

## **TALENT POOL ABORIGINAL SKILLS FOR EMPLOYMENT PROJECT**

Project purpose – to ready Aboriginal people for jobs in Companies in the transportation and logistics sector.

Project scope – to employ 15 Aboriginal people in these jobs in various Companies in Calgary

- Long haul truck driver
- Warehouse worker
- Aircraft Structural Technician
- Ground Support Equipment Maintenance
- Avionics Technician
- Aircraft Painter

Project partners – Bow Valley College, SAIT, Talent Pool Development Society, Metis Nation of Alberta, Region 3, Canadian Freightways, Supply Chain Management Inc., and Field Aviation West Ltd.

Project principles

- Flexible, within contract requirements, to meet the needs of Aboriginal people seeking jobs
- Continual communication between Talent Pool, Metis Employment Services and Bow Valley College
- Assistance and referrals will be provided for Aboriginal candidates who may want careers in other business/industrial sectors
- Open to all Aboriginal people, they must not all be referred by Metis Employment Services
- If primary employers cannot hire, will find others in the sector to join the project

Partner roles

Metis Nation of Alberta and other