

# The National Report On Aboriginal Inclusion

News & Solutions

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## High Tide In The Trades



Never has a career in the Trades looked as promising as it looks today. With many skilled trades people going into retirement over the coming decade, job shortages in the trades are growing more and more acute, which translates into higher incomes for those who do go into the trades.

"A whole segment of the workforce is under-appreciated these days," says Catherine Swift, President of the Canadian Federation of Independent Businesses. "As a result, kids don't aspire to these jobs and parents may not be giving the best

advice to their kids. There's often better money to be made in the trades than someone with a liberal arts degree."

A skilled tradesperson, at the three largest auto companies, makes \$35 an hour, or about

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## AHRDCC Welcomes Ruth Levi

On the first of August, Ruth Levi joined the Council as the Skills and Learning Coordinator. Her position was created to develop more effective communications with AHRDAs in eastern Canada. As an 18-year veteran of Aboriginal advocacy, Ruth is committed to "empowering Aboriginal people," as she says. "That's my passion; improving the community in any way I can, and advocating for a better future for our children!"

Ruth recently obtained her masters degree in Social Work from Dalhousie University and has worked in virtually every area of Aboriginal social services and policies. Her career has encompassed roles as diverse as: Economic Development Worker; Native Education Counsellor; Family Support Worker; Native Student Advisor; Native Hospital Liaison and as Assistant Director of Big Cove Child and Family Services.

Her broad experience and her being Mi'kmaq, should serve her well as the eyes, ears and antennae of the Council in the Maritimes. "It's not that big a step from community development to employment development," she says. "It's slightly different approaches to the same goal; strengthening the Aboriginal community so its members become increasingly self-reliant."

Ms. Levi served as Director of Services for the Tikinagan Child and Family Services in Sioux Lookout, Ontario, where she oversaw the development and maintenance of staff training programs. Later, as Interim Director of Social Development in Big Cove, New Brunswick, she administrated the staff of the Social Development Program. Most recently, as Social Policy Analyst for the Policy Congress of First Nations Chiefs, Amherst, Nova Scotia, Ms. Levi researched policy alternatives, wrote a social policy development manual, and advised the

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## A Message From The President

We are hearing more about the importance of human capital as current and future skill shortages loom. The book, *Intellectual Capital: The New Wealth of Organizations*, by T. Stuart, states ‘...the marginal value of investing in human capital is about three times greater than investing in machinery.’ Based on our working partnerships and experience with a number of projects, investing in human capital provides growing returns.

The Council and its partners have advanced several innovative human capital initiatives. These ‘innovative initiatives’ are providing new insights into ‘inclusion solutions’ for Aboriginal employment, skills and learning. I would like to focus on three innovations:

The new *Inclusion Network*, introduced in the winter of 2003, is growing rapidly. Almost all of the Aboriginal Human Resource Development Agreement Holders (AHRDAs) across Canada have been trained and a growing number of corporations have joined the employment network. The new Aboriginal Talent database is expanding each month and has attracted over 1400 jobseekers to date. Recently, this unique e-based national strategy has been endorsed by Neil Gavigan, Director of Labour Standards and Workplace Equity, the federal government’s employment equity program.

I also want to acknowledge the excellent work of our national AHRDA Steering Committee who successfully implemented, *Guiding Circles; an Aboriginal guide to finding career paths*, in eleven communities across Canada. In addition to the 11 training sites, the first

training program was launched in Kelowna this past May with participation from First Nation and Métis AHRDA’s throughout the central interior and Kootenay region. Since then, more than 125 participants have taken



part in training sessions in six provinces.

The third, and most recent innovation, is a unique e-literacy program. It is estimated that Canadian businesses lose \$2.5 billion annually in lost productivity due to illiteracy. At the Sto:Lo Nation AHRDA in British Columbia, we are piloting an e-based literacy training tool with Aboriginal clients. Results to date are very promising and a full report will be available in January 2004.

The Council continues its work with partners, in industry projects, to better understand the complexities of Aboriginal inclusion and employment, and to generate meaningful career opportunities. In an effort to keep you informed on inclusion accomplishments and how these are translating into new partnerships and investments in education, skills training and career development we are producing new human resource models, templates and knowledge assets which are being shared with members throughout the Inclusion Network.

