**Project Host**

This project is hosted by Indigenous Works (formerly Aboriginal Human Resource Council), and is funded by Employment and Social Development Canada (ESDC).

Indigenous Works (IW) is an ISO-certified national social enterprise established in 1998 with a mandate to improve the inclusion and engagement of Indigenous people in the Canadian economy. For nearly 20 years, IW has worked with companies and organizations to strengthen their performance and results in Indigenous employment, workplace engagement and inclusion. Partnerships are key to developing the right relationships and generating better results. Indigenous Works is addressing relationship building and responding to the growing need for stronger partnerships between Indigenous-owned enterprises and corporate Canada. This project is timely given calls by the Truth and Reconciliation Commission and Government of Canada to renew relationships and ensure that Indigenous peoples have equitable access to jobs, training, and education opportunities for the betterment of Canadian society and our economy.

For more information about the additional projects, programs and services of Indigenous Works, please visit [indigenousworks.ca](http://indigenousworks.ca).

**Project Objective**

The objective of this Indigenous Engagement Project (The Project) is to encourage the engagement, coordination and alignment of Indigenous labour market services (ASETA’s), post secondary education, community employment resources, associations, and employers of the Information Technology and Advanced Manufacturing sectors in Southern Ontario to increase the awareness and opportunities for education & employment of Indigenous peoples. The Project is part of a larger initiative which includes focus on additional industries: British Columbia (Warehousing and Transportation Sector), Alberta (Hospitality and Food Services Sector) and Saskatchewan (Clean and Renewable Energy Sector).

**Project Governance**

We recognize that each province and industry project has unique needs and it is with this in mind that we seek to have this project guided by a steering committee that will be representative of the region and industry. It is planned that this 15-20 person steering committee will be comprised of industry, Indigenous employment
organizations, post-secondary education, associations, government/community development agencies and other representatives as needed to represent this project. The committee will provide direction to our activities such as: the identification of key companies, agencies and organizations within the scope of The Project to ensure they are aware of the initiative, advise on the outreach & communication strategy, be a resource group for the development of the situational analysis report, and share the information of The Project and its activities among their own networks.

The project in Ontario is supported by Project Coordinator, Trina Maher, Owner & Chief Creative Spirit, Bridging Concepts, as a consultant to Indigenous Works. Trina brings with her 15+ years of expertise helping corporate Canada and Indigenous organizations open dialogues of workplace inclusion & Indigenous career development, and creating strategies to work collaboratively towards building opportunities for partnerships that support the hiring & retention of Indigenous talent, fostering more inclusive workplaces & communities.

Contact Trina at:
Trina Maher, Chief Creative Spirit & Owner
Bridging Concepts
Email: trina@bridgingconcepts.ca

Why get involved ...

As an employer, industry association, labour-market board, or government agency

- Gain insights into how to build strategies to partner with organizations that can help you to recruit and hire Indigenous talent to fill your growing demand for workers;
- Become engaged in building a strategy that will enhance your local labour market development in partnership with Indigenous organizations and communities to meet the demands for economic and employment demand;
- Connect with educators and Indigenous organizations to introduce your scholarship and bursary programs, and get feedback on how to enhance these programs to increase Indigenous participation;
- Become an employer, association and organization that is seen as stepping up to the call for Reconciliation in rebuilding a better relationship in Canada between Indigenous peoples with other Canadians ... to download the full list of Recommendations from the Truth & Reconciliation Report CLICK HERE.

As an employment agency, Aboriginal Skills Employment & Training Agreement Holder

- Increase the awareness of your organization among employers in these sectors to promote your labour market support programs;
- Hear directly from employers about the careers and workplace expectations of
these sectors for talent;
- Connect with educators and other organizations to share best practices and programs to help you assist more of your clients in their first steps towards education, training and employment.

