



Aboriginal Education Strategy Committee

DEVELOPING TOMORROW'S WORKFORCE TO
MEET TODAY'S NEEDS

"CONNECTING TO ABORIGINAL TALENT"

PRESENTED BY: NORM SWAIN
HUMAN RESOURCES OFFICER
CHAIRPERSON, ABORIGINAL EDUCATION STRATEGY COMMITTEE
ASSINIBOINE COMMUNITY COLLEGE



How does an organization “connect” to Aboriginal Talent?

By building relationships

- On a community level
- On a personal level

By building trust

- I as an Aboriginal person have to trust your organization.



Assiniboine Community College had to have a strategy that built trust

- Our strategy had to speak not only to the talent we wanted to attract
- It had to speak to students as well
- They are very closely linked



The 5 pillars

The cornerstones of our strategy

Aboriginal Student Recruitment

To increase the representation of Aboriginal students in our programs through effective, targeted student recruitment and outreach initiatives.

Aboriginal Student Retention

Increase the retention and academic success of Aboriginal students.

An Aboriginal Representative Workforce

Create an Aboriginal representative workforce at ACC.

An Aboriginal Perspective in Programming

Provide programming that is relevant and meaningful to our Aboriginal students and their communities.

An Inclusive College Environment

Develop an inclusive college environment where Aboriginal students feel welcome and comfortable and experience a sense of belonging.



What strategies have you used?

**How successful has the strategy
been?**



Aboriginal Student Recruitment

Larger presence at Aboriginal gatherings

Vision Quest

Take your kid to work day

- Opened up to Sioux Valley Grade 9 students

College tours

- Oxford House, Peguis, OCN School, Sandy Bay

Attending career fairs

- Norway House, Cross Lake, Cranberry Portage, St Theresa Point



Representative Workforce

President, Joel Ward is the strategy champion

Commitment from the Executive

Recruitment Strategy in place

Development of Aboriginal candidates into positions

Aboriginal Perspective in Programming

Professional Development day "Beyond Bannock and Dream Catchers"

Community Based training

- ECE
- Electrical
- Practical Nursing
- MSHSD

Guiding Circles

Inclusive College Environment

Cecil Roulette, Aboriginal
Councillor/Cultural Consultant

Crystal Bunn, Aboriginal
Services/Employment Officer

Started a Drum and Singing
group

Events such as *Honouring
Achievements Gathering*

Not art and pictures, it's the
perception that students have
when they come here (trust)



Aboriginal Student Retention

Our biggest challenge

**Learning Strategist
position, learning supports
for at risk students**

**Success in the other pillars
will assist with retention**



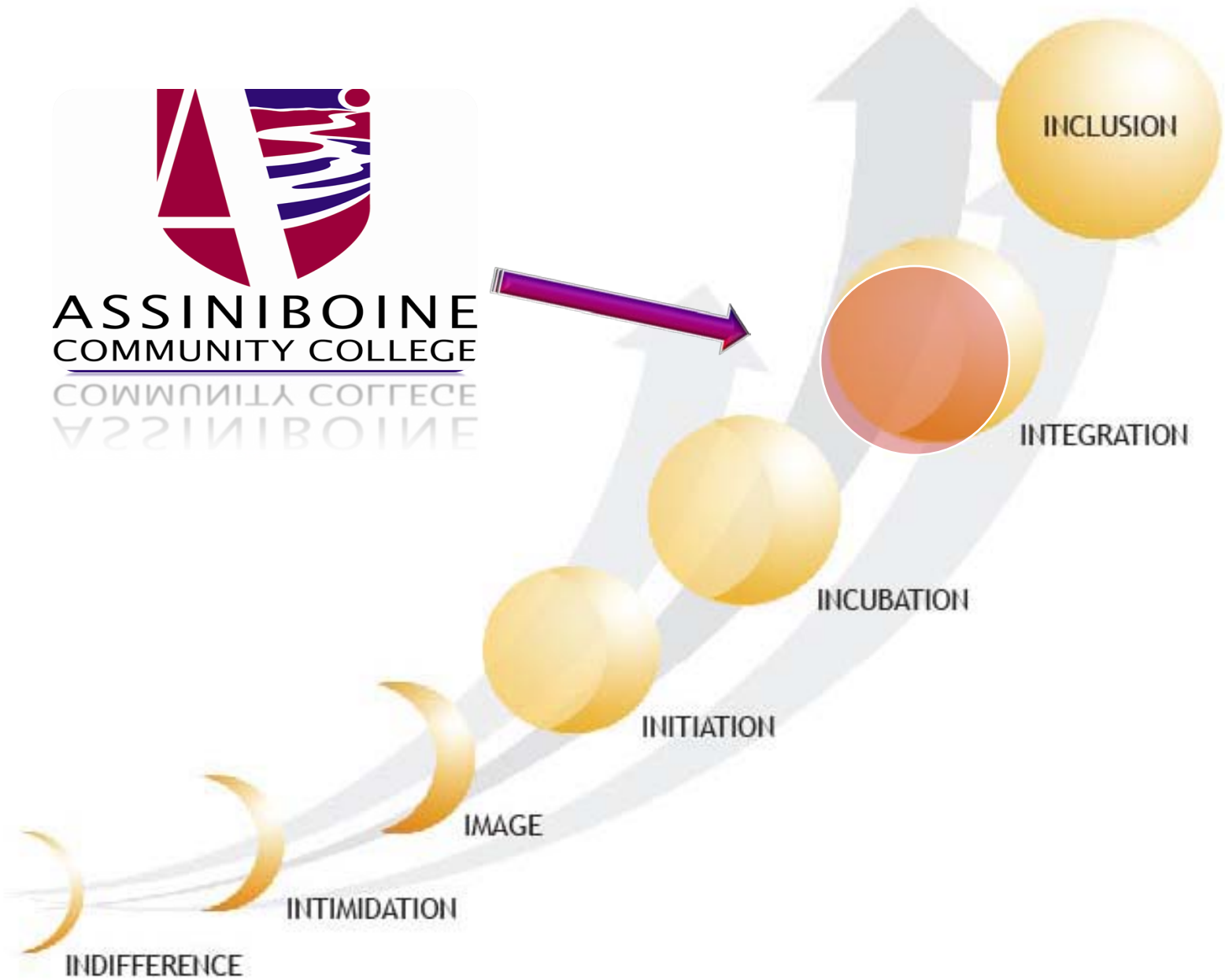
Memorandum of Understanding

Was signed on
November 13, 2007





ASSINIBOINE
COMMUNITY COLLEGE
COMMUNITY COLLEGE
ASSINIBOINE





- Develop the right strategy to connect to potential Aboriginal talent and to students
- Students are our future talent base
- Word spreads very quickly in the Aboriginal community
- You need to be known as an Inclusive organization with a vested interest in attracting Aboriginal talent
- Don't just Talk the Talk
- You need to Walk the Walk