support programs to meet the needs of Aboriginal hires. It is important that proper supports are made available during the on-boarding phase.

- We have an e-Mentoring program which your company could implement
- We develop and deliver coaching programs which help young Aboriginal professionals stay in touch with their Aboriginal culture and traditions
- We offer advice on ways to enhance your professional development courses so they are customized to the needs of new Aboriginal hires

SUPPORT & ADVANCEMENT

Do your Aboriginal employees feel that they have the same opportunities for advancement as non-Aboriginal employees? You will not attract more Aboriginal people if your current Aboriginal staff do not feel that your workplace is inclusive.

- Conduct confidential interviews with new hires after the first year & act as a liaison to help you understand how to better support your new Aboriginal employees
- We can help you establish an Aboriginal Employee Resource Group (ARG)
- Executive training, curriculum design & development

CONTACT US for a Free Consultation

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