



Aboriginal Supply
Meeting Construction Demand

INVITATION TO ATTEND AND/OR SPONSOR THE
ABORIGINAL APPRENTICESHIP BOARD OF ONTARIO

ABORIGINAL APPRENTICESHIP CONFERENCE AND TRAINING SESSION

Introduction

The Aboriginal Apprenticeship Board of Ontario (AABO) is extending an offer to you as a stakeholder and member of Ontario's apprenticeship community to attend and/or sponsor AABO on a project that will offer one solution to help you fulfill your current and anticipated labour force needs in construction and the trades. Should you require further information on AABO and its mandate, please go to the website; www.aabo.ca.

Upon confirmation of funding, AABO is planning to host an Aboriginal Apprenticeship Conference/Training Session in Toronto at the Toronto Airport Marriott Hotel on March 6, 7, 8, 2012 entitled:

“LINK = Aboriginal Supply + Construction Demand”

We believe this title captures the mandate of AABO as we move forward; that is to “increase the number of Aboriginal people who enter into the construction industry leading to registered indentured apprenticeships with support to journeyman status”.

Highlights of the Conference/Training Session agenda is as follows:

- Presentations of the most promising practices for integrating Aboriginal people into the construction trades workforce, i.e. Success Breeds Success.
- Presentations from the construction industry on their employee recruitment process and the process to identify employment opportunity locations in the short, medium, and long term given their involvement in providing the labour supply for the projects.
- Discussion on the production of additional tools, products or services that will support an increase in the number of Aboriginal apprentices leading to journeymen completions.
- Presentation and discussion on a marketing and communication strategy that would outreach to Aboriginal people who are job ready.

- Present and discuss the concept of LINK = Aboriginal Supply + Construction Demand and the possibility of pilot testing the concept in Toronto and Thunder Bay.
- A panel discussion with representatives from the construction industry, Aboriginal community, provincial and federal governments and training institutions.
- Discuss options of an Ontario-wide Aboriginal construction trades' data base that would support LINK and increase the inventory of Aboriginal people in urban, rural and remote areas to work in the construction industry.

How Sponsoring AABO Can Support Your Labour Force Requirements:

- Increase your knowledge and understanding of Aboriginal people and the business case for hiring Aboriginal people.
- Increase your ability to access young Aboriginal people to fill your workforce demand "where to find an Aboriginal worker".
- Through AABO's newsletter, you are able to promote your business and encourage Aboriginal people to consider a long term career with your unionized or non-unionized trade.
- Potential to access limited financial assistance when hiring Aboriginal people leading to apprenticeships.
- Become more aware of opportunities for construction contracts within Aboriginal communities.

How You Can Support AABO

If you are interested, you are welcome to set up an information booth and contribute towards the conference discussion where you can:

- Share your employment recruitment process with Aboriginal Skills Employment and Training Agreement Holders who have connections to the Aboriginal apprentices and journeypersons in Ontario.
- Provide insight into the approaches and processes for establishing and facilitating a partnership with a union or non-union employer.
- Assist in the development of aboriginal specific recruitment and retention tools.
- If you are unable to attend, an in-kind or financial contribution towards the cost of conference printed material, advertising or venue costs, would be greatly appreciated (please see attached).

Next Steps

If you are interested in pursuing a partnership or a sponsorship, please contact Brian Pelletier, Ontario Aboriginal Apprenticeship Coordinator for AABO at 613-875-8743 or bpelletier@aabo.ca

AABO CONFERENCE SPONSORSHIP OPPORTUNITIES

There are two (2) ways that you can help sponsor the AABO Conference:

- 1) A monetary contribution towards the conference expenses (lunch, breakfast, dinner). See breakdown below as a guide. Please feel free to alter the number of days to reflect your contribution.

Level 1 (Silver) \$5,000 or less – includes the following acknowledgements:

Your business name and logo displayed and acknowledged in:

1. All press releases
2. AABO website announcements
3. Conference on stage announcements
4. Conference printed materials

Level 2 (Gold) Between \$5,000 and \$12,600 – includes the following acknowledgements:

All of the above and in addition, an exhibit booth at the conference at no cost and a write up of your business on AABO's website.

Contributions would be appreciated prior to February 15, 2012. Cheques can be made out to Grand River Employment and Training and can be mailed to the address below.