Kelly Lendsay, MBA, President, AHRDCC

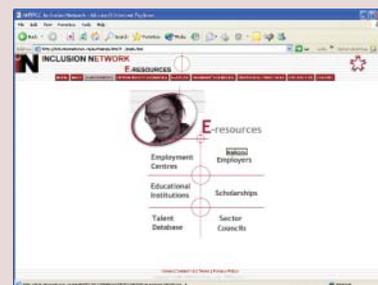
**“The Council continues its work with partners, in industry projects, to better understand the complexities of Aboriginal inclusion and employment, and to generate meaningful career opportunities.”**

## Educational Resources Online

The *Inclusion Network* offers users an online tool that provides access to over 200 Aboriginal specific post-secondary programs. This service is located in the E-Resources section of the iN website and is free to jobseekers and Aboriginal employment counsellors.

In an effort to keep the information current it is regularly collected from schools and training institutions across Canada. Also, to provide users with several training options and choices, the list of educational resources covers a wide spectrum of industries such as: Healthcare; Commerce; Law; Engineering; and the Trades. They also include community-based interests such as Aboriginal Languages, Culture and Community Development programs.

If you have information about a program or school that is not in the *Inclusion Network*, please email the Council at [contact.us@ahrdcc.com](mailto:contact.us@ahrdcc.com), or call us toll-free at 1-866-711-5091.



## Guiding Circles Cultivates A New Brand Of Career Counselling

In May, *Guiding Circles* held its first training session in beautiful Kelowna, BC. The Aboriginal Human Resource Development Council of Canada's (AHRDCC) *Guiding Circles* team, Gray Poehnell and Trina Maher, facilitated the workshop with a group of 20 participants, including Aboriginal community representatives and AHRDA (Aboriginal Human Resource Development Agreement holders) employment and training counsellors.

Since it was introduced this past January, *Guiding Circles* has earned respect and recognition from Aboriginal career counsellors as a formidable first-step tool; it assists clients with the self-exploration required to choose an appropriate career path. In addition to the

**“... no fluff stuff -  
real world stuff.”**

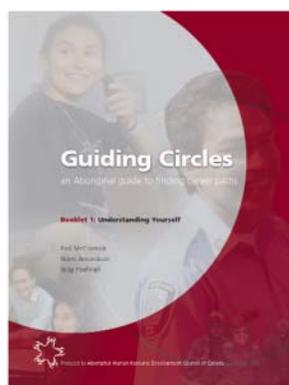
booklet, written by renowned authors Dr. Norm Amundson, Dr. Rod McCormick and Gray Poehnell, the AHRDCC offers a thorough two-day *Guiding Circles* training session that enhances an employment and training counsellors' ability to deliver the workbook to their community's clients.

At the Kelowna session, the Okanagan Training & Development Council encouraged all eight of their community employment & training coordinators to attend. The Penticton Indian Band sent two participants; the Kootenay Region Métis Association sent five; and the Osoyoos Indian Band took a community approach bringing participants from various aspects of their human resource infrastructure. In the words of one trainer, '...we



couldn't have asked for a better inaugural group for these training sessions.'

Participants' impressions were very positive: Chief Clarence Louie, of the Osoyoos Indian Band said, "... no



fluff stuff - real world stuff." Marlin Ratch, Program Coordinator of the Kootenay Region Métis Association commented on the direct benefits that *Guiding Circles* will have with clients, saying it's "a people-based approach to the hard questions involving preparing ourselves for the working world". Coreen Jenner,

Employment Counsellor at the Ki Low Ni Friendship Society, was impressed with the way *Guiding Circles* will help clients relate their personal values to their future careers saying that the session "opened my eyes to the importance of values and how they affect our decision making." Another participant said, "It really opened my eyes to see unthreatening ways to reach defensive, closed clients." Since the initial session in Kelowna, additional gatherings have been held in Winnipeg, Montreal, Timmins, Saskatoon and Meadow Lake. Upcoming session locations: Halifax, Ottawa, Calgary and Vancouver.

The flexible design for a *Guiding Circles* training session allows for a delivery which enables the Council to facilitate training in almost any community. To learn more about past sessions, successes or for details on dates, locations and space availability at upcoming sessions go to: [www.guidingcircles.com](http://www.guidingcircles.com).

Order copies of *Guiding Circles*, in English or French from: [www.guidingcircles.com](http://www.guidingcircles.com).



## Diversified Human Capital: The New Profit Centre

This one-day workshop, delivered by the Aboriginal Human Resource Development Council of Canada (AHRDCC), demonstrates the competitive corporate returns of a diverse workplace. Identifying the historic forces that have created a society of exclusion this workshop revisits these forces and shows us how to turn them into a new culture of inclusion. This workshop also provides exercises that help participants identify exclusionary practices within their workplace and encourages them to develop inclusionary strategies that can be applied within their organization.

