

# futurescape

Growing communities one idea at a time.

## **Outreaching, Recruiting and Retention for Aboriginal Employment Inclusion**

January 2009

Facilitator: Robert Laboucane, Ripple Effects Ltd.



Visions North hosted a workshop on Outreaching, Recruiting and Retention for Aboriginal Employment Inclusion on January 20, 2009 at the La Ronge Hotel & Suites. Facilitator, Robert Laboucane is a Metis businessman originally from Fort McMurray, is the President of Ripple Effects Ltd. He has been delivering Aboriginal Awareness Training Seminars, Outreaching, Recruitment and Retention for Aboriginal Employment Workshops and Aboriginal Consultation Workshops across Canada for 24 years and has facilitated over 946 workshops. His client base includes dozens of major corporations, federal and provincial government departments, educational institutions and aboriginal organizations.

This one-day workshop presentation was specifically designed for human resource personnel and hiring decision managers in organizations committed to outreaching to the Aboriginal community for talent, recruiting these qualified individuals, to successfully retaining them in the workplace and providing professional development opportunities in the company.

The objective of this workshop was to create understanding, awareness and knowledge of Aboriginal peoples; to develop strategic and effective methods for outreaching to the Aboriginal people and communities; to effectively recruit, screen and select qualified Aboriginal individuals and to retain Aboriginal employees and to provide professional development opportunities so they can reach their full potential in the organization.

The goals of this workshop was to create fair and equitable workplaces that values all the employees in the workplace and potential Aboriginal employees; to nurture the workplace by providing awareness to increase understanding of workforce diversity and the employment inclusion of Aboriginal people; to develop human resource strategies and gain insightful tools to effectively outreach, recruit, screen, select and retain Aboriginal people to the workplace; to enhance the relationship between Aboriginal and non-Aboriginal people and their communities and to create the business case for Aboriginal inclusion in the workplace.

### **IN THE NEWS:**

**Prime Minister Stephen Harper received permission from Governor General Michaëlle Jean to suspend Parliament until Jan. 27/09 to give the government time to table a budget.**

**The Conference Board of Canada predicts that Saskatchewan will buck the economic downturn in 2009 and show impressive growth.**

**La Ronge and District Chamber of Commerce to hold AGM in New Year to plan and make decisions for 2009 about the Chamber's direction.**



Community Futures Visions North, Box 810, La Ronge, SK S0J 1L0

Telephone 306-425-2612 Fax : 306-425-2205

Email : [visionsnorth@visionsnorth.com](mailto:visionsnorth@visionsnorth.com)

Web Site: [visionsnorth.com](http://visionsnorth.com)

**UPCOMING EVENTS: La Ronge & Area**

**January 31, 2009**

-Stanley Mission Snowmobile Poker Rally  
-La Ronge Snowmobile Club Ride to the Rally

**February 3,5,6,7, 2009**

-Peanuts Productions Play: Don't be Afraid of the Dark by Tim Kelly

**February 5, 2009**

-La Ronge Snowmobile Club Meeting

**February 14, 2009**

-La Ronge RCMP Regimental Ball

**February 18, 2009**

-Canadian Challenge Sled Dog Race

**February 28, 2009**

-La Ronge Ice Wolves Snowmobile Poker Derby

**LENDER'S TRADESHOW**

3<sup>RD</sup> Annual Lender's Tradeshow, La Ronge on May 7, 2009. For further information contact Sheila Brown.

**ANNOUNCEMENT**

Rob Clarke, MP for the Desnetha-Missinippi-Churchill River will be setting up a branch office in La Ronge to meet with constituents. For further details contact House of Commons, Ottawa, 613-995-8321

**NEXT ISSUE**

A history of Visions North Community Futures Development Corporation and their services.

**"Business Profile" Tim Turner, Turner Contracting & Services**

A couple of summers ago Tim saw the need for a lawn care service in the La Ronge/Air Ronge area. So he started off purchasing lawn care equipment, come fall he saw the need for cutting and selling fire wood, so he purchased a power saw.

Winter arrived and he had been shoveling snow for individuals and businesses for a couple years and decided he needed 1 small and 1 large snow blower. He approached Visions North CFDC to borrow \$2500 to purchase the snow blowers. He was accepted into the Self Employment Business Program where he developed his business plan which was then used to apply to Visions North for funding. He is in the process of completing the business training required through the program.

Tim is also a handy man, he has been known to thaw frozen water lines, paint and the odd bit of carpentry. Tim thanks Visions North for their assistance and it is not so hard on his back having the 2 snow blowers.

**UPCOMING EVENT: "Plan Your Future" Youth Conference**

The success of our 1<sup>st</sup> Youth Conference in 2008 has inspired us to do a 2009 version in April in Air Ronge. This year's event will include Joan McCusker, Gold Medal Olympian, James Cunningham and his Mad Money presentation and Troy Payne who will act as emcee and present workshops on Resiliency, Portfolio Development and Professionalism. Our evening entertainment will be provided by Codie Prevost the 2006 Saskatchewan Country Music "Rising Star" singer/songwriter, who will also speak about the business side of the music business.

For information contact Jean Powell

**PAUL TROTTIER, CHAIRMAN, VISIONS NORTH BOARD OF DIRECTORS**



Congratulations to Paul, Chairman of Visions North CFDC Board of Directors, on his award for Saskatchewan Community Futures Volunteer of the Year for 2008.

Presenting Paul with the award is Sharon Lee Smith, Deputy Minister for Western Economic Diversification.

Thank you Paul for all your hard work on behalf of Visions North from Board of Directors and staff.