

Linking the Aboriginal Workforce to Healthcare Needs Recruitment and Retention

Aboriginal
Employment
Development



**Saskatchewan
First Nations and
Métis Relations**

Overview

- New approach taken by FNMR to address Aboriginal employment development (1995)
 - Formal Partnership Agreements -
 - Implementation of Agreements through the Representative Workforce Strategy
 - Focus on demand side strategy and preparing the workplace
 - Identifying demand side and supply side roles

Key Drivers

- Aboriginal population is 16%
- 37% will be school age children by 2017
- Workforce of future to address escalating labour shortages
- Critical policy issue to address the employment disparity between Aboriginal and non-Aboriginal Canadians

Partnerships - Creating the Dialogue

- Aboriginal Employment Development Program began in 1995 (AEDP)
- Key Principles
 - Employment
 - Education and Training
 - Economic Development
- Health sector first chosen to develop model

Partnerships – A New Vision

- First step to establish long-term and effective change by engaging all stakeholders
- Community Development model
 - Build relationships, provide information, network,
- Partnership Steering Committees
 - Organizational and provincial
 - Build capacity – eliminates silos
 - Collaborate
 - Identify potential barriers and provide '**solutions**'

Representative Workforce Strategy – Demand Side

- Broad long-term strategy
 - W/holistic 3 pronged approach: community development, change management, business case model for recruitment and retention
- Focus on demand side deliverables
- Intersects with supply side
 - Roles of both are clearly outlined
 - Supply side/Demand side checklist

Representative Workforce Strategy – Business Case Model

- Employer Role (Checklist)
 - Conduct Audits
 - Share information with supply side (eliminate silos)
- Supply Side Role
 - acquire skills and prepare to respond to opportunities
- Review policies and hiring practices
 - Representative Workforce Policies in health regions to build commitment and capacity

Representative Workforce Strategy – Business Case Model

Working with Unions

- Review collective agreement language
- Tripartite Partnerships with Unions
- Representative Workforce Language in all 5 Collective Agreements

Representative Workforce Strategy – Business Case Model

- Aboriginal people are *hired for their skills and qualifications*
- Broad menu of opportunities
- Aboriginal people “choose” where they want to participate
- Does not focus on hiring quotas, targets or designated positions

Representative Workforce Strategy

Definition:

A Representative Workforce Where Aboriginal people are hired in all classifications at all levels, not just entry level or in designated classifications.

Health Sector Results

- 2400 Aboriginal hires as of March 31, 2007
- Focused training has led to over 1300 Aboriginal people trained in areas of LPN's and Community Care Aides
- 225 Aboriginal nurses in training
- Partnerships with First Nation Communities
 - First Nation delivering first LPN program in the community
- Significant increase of Aboriginal students in pharmacy and medicine

Representative Workforce Strategy - Change Management

- We can train and hire, but can we retain?
- Retention strategy
 - Change attitudes
 - Establish a positive environment
- Employer role:
 - prepare the workplace
 - Myth and Misconception training for employee engagement and buy-in

Preparing the Workplace – Retention Strategy

- Results:
 - 26,000 participated in SAHO’s misconception training as of March 2007
 - Positive provincial evaluation of training
 - Case Study – “Employer of Choice”

“When an organization prepares the workplace, partnership initiatives are successful.”

Preparing the Workplace – Retention Strategy

- Career Pathing
 - 7 pilot project sites including one First Nations project site (NITHA)
 - Employers identify areas for career pathing
 - Participants involved in portfolios, career mapping, identify supports required, includes RPL
 - 3 year funding from Service Canada
 - Monitor and evaluate

Role of Government

- Connect demand side and supply side
- Provincial Aboriginal Representative Workforce Council established in 2000 (PARWC)
 - Share information on labour market demands
 - Generate dialogue on innovative strategies and focused training
 - Prepare skilled workers to respond to career opportunities
- 83 Partnerships – Impact on 82,000 jobs

Role of Government

- Support partnership initiatives
- AEDP Grants Program
 - Developmental funding for establishing audits and steering committees
 - Funds Coordinator Positions
 - Support Myth and Misconception training in the workplace and Train the Trainer
- Other partners - Ministries of Health and Advanced Education

Key Elements for Successful Recruitment and Retention

- Committed leadership
- Formal partnerships a **priority**
- Focus on solutions and innovation for effective change
- Ongoing dialogue and collaboration –
 - long term not a short term approach
- Positive results!

“Without dialogue positive change within health care will not be successful” International Labour of Congress (ILO)

Thank you!

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