### > Ruth Levi CONTINUED FROM PAGE 1

Mi'Kmaq/Maliseet Chiefs of Eastern Quebec and Atlantic Canada.

When asked about her impressions of the Council and its efforts, Ruth remarked, "The way the Council approaches Aboriginal employment is fresh. They're putting the focus on inclusion and retention. You know, at most of the companies where I have seen efforts to hire Aboriginal people, they tend to focus strictly on hiring. That gets you where - Through the door. The Council aims to get Aboriginal people not just through the door, but deep inside a company, then into its leadership. Frankly, I think it's time the communities start thinking the way the Council thinks about these issues."

Ruth's passion as an Aboriginal advocate, her comprehensive knowledge of important issues in the Aboriginal community, and her political and networking savvy make her a valued member of the Council's growing team. As Ruth says, "It doesn't matter who or where, if there's a chance for me to act as advocate for Aboriginal peoples, I'll do it."

Ms. Levi has been visiting each of the AHRDAs and LDMs involved with AHRDCC. Partners include: Mi'Kmaq Employment Training Secretariat; Native Council of Nova Scotia; MAWIW Council Inc; First Nations Human Resources Development Corporation; North Shore MicMac District Council Inc.; Saint John River Valley Tribal Council; and New Brunswick Aboriginal Peoples Council.

In May, AHRDCC held a Diversified Human Capital Workshop in Winnipeg, with 15 participants, including representatives from government, industry and the Aboriginal community. Participants' overall rating for the workshop was excellent.

According to the evaluations and comments which AHRDCC received, participants were able to take some of the inclusionary strategies, developed in the session, back to their work place. The following are some comments from the workshop evaluation:

**"It was great – not too long – and you are the only group we have ever used that has provided us with such detailed follow-up, which clearly puts you above the rest of the other service providers we have used."**

- I enjoyed the workshop. It was a comfortable environment; it was great sharing stories and learning what other organizations have done and are doing. It was an excellent workshop.
- Very informative, good information and understanding of Aboriginal culture; good mix in the group to have good feedback and communication.
- Well presented, concise, business orientation; very good learning experience, nice to know there is now a one stop shop for Aboriginal Employment Resources.
- Provided a very detailed explanation of Aboriginal peoples history which helps to understand and clarify Aboriginal employment issues and initiatives.
- It is always good to find ways to hire Aboriginal employees. I found this program touched on this and was presented well.
- It was a wonderful resource; all the local agencies putting efforts into changing their workforce – very useful tools offered to get anyone started.

If you would like to receive more information or would like to attend one of these workshops, contact us at (306) 956-5360 or 1-866-711-5091.



# TeKnoWave Creates Canada's Wave Of Aboriginal IT Talent

The Aboriginal Human Resource Development Council of Canada's (AHRDCC) Champions are nationally recognized leaders from Aboriginal communities, upper tiers of government, and the highest ranks of pivotal Canadian industries. These men and women are equally compelled by the Council's mission to improve Aboriginal peoples' participation in the Canadian economy.

"The Council is proud to be a partner in TeKnoWave—an initiative that puts Aboriginal talent at the forefront of today's technology; improving the lives of trainees as well as the employers and communities they serve," says Kelly Lendsay, AHRDCC President.

Donna Cona Inc.'s President, John Bernard, and Charles S. Coffey, Executive VP of RBC Financial Group, and Grand Chief Joseph Tokwirot Norton are three of the Council's TeKnoWave Champions. Mr. Bernard says TeKnoWave "prepares our youth to become future leaders and builds stronger, more self-sufficient communities." Mr. Coffey reinforces this: "The leadership path to Canada's TeKnoWave is the leadership path to Canada's prosperity."

TeKnoWave is Canada's first unique public/private partnership initiative whose goal is to develop 1000 Aboriginal IT professionals by 2006. It will deliver provincially accredited, industry certified and university approved credits, which are transferable to an undergraduate program. The TeKnoWave program includes a mandatory community internship program component which will see over \$10 million in information technology applications being developed for participating local Aboriginal communities.

TeKnoWave, based on Willis College's highly successful training model, was launched this past September at the Odawa Native Friendship Centre in Ottawa. Its nationally growing partnerships include: Willis College of Business & Technology; the University of Winnipeg; Donna Cona Inc.; AHRDCC; the OFIFC-GREAT Initiative (O-GI); Aboriginal Workforce Participation Initiative; Economic Development Branch Indian and Northern Affairs Canada (AWPI); Native Career Magazine and the Odawa Native Friendship Centre.

