



The Alliance of Sector Councils (TASC)

Sector Council Solutions in Uncertain Times

Inclusion Works 09

7 April 2009 | Vancouver



The New World

www.councils.org

The only thing that is certain in the current economy is uncertainty itself ...and therefore the pressing need to work smarter and be more efficient.



The Recession

www.councils.org

- Downsizing bigger than skills shortages
- Lay offs in many sectors
- Makes it harder for under-represented groups



Canadian Sector Council Strategy

Sector Councils are an important piece of the skills solution

- Sector councils implement industry-driven labour market solutions in key sectors of the economy
- Effective partnership approach that includes employers, workers/labour unions, governments, educators, professional associations



Aboriginal Human Resource Council
connections – partnerships – solutions

HR Council for the Voluntary & Non-profit Sector
Conseil RH pour le secteur bénévole communautaire



Contact Centre Canada
Centres de contact clientèle du Canada
Answering the call for quality - Répondre à l'appel de la qualité



Canadian Plastics Sector Council
Conseil canadien sectoriel des plast



Canadian Food Industry Council
Great Jobs and Careers for Great People



Canadian Trucking Human Resources Council
Conseil canadien des ressources humaines en camionnage



Council for Automotive Human Resources
Conseil des ressources humaines de l'automobile



Cultural Human Resources Council
Conseil des ressources humaines du secteur culturel





Economic Imperative of Aboriginal Engagement

www.councils.org

Aboriginal people should be considered in any human resource initiative for several reasons:

- *Supply and Demand* - Skills shortages in many sectors are juxtaposed with high unemployment among Aboriginal people.
- *Demographics* - A young, quickly growing population represents a largely untapped labour pool.
- *Logistics* - Aboriginal people live where jobs are: already located for certain sectors such as resource development, and do not need to be relocated, acclimatized or acculturated and also increasingly urban-based Aboriginal population



Promising Practices

www.councils.org

- ECO Canada: BEAHR
- Mining Industry Human Resource Council
- Construction Sector Council
- Canadian Tourism Human Resource Council
- Wood Manufacturing Council
- Canadian Automotive Repair and Service Council
- Canadian Apprenticeship Forum



ECO Canada - BEAHR

www.councils.org

The BEAHR Program (a partnership with AHRC) provides resources for practitioners, employers, educators and students ensuring Aboriginal inclusion in the Environment Industry through:

- career awareness programs,
- training and employment resources, and
- recognition of environmental excellence



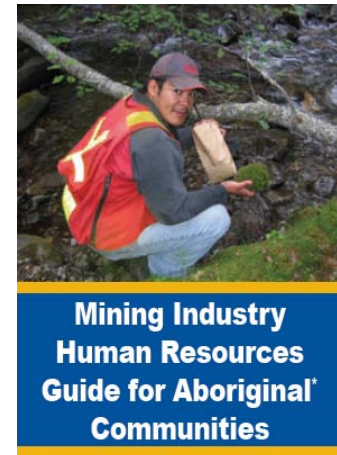


Mining Industry Human Resource Council (MiHR)

www.councils.org

Has developed a guide –
“Mining Industry Human Resources
Guide for Aboriginal Communities”

The guide will create a better understanding among Aboriginal human resource officers, AHRDA holders, community leaders and academic institutions of the employment opportunities in the mining industry; it will also detail support available to those who choose to pursue a job or career in the sector



The Challenge, The Answer, The Guide.



Construction Sector Council

www.councils.org

A partnership with AHRC - developed the “Ironworkers Aboriginal Career Awareness” project.

Building upon a history of Aboriginal ironworkers, this program encourages Aboriginal youth to consider construction as a career.

CONSTRUCTION
SECTOR COUNCIL



CONSEIL SECTORIEL
DE LA CONSTRUCTION

Building tomorrow's workforce



Canadian Tourism Human Resource Council

www.councils.org

Since 1995, the Ready-to-Work program has provided a mechanism to recruit, train and provide work placements for approximately 10,000 individuals. The program has been targeted to Aboriginal communities and AHRDAs, as well as other under-represented groups.





Wood Manufacturing Council (WMC)

www.councils.org

The Pikangikum First Nation community in northwestern Ontario is partnering with WMC to modify WoodLINKS, which is a curriculum for skills related to the wood manufacturing industry. This will allow their members to compete for jobs in a new milling and manufacturing facility to be built in the Red Lake area.





Canadian Automotive Repair and Service Council

www.councils.org

Developed a basic snowmobile maintenance training program for First Nations communities that accommodate the specialized learning requirements of adult community members with limited essential skills. It was created in collaboration with Aboriginal communities in northern Manitoba, with input from band staff, community training coordinators, and the Fishermen and Trappers' Association of the Pas.





Canadian Apprenticeship Forum

www.councils.org

Produced the guide “Making It Work” (On-the-job Training in Apprenticeship) to encourage Aboriginal participation in skilled trades.



Is a useful, day-to-day tool for the apprentice, the supervising journeyperson, and the employer.



Skills for the New Economy

www.councils.org

- **Re-skilling:** the current economic situation has eased labour market pressures, and in the short term the issue is re-skilling displaced workers
- **Up-skilling:** in the longer term, when the economy recovers, skills shortages will reappear, and the workforce needs to be up-skilling in order to be ready



Sector Council Strengths

www.councils.org

What do sector councils have to offer today?

- innovative practices in up-skilling and re-skilling for a rapidly changing economy
- developing and refining training tools
- engaging stakeholders to work in partnership
- expanding our partnerships with training deliverers



The Alliance of Sector Councils

www.councils.org

Working Group on Aboriginal Engagement that works with all sector councils to assist in developing strategies and making contacts with the right expertise

Released the report “Who Does What in Aboriginal Engagement” to assist organizations, particularly sector councils, understand the nature and context of Aboriginal human resources issues in Canada



The Alliance of Sector Councils (TASC)

Andrew Cardozo

Executive Director

The Alliance of Sector Councils
151 Slater Street, Suite 608
Ottawa, Ontario CA K1P 5H3
613 565 3637
info@councils.org

www.councils.org | www.conseils.org