



Engaging and Retaining Aboriginal Students

Vancouver, B.C
April 8, 2009



Leading the Way
SIAST Aboriginal Recruitment
& Retention Initiatives

PRESENTED BY:

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The focus of this presentation will highlight the following Aboriginal initiatives at SIAST:

- Aboriginal Success in Trades and Technology (ASITT)
- SIAST Aboriginal Student Recruitment & Retention Strategy
- Representative Workforce: Strategy for Aboriginal Initiatives

Sent: Tuesday, January 30, 2007 1:53 PM

To: Duret, Elizabeth

Subject: things to figure out for my self

hello liz, what's new today ? as for me it's the pits. why? you know at this very instant i'm mad cause the people in my class are starting to get to me. i was close to telling all of them to go to hell, cause i got to the shop and they looked at me and stopped talking and i said don't stop talking cause i showed up and they said "we are not talking "and i said you are sure cause i heard my name and as i popped out they showed up in numbers and i said to them i see you like to talk when i'm here so screw you. you know that i enjoy coming here and i'm trying my best to learn as much as possible before i go back up north. you know i belong in the bush, i don't belong out here. it took alot not to swear at these people but i don't know if can stand it any longer cause i don't like the vibe, they make me feel like i'm going to hurt some one i don't care who.

so i told the teacher i can't pretend anylonger. you ever get the feeling they pretend to like you, then you find out they truth what one has to say about one person. you know this morning was Ok, i was smiling then they looked at me and one said he looks scary when he smiles. so from there i'm all serious no smiles, then the teacher said why don't you smile more often, so i said i don't what people 100km at me cause they think i'm scary. and then the teacher stopped and gave the look like i'm a disappointment. it's sad that they feel that way about me, then i said it's my language it makes them feel wierd or they feel treatend by hertiage. so here i am chating with you. if this happen again i'm going to pack my bags and go home and look my parents in the eye and say your youngset son is a failure. and my mom will be heart broken, cause i did not travel 500 miles to be a failure.

ASITT FRAMEWORK

The ASITT framework embraces the Aboriginal medicine wheel model in establishing balance of mental, physical, emotional, and spiritual support for students.



Partnerships

- Crown Investments Corporation
- Cultural teachings via cross campus sharing of resources
- Apprenticeship
- Wellness
- Addiction Services
- Program Head/Instructors

Life Skills Components

- Team Building
- Public Speaking
- City Skills
- Budgeting
- Dealing with Racism
- Creative Thinking
- Elder Teachings



Academic Components

- Academic Preparedness
- Computers
- Math
- Reading
- Pre-testing (caution)
- Evaluation Strategies



Representative Workforce: Strategy for Aboriginal Initiatives

Goal: To develop and implement a representative strategic plan which results in Aboriginal employees being internally represented in all divisions and departments and within all levels of the organization in proportion to the Saskatchewan working age demographics.

Aboriginal Employment Development Partnerships (FNMR)

Demand Side Partners

- Government - Funding partners that support RW initiatives and capacity building
- Employers – Prepare the workplace, complete workplace audits

Supply Side Partners

- First Nations/Métis - Preparing the supply side to access employment opportunities
- Education and Training – Delivering focused training aligned to demand side needs

SIAST

Aboriginal Initiatives

Determine strategies to address identified barriers to recruitment and retention.

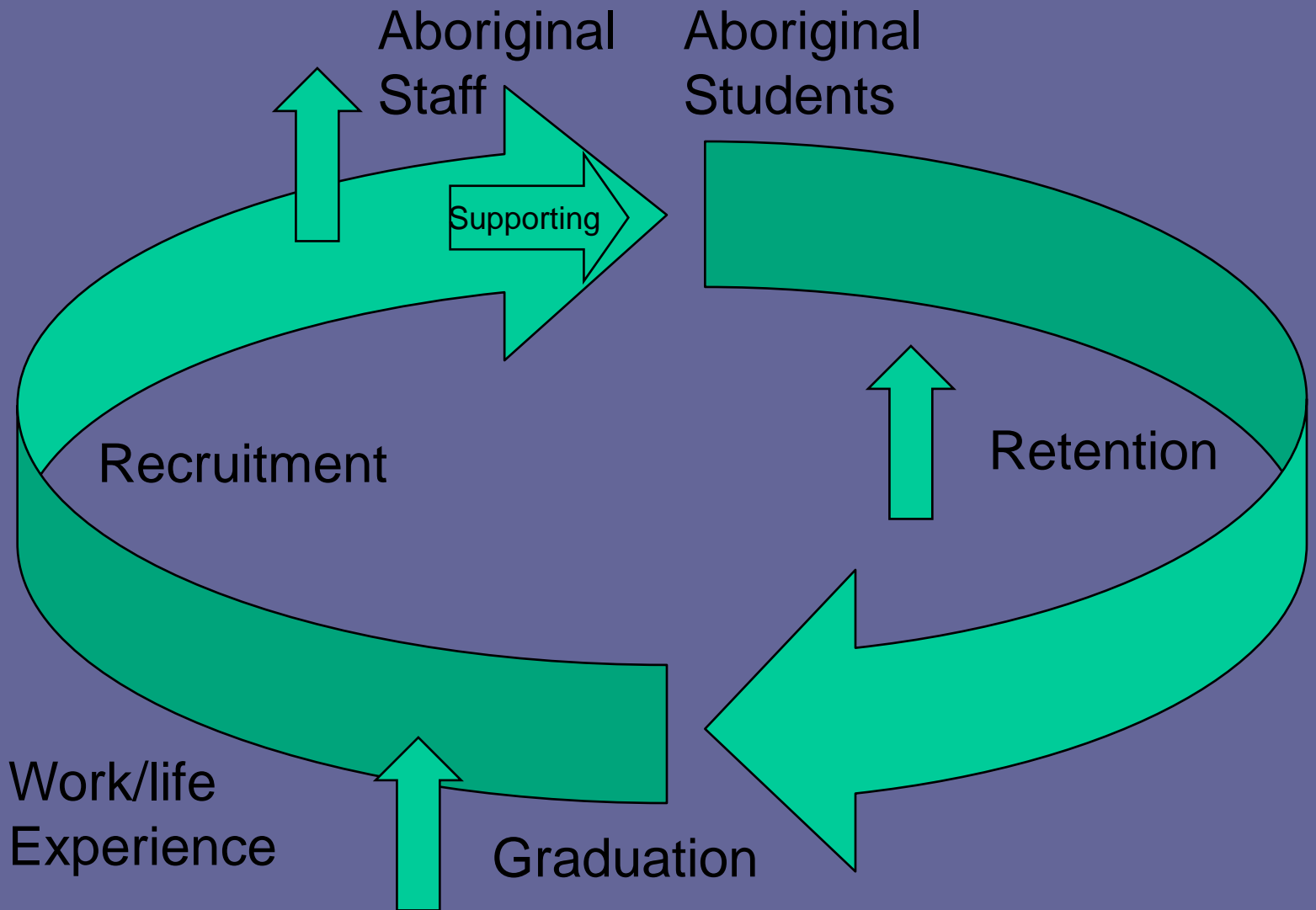


Continue to negotiate and partner with unions for support to achieve a representative workforce.



Develop strong relationships within the Aboriginal Community.









Next Steps?

Building momentum....