## TeKnoWave Pilot Student Funding and Recruitment Centers (TPSFRC)

Three Centers have agreed to act as TeKnoWave (off-reserve) Pilot Student Funding and Recruitment Centers (TPSFRC) where they designated TPSFRC Coordinators to work with Willis College and TeKnoWave. Under the TPSFRC agreement, each Aboriginal Human Resource Development Agreement (AHRDA) has agreed to send two of six qualified



members of their community to attend TeKnoWave's pilot in Ottawa; provide \$15,000 in tuition funding for each student and to cover each member's traveling and living allowances for the duration of the program. The TPSFRC coordinators are responsible for providing marketing materials and information sessions, administering entrance exams and forwarding approved applications to TeKnoWave headquarters.

These TPSFRCs are comprised of the Grand River Employment and Training or GREAT (Six Nations); Kahnawake Economic Development Commission Employment & Training Services (Kahnawake Mohawk Territory) and the Oshki-Pimache-O-Win Education and Training Institute (Nishnawbe Aski Nation).

## TeKnoWave built on a wave of dreams, a story of giving and unique partnerships.

When asked how TeKnoWave came to fruition, Rima Aristocrat, President and CEO of the 107-year old Willis College, and Chairperson of the TeKnoWave Founding Board, told a story as unique as the initiative itself.

"The inspiration for the TeKnoWave initiative began with an event that took place three years ago in Winnipeg, where I was presenting papers at an international conference. At the end of the day, educators from 20 different countries gathered for an evening of special entertainment where George Bear, an Aboriginal dancer, performed a traditional hoop medicine dance. After his dance, George spontaneously gave a speech about his lack of education and the hardships that First Nations people face in achieving higher education."

Bear's stories moved Aristocrat so much so that she awarded him with an \$18,000 scholarship to Willis College. The college has since decided to make a permanent educational resource for Aboriginal students known as the Grand Chief Joseph Tokwirot Norton (J.T.N.) Scholarship. An additional \$10,000 in living expenses has been raised from the Aboriginal private

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sector, such as National Aboriginal Achievements Foundation, Mohawk Internet Technologies and Donna Cona Inc.

In November 2002, Aboriginal leaders welcomed Willis College's scholarship recipients; Rahontsiio Cross, Kahnawake Mohawk Territory, and Joselyn Grant, Whitehorse, Yukon. Pictures taken at the J.T.N. Scholarship Welcoming Ceremony were sent to AHRDCC and were used to create posters for the National Technology Aboriginal Training Program, TeKnoWave.

Rahontsiio's dream was to open schools around the world to teach technology to Aboriginal youth and was very proud to be included. However in January 2003, 21-year-old Rahontsiio passed away unexpectedly. As a

testament to Rahontsiio's impact on the life of the college, Helen Cross and her family were presented with her son's diploma by Willis President. Aristocrat also announced the creation of the Rahontsiio Cross Award of Excellence. It is granted to the highest academic achiever in each TeKnoWave graduating class 'in order to continue extending one of the rays of Rahontsiio's brightness to Canada's First Nations.'

To find out how to become a TPSFRC, please call TeKnoWave headquarters at 613-233-1128 or email [info@TeknoWave.ca](mailto:info@TeknoWave.ca). Visit their website at [www.TeknoWave.ca](http://www.TeknoWave.ca) to discover why TeKnoWave is an "exciting and highly innovative wave to the future."

## > High Tide In The Trades CONTINUED FROM PAGE 1

\$73,000 a year, notes Jim Stanford, an economist with the Canadian Auto Workers Union. He adds that with overtime, many of these employees will reach \$100,000 a year.

Statistics Canada recently reported that 16% of Canadians, 25 or older or 4 million Canadians hold a college degree. Only 12% (2.4 million) are qualified in a trade. Over the 1990s, college and university graduates increased by 50%; the proportion of Canadians who mastered a trade increased by 13%.

"What we are seeing in the trades is an aging population, because there are fewer new people going into the trades relative to those going to college and university," says Marianne Webber, Director of the Centre for Education Statistics at Statistics Canada.

In 2000, the Canadian Federation of Independent Business reported that as many as 300,000 jobs are going unfilled because of the lack of appropriately skilled workers. Last year the Conference Board of Canada announced that if current trends continue, by the year 2020, Canada will be facing a shortfall of one million skilled workers.

