

Seven Guidelines to Recruiting Aboriginal Talent from Colleges and Universities

Final Revision 1/13/10

1. **Spend time learning more about the school from its website.** Is this school producing the talent you need from upcoming graduates? Check the school calendar: are there upcoming events such as open houses, recruitment days, or career fairs? The website will probably reflect the state of the school's Aboriginal programming and services and may indicate whom you will want to meet.
2. **Get to know the Aboriginal liaison officers at universities and colleges in your area.** Whether they are called Aboriginal Student Counselors, Indigenous Student Coordinators, or managers of the Aboriginal centre, these liaison officers serve an indispensable function for Aboriginal students. They are easy to approach. Introduce yourself. Make them aware of the talent you are seeking— it is the surest way for them to become familiar with you and your organization. A partial listing of Aboriginal liaison officers is available at the Inclusion Network, part of the Workopolis site. Or simply call a university or college switchboard and ask to speak to the Aboriginal Student Councilor or the person responsible for the Aboriginal student centre.
3. **Learn what programs at nearby colleges and universities are producing the talent you are looking for.** If you are a mining company looking for engineering talent, speak with a representative of the Engineering Department and ask to be informed of open houses, job fairs, and other events that attract employers.
4. **Learn about Aboriginal projects and programs at these schools.** Does the Aboriginal centre have its own website? Does the Aboriginal centre hold open houses? Are Aboriginal students involved in projects with the city or the government or other companies and organizations? Are there programs involving Aboriginal alumni? Your company may wish to intersect with one or more of these programs and broaden your networking capabilities.
5. **Link with colleges and universities to attract interns and summer employees.** If you have a summer intern program or an opportunity to offer a student a part-time job at your company, an excellent place to advertise would be the Aboriginal student centres of nearby colleges and universities.
6. **Network with Aboriginal students.** At the end of the day, many Aboriginal hires come through referrals and informal networks. This is an excellent way to pursue prospects of hiring through the colleges and universities. One of the advantages of hiring interns and part-time student employees is that they can help enhance your networking.
7. **Recruit on-campus.** Different campuses, and different departments, have their own methods of encouraging corporate recruitment, from recruitment days to science and engineering shows to job fairs. Learn as much as you can about them and take full advantage of these opportunities.