

Invest in the Council...

The **Aboriginal Human Resource Council** is a public-private sector, not-for-profit organization that works to open Canada's red-hot economy to the booming, job-ready Aboriginal workforce. With deep roots in First Nations, Métis and Inuit communities we can connect employers to Canada's fastest growing workforce.

Our history is a proud success story because of the partnerships that make us strong. In the past year alone AHRC worked with 734 companies across Canada to help them grow their capacity to recruit, retain and advance Aboriginal employees.

At the council, we're in the business of creating sustainable partnerships and connecting real, accessible solutions to bridge Canada's employment gap.

Our programs and services are working hard for business...

The council helps employers connect to the growing and largely untapped labour pool of skilled Aboriginal workers by discovering the business case for Aboriginal inclusion in the workplace.

Mastering Aboriginal Inclusion A series of five self-study modules implemented over a two-day workshop. Five years in the making and representing the most cutting-edge research and knowledge in the field, Mastering Aboriginal Inclusion is the road map to workplaces of inclusion and a stronger Canadian economy. Discover a comprehensive set of tools for building an Aboriginal inclusion strategy that really works.

National Trades and Apprenticeship Initiative The council has developed proven strategies for mobilizing Aboriginal trades and apprenticeship workers to address the massive skills shortage in trades due to the demographic shift in an aging workforce. The council has been working to create, strengthen and leverage partnership with private-public sectors, Aboriginal employment organizations, learning institutions and government stakeholders to increase First Nation, Métis and Inuit participation in trades and apprenticeship careers.

Our recent National Aboriginal Trades Symposium brought together the top experts in the field to collect promising practices towards a 'made in Canada' solution to the growing skilled labour shortage. Join our regional trades projects and connect with partners. Leverage funds and expertise while sourcing talented aboriginal trades candidates.

Guiding Circles Our specialized facilitator training equips practitioners with an appreciation of the challenges facing the Aboriginal workforce, as well as strategies that they can deliver to help individuals overcome barriers. It's an interactive, career development program that combines a traditional Aboriginal worldview with contemporary career development concepts to break down cultural barriers, and better understand the opportunities that come through focus and hard work. Guiding Circles builds self-esteem and self-awareness by encouraging Aboriginal youth to tell their own stories and uncover the personal talents that can transfer to a future and rewarding

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career. It's an investment in education, training and career development to keep the Canadian economy growing. To date more than 500 practitioners have been trained to deliver career development tools to Aboriginal youth across the country.

Essential Skills A program to help employers identify the core skills and competencies needed for their workplace. The council has experience with the essential skills framework and how it can reduce training costs and help ladder employees to success.

Inclusion Network A dedicated national Aboriginal job board (www.inclusionnetwork.ca) that electronically connects employers, educators and job seekers - all of who can post jobs, resumes, search the database and create online profiles.

Workforce Connex A national forum series designed to promote insightful dialogue and connections to successful partnerships that facilitate the development of human resource strategies that help Aboriginal people acquire the right skills and opportunities to enter new labour market sectors.

Inclusion Works '09 A national event that brings together corporations, leaders, learners, educators and organizations, to foster networks of change and develop partnerships with the council. The event provides a platform for communities to consider new ways to work with employers to prepare Aboriginal candidates for the future workforce.

Annual Champions Event A one day leadership event designed to build understanding about the key issues underlying Canada's productivity challenges and the role of Aboriginal diversity strategies. Leaders have an opportunity to provide their guidance to the council's three-year plan so that it continues to evolve and stay relevant to client needs.

Laying the foundation...

Your support of the council, its programs, projects and events, is critical to developing the tools your business needs to move your diversity agenda forward and recruit the skilled Aboriginal workforce you need. The council returns your investment in the form of opportunities to connect and grow your capacity for employee retention, productivity and advancement. Council partners gain access to a critical reservoir of competitive intelligence and cutting-edge human resources solutions. Together, our council investors are seeing their contributions create a new future for First Nations, Métis and Inuit people and communities while bringing a strengthened bottom line to Canadian business.

Make the Investment

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