The Aboriginal Human Resource Development Council of Canada (AHRDCC) is deeply committed to promoting careers in the trades among Aboriginal youth and Aboriginal jobseekers. In AHRDCC's career training resources, such as *Guiding Circles*, the Council takes a vigorous approach to training in the trades. In addition, the Council has partnered with Aboriginal leaders, sector councils, government and corporate organizations to promote and produce programs such as the Aboriginal

Trades Apprenticeship Initiative, the Alberta Aboriginal Apprenticeship Project, and the BEAHR Initiative (which seeks to train Aboriginal people in the environmental trades).

The Coordinated Aboriginal Apprenticeship Strategy (CAAS) shows the potency of such collaborative ventures in trades training. In CAAS, the Council has partnered with Vancouver's Aboriginal Community Career Employment Service Society (ACCESS), the First Nation's Employment Society, and the Métis Provincial Council of British Columbia to introduce 250 Aboriginal people, in the Vancouver area, to work and train in the trades, with the expectation that at least 100 of them will become fully trained and certified.

The CAAS program is structured into eight subprograms, following three broad phases. The first phase: Assessment Programs, focuses on promoting trades awareness, producing skills profiles, and needs analyses and referrals. The second phase: Assistance Programs, deals primarily with placement and training. The third phase: Aftercare Programs, deals with assessment and employee and employer support. The three-year budget for the program is \$2.5 million, two-thirds of which will come from the AHRDA Holders and the AHRDCC.

**"The trades are starving for young skilled workers. Our Aboriginal communities are starving for work. To prepare Aboriginal talent for the trades is the ultimate win-win scenario and a prime focus in the Council's employment agenda."**

-Kelly Lendsay, President AHRDCC



## Jobseeker Affirms *Inclusion Network's* Early Success

The *Inclusion Network* (iN) is a new initiative that experienced small achievements and is now on its way to great success. Member groups are signing up, learning how to use the system, and are adopting the iN as the Aboriginal recruitment path within their workplace. As the *Inclusion Network* grows, AHRDCC hopes to share many more success stories like the one highlighted below.

This summer, Crystal Kosa, National Manager of Human Resources Strategies (AHRDCC), was overseeing the Council's booth at the Assembly of First Nations (AFN) tradeshow in Edmonton when a young woman approached her and said "Oh! The *Inclusion Network*! I know all about this – I got my job through the *Inclusion Network*." Crystal was very interested in hearing her story because she hadn't met any of the people who had found success through the iN – they were just names and numbers to her – but here was a young woman who had achieved her career goal using the *Inclusion Network*.



Crystal felt compelled to get to know more about this success story and discovered the candidate's name is Cheryl Cardinal. Ms. Cardinal has become invaluable to the Council for the Advancement of Native Development Officers (CANDO), especially her Human Resources manager, Veronica Vinge, who says "Cheryl has been a great find – I am grateful that we had access to a tool like the *Inclusion Network* that could help us locate such a terrific new employee!"

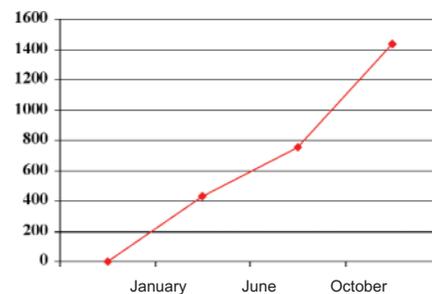
After this meeting, Cheryl wrote AHRDCC with comments on *Inclusion Network*:

**"Through contacts I made in my last job, I received information about the Aboriginal *Inclusion Network* and was told I should check it out. I respected that it was a website specifically for Aboriginal people so I sent this information out to my students, friends and family informing them of this great service that was available to them. When the time came for me to look for work, the first place I looked was the Aboriginal *Inclusion Network* where I found the job that I am currently in now at the CANDO. I jumped at the chance to work for a non-profit national Aboriginal organization. Thank you AHRDCC!"**

## The *Inclusion Network* Is Growing

The *Inclusion Network* experienced extensive growth over the last seven months in both the supply and demand side of organizations. We have also seen a rapid increase in the number of jobseekers who have registered to use the system. To date there are over 1400 registered Aboriginal jobseekers and this number continues to escalate. The chart below demonstrates this escalation.