16 Sunrise Court, P.O. Box 69, Ohsweken, Ontario N0A 1M0

MEAL BREAKDOWN

Breakfast - $\$15.35 \times 105 \text{ participants} \times 3 \text{ days} = \$4,835.25$

Lunch - $\$14.50 \times 105 \text{ participants} \times 3 \text{ days} = \$4,567.50$

Supper - $\$40.00 \times 105 \text{ participants} \times 3 \text{ days} = \$12,600$

CONFERENCE OVERVIEW

<i>Time</i>	<i>Monday March 5</i>	<i>Tuesday March 6, 2012</i>	<i>Wednesday March 7, 2012</i>	<i>Thursday March 8, 2012</i>
7:00 am - 8:30 am	T R A V E L D A Y	Breakfast	Breakfast	Breakfast
8:45 am - 10:30 am		<i>Opening Remarks & Welcoming</i> <i>Our Hands are the Tools of Our Trade</i>	<i>One Solution</i> <i>Supply Meeting Construction Demand...Past, Present, and Future</i>	<i>Where do I find an Aboriginal Worker</i>
10:30 am - 10:45 am		Health Break	Health Break	Health Break
10:45 am - 12:00 pm		<i>Success Breeds Success</i>	<i>LINK = Aboriginal Supply + Construction Demand</i>	<i>Acknowledgement and Recognition to Apprentices</i>
10:45 am - 12:00 pm		<i>Aboriginal Client Data Base</i>	<i>Aboriginal Recruitment and Assessment Strategies</i>	
12:00 pm - 1:00 pm		Lunch	Lunch	<i>Literacy and Essential Skills</i>
1:15 pm - 2:15 pm		<i>Urban, Rural and Remote Construction Industry</i>	<i>Barrier Busting Apprentices / Journeypersons Hammer Heads / WRAP</i>	<i>Labour Market Information</i>
2:15 pm - 2:45 pm		Health Break	Health Break	
2:45 pm - 4:00 pm		<i>Success Breeds Success</i>	<i>LINK = Aboriginal Supply + Construction Demand</i>	<i>Employment Opportunities in the Mining Industry</i>
2:45 pm - 4:00 pm		<i>Aboriginal Client Data Base</i>	<i>Aboriginal Recruitment and Assessment Strategies</i>	
5:00 pm - 9:00 pm		Registration Hotel Lobby		Banquet

“OUR HANDS ARE THE TOOLS OF OUR TRADE”

This plenary session will highlight the historical perspective of Aboriginal apprenticeship “Our Bundle”. Aboriginal people have been involved in apprenticeship for thousands of years.

The various changes of the construction industry – what has taken place and what is on the way ~ looking towards the future?

“SUCCESS BREEDS SUCCESS”

This break-out session will take a closer look at Apprenticeships in the past, the many changes which have occurred, how to move ahead to the next level, and advice from the various ASETA holders and construction industry who have experienced these changes and the results they have seen from Aboriginal skilled workers entering trades in the construction industry.

“ABORIGINAL CLIENT DATA BASE”

This break-out session will discuss the many ways a centralized Aboriginal client data base can benefit and support the Aboriginal community and construction industry. This data base will recognize a list of skilled Aboriginal people with the skill sets required for a particular job in the construction industry.

“URBAN, RURAL, AND REMOTE”~ PANEL DISCUSSION

All panel representatives will explain their respective recruitment, retention and advancement processes - and how their training institute supports Aboriginal inclusion. Discussion will also focus on the skills and forms of instruction which will take place at each training institute. The panel will conclude with a question and answer period.

“ONE SOLUTION”

This plenary session will focus on the Aboriginal Population as One Solution to meeting the skills shortage in the Construction Trades in Ontario, based on the supply meeting construction demand...Past, Present, and Future.

“LINK = ABORIGINAL SUPPLY + CONSTRUCTION DEMAND”

Highlights of this presentation are to share and present a draft document of the LINK concept. Through discussion and feedback it is intended that LINK will support our efforts in the short, medium and long term to link the Aboriginal supply with the construction demand.

“ABORIGINAL RECRUITMENT AND ASSESSMENT STRATEGIES”

There are many experienced tradespeople that may want to seek Journeyman status. This workshop will inform participants on Aboriginal Recruitment and assessment strategies.

“BARRIER BUSTING”

This plenary session will identify the various well documented barriers Aboriginal people face in regards to entering the trades. In this session you will hear real-life experiences from the many Aboriginal Apprentices and Journeymen as to how they overcame their personal barriers.

Also a presentation will be shown about the newest Apprenticeship program “Hammer Heads / WRAP ~ Work Ready Aboriginal People.

“WHERE DO I FIND AN ABORIGINAL WORKER”

This plenary session will highlight the history of Aboriginal Employment Services. Throughout the years, many employers have asked about the ways in which to locate Aboriginal workers. This session will identify the various locations and aboriginal employment centres based on the supply meeting construction demand perspective, making Ontario more competitive in construction and trades with Aboriginal People.