As an educator, STEM (Science, Technology, Engineering Math) program, or student association

- Increase the awareness about your programs with more organizations among the Indigenous community to find ways to increase the recruitment and retention of Indigenous learners;
- Gain insights about how to address the challenges faced by Indigenous students;
- Connect with employers in the sector to stay up to date on the trends, forecasts and career opportunities you can help prepare Indigenous talent to meet.

Project Activities

- improve employer awareness of the business case and benefits of engaging Indigenous talent, and assist employers to become aware of the access and use of federal, provincial and post-secondary education (PSE) labour-market programs and services supporting Indigenous talent development and workforce participation;

- develop a situational analysis report that will help to inform on the labour market trends, needs, and requirements of these industries for talent in the immediate and longer-term outlook; identify the needs, challenges and barriers faced by Indigenous talent when considering entry into these sectors; highlight useful approaches that may be occurring as promising practices which are helpful to learn from and adapt to the region;

- research and share promising practices in Indigenous labour market training/skills development and support Indigenous recruitment/job placement within these sectors;

- host a roundtable event in spring 2018 for stakeholders to come together and help provide guidance on the project development and outreach plan;

- organize up to four information sessions for the industry, education and Indigenous community that will provide insights into the project, and benefits of engaging in the activities between summer 2018 and spring 2019;

- host a regional Workforce Connex event in spring 2019 that will be an opportunity for industry, educators and the Indigenous community to engage in
a dialogue about the results of the situational analysis and look at how to collaborate in future steps to increase the career engagement, recruitment and hiring of Indigenous talent.

**Ways to Be Involved**

These are some of different ways you can be involved and stay informed as the project progresses:

- **Ask us about the Steering Committee opportunity:**
  □ as described above, we look to have this project guided by a representative group and we welcome you to connect with us to learn more about this role and evaluate the alignment between the work you do and our project goals.

- **Development of the Situational Analysis:**
  □ point out some labour market research you may be aware of that will assist in development of the situational analysis;
  □ periodically assist us with the review of the report that we produce, providing your insight and intelligence;
  □ reply to some surveys and/or questionnaires as it pertains to your experience, expertise and knowledge of the industry and labour market.

- **Supporting the Awareness of the Project:**
  □ suggest organizations and industry members that should be aware of this project & where possible help us to make appropriate introductions;
  □ help us identify potential events, gatherings, and other communication opportunities to your network where we can share information about the project via a presentation, meeting, or other formats such as an article in your newsletter;
  □ attend the April 2018 Roundtable, one of our information sessions or the Workforce Connex event.

**To get involved, contact Trina Maher, Project Coordinator, by email at:**

[trina@bridgingconcepts.ca](mailto:trina@bridgingconcepts.ca) or click on this link to complete the form at:

Biography: Trina Maher, Owner & Chief Creative Spirit, Bridging Concepts
Project Consultant, Southern Ontario Indigenous Engagement Project, Indigenous Works

Trina Maher, is a member of Mattagami First Nation, Ontario and is a recognized strategist and thought-leader supporting Indigenous workplace inclusion. Through her educational seminars, conference talks, project work, and advisory services over the past 17+ years she has helped to bring together Indigenous and non-Indigenous peoples into dialogues to collaborate in the creation of welcoming workplaces, productive partnerships and building inclusive communities. She has provided insights to help leading corporations among the financial, technology, resource and service sectors; federal and provincial governments, public and private sector agencies become more aware of the return on their investments into meaningful partnership relationships that lead to the career development, recruitment, hiring and retention of Indigenous talent. In her career Trina has worked among the Indigenous employment agencies, within Tribal Councils, as a national program director managing project portfolios, and on numerous projects in Canada. Her company, ‘Bridging Concepts’ is a testament to the passion and intent she has devoted her career to ‘Helping People & Ideas Connect’ through strategic Indigenous labour market development projects, corporate training, Indigenous organization professional development opportunities, and career readiness sessions for Indigenous talent.

To contact Trina about The Project:

Trina Maher, Project Coordinator
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