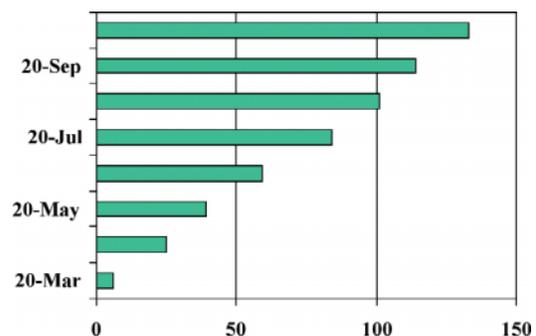
**Growth of Jobseekers Registering to Use the *Inclusion Network***



Employers view the *Talent Database* as a valuable aid to their human resources departments. The growth in the *Talent Database* has contributed to the rise in employer memberships and that transcends into the number of employment and other opportunities offered through the system. Currently, there are nearly 900 positions being offered to Aboriginal candidates.

Furthermore, over 89% of Aboriginal Human Resource Development Agreement Holders (AHRDAs) are trained to use the *Network*; nearly one-third of Locally Delivery Mechanisms (LDMs) are also trained. There is a direct correlation between this training and the growth in responses to opportunities by AHRDAs as demonstrated in the chart below.

**AHRDA Responses to Opportunities Posted on the *Inclusion Network* March – Oct. 2003**



AHRDCC expects to see quicker growth over the next year as people become more aware of the *Inclusion Network* services and its successes.

## AHRDA And LDM Technicians Receive iN Training

Since the spring, the Council's *Inclusion Network* trainer, Bill Kuhns, National Director, Communications Strategies and iN Trainer of AHRDCC, has been giving phone-based tutorials to technicians and officers of Aboriginal Human Resource Development Agreement Holders (AHRDAs) and Local Delivery Mechanisms (LDMs) across Canada. Of the 79 AHRDA holders, more than 89% have been trained in the uses of the *Inclusion Network*. In addition, more than 50 LDM technicians and officers have received equal training.

A training session, in the iN, takes about 40 minutes, and many of these sessions link several people together over a conference call. The trainees work at their computers, interacting with the system as they learn the uses and benefits of the system. Trainees are also shown how to take a jobseeker through the stages of discovering and responding to an opportunity.

Responses of trainees have been, by and large, enthusiastic. "Wow! This is terrific! Wait 'til I show it to the others!" said Cheryl Moberly of Bigstone Cree Nation. Joanne Ducharme, of the Paddle Prairie Métis Settlement, shares her enthusiasm: "I'm always looking for catalogs and books for people coming in here and losing them and reordering them. Now I have E-Resources." "This is terrific! It allows us to exchange labour information locally," adds Maya Joseph of Squamish Valley First Nation.

The Council encourages any organization responsible for helping Aboriginal jobseekers find work to take a session. "It is a free service, that is easy to use and can help employment counsellors find clients jobs in less than half the time," says Bill Kuhns.

To receive a training session, contact Mr. Kuhns at 1-866-711-5091. If your organization would like posters or cards to promote the iN to clients, please let us know, we will be delighted to send you a supply.



## Upcoming Events

### Sector Council/AHRDA Forum

On November 19th & 20th, 2003, the Aboriginal Human Resource Development Council of Canada (AHRDCC) will host two national forums that will bring together Sector Councils and Aboriginal Human Resource Development Agreement Holders (AHRDAs) to identify innovative ways to work together to address Aboriginal skills and learning and specific sectoral skills gaps.

For more information, visit our website at: [www.ahrdcc.com](http://www.ahrdcc.com)

### Guiding Circles Training Sessions

*Guiding Circles* training sessions are two-day events that are held at different locations across Canada. Upcoming sessions will be held in Ottawa, December 9 & 10, 2003. For additional scheduled dates call AHRDCC at 1-866-711-5091 or visit [www.guidingcircles.com](http://www.guidingcircles.com).

### Guiding Circles Presentation

Opportunities Conference  
Date: November 24-26, 2003  
Location: Hamilton Conference Centre  
For more information call 1-800-265-7925

### Inclusion Network & Guiding Circles Presentations

NATCON  
Date: January 26-28, 2004  
Location: Ottawa Congress Centre  
Visit [www.natcon.org](http://www.natcon.org) for more information

### Inclusion Network Presentation

AHRDCC *Inclusion Network* Trade Booth Presentation  
Date: November 28-30, 2003  
Location: Toronto Skydome PowWow

### Inclusion Network Training Sessions

Conference call training sessions:  
Date: November 11, 12, 18 and 20, 2003  
For more information call 1-866-711-5091  
[www.inclusionnetwork.ca](http://www.inclusionnetwork.ca)

### The National Report On Aboriginal Inclusion

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