“ACKNOWLEDGEMENT AND RECOGNITION TO APPRENTICES”

“LITERACY AND ESSENTIAL SKILLS ~ CANADIAN APPRENTICESHIP FORUM”

“LABOUR MARKET INFORMATION ~ CONSTRUCTION SECTOR COUNCIL

“EMPLOYMENT OPPORTUNITIES IN THE MINING INDUSTRY” ~ MINING SECTOR COUNCIL

TUESDAY'S AGENDA

TUESDAY MARCH 6, 2012		
Time	EVENT	PRESENTER
7:00 am 8:30 am	Breakfast	
8:45 am 10:30 am	<i>Opening Remarks & Welcoming</i> <i>Our Hands are the Tools of Our Trade</i>	Colleen Wassegijig-Migwans And Denis Shanks
10:30 am 10:45 am	Health Break	
10:45 am 12:00 pm	<i>Success Breeds Success</i>	ASETA Holders / Construction Industry
10:45 am 12:00 pm	<i>Aboriginal Client Data Base</i>	<i>To Be Determined</i>
12:00 pm 1:00 pm	Lunch	
1:15 pm 2:15 pm	<i>Urban, Rural and Remote Construction Industry, Aboriginal Recruitment Efforts</i>	<i>Panel Discussion</i> <i>Operating Engineers</i> <i>College of Trades</i> <i>Ontario Power Generation</i> <i>Canadian Union of Skilled Workers</i> <i>Christian Labour Association of Canada</i> <i>Canadian Human Rights Commission</i>
2:15 pm 2:45 pm	Health Break	
2:45 pm 4:00 pm	<i>Success Breeds Success</i>	ASETA Holders / Construction Industry
2:45 pm 4:00 pm	<i>Aboriginal Client Data Base</i>	<i>To Be Determined</i>

WEDNESDAY'S AGENDA

WEDNESDAY MARCH 7, 2012		
TIME	EVENT	PRESENTER
7:00 am 8:30 am	Breakfast	
8:45 am 10:30 am	<i>One Solution Supply Meeting Construction Demand...Past, Present, and Future</i>	Regional Chief Angus Toulouse, Chiefs of Ontario and John Beck
10:30 am 10:45 am	Health Break	
10:45 am 12:00 pm	<i>LINK = Aboriginal Supply + Construction Demand</i>	<i>Brian Pelletier</i>
10:45 am 12:00 pm	<i>Aboriginal Recruitment and Assessment Strategies</i>	<i>To Be Determined</i>
12:00 pm 1:00 pm	Lunch	
1:15 pm 2:15 pm	<i>Barrier Busting Apprentices / Journeypersons Hammer Heads / WRAP</i>	<i>To Be Determined</i>
2:15 pm 2:45 pm	Health Break	
2:45 pm 4:00 pm	<i>LINK = Aboriginal Supply + Construction Demand</i>	<i>Brian Pelletier</i>
2:45 pm 4:00 pm	<i>Aboriginal Recruitment and Assessment Strategies</i>	<i>To Be Determined</i>
BANQUET		

THURSDAY'S AGENDA

THURSDAY MARCH 8, 2012		
TIME	EVENT	PRESENTER
7:00 am 8:30 am	Breakfast	
8:45 am 10:30 am	<i>Where do I find an Aboriginal Worker</i> <i>Making Ontario More Competitive in the Trades</i>	Elvera Garlow, GREAT and Honourable Glen Murray, Minster of Training Colleges and Universities
9:30 am 12:30 pm	Health Break	
10:45 am 12:30 pm	<i>Acknowledgement & Recognition to Apprentices</i>	<i>To be Determined</i>
	<i>Literacy and Essential Skills</i>	Canadian Apprenticeship Forum
	<i>Labour Market Information</i>	Construction Sector Council
	<i>Employment Opportunities in the Mining Industry</i>	Mining Sector Council
12:30 pm	Closing	



GRAND RIVER EMPLOYMENT AND TRAINING

"Opening Doors to Our People"

LINK = ABORIGINAL SUPPLY + CONSTRUCTION DEMAND

Registration Form

(Please Print)

First Name	Last Name	Position/Title
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ASET Holder Name (if applicable)

City	Province	Postal Code
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Telephone	Fax	Email
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Please email completed form to Cathy@osttc.com or by Fax # 519-445-1641

Grand River Employment and Training
and
Aboriginal Apprenticeship Board of Ontario

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Date: **Tues. March 6, 2012, Wed. March 7, 2012, Thurs. March 8, 2012**

Location: **Toronto Airport Marriott Hotel**
901 Dixon Road
Toronto, Ontario, Canada M9W1J5
(416) 674-9400

To register for this 3-day conference please contact the Marriott
Toll-free at 1(800) 905-2811 or the Hotel Line: 1(416)674-9400

Please refer to **Grand River** as the Booking Name

[Toronto Airport Marriott Hotel >>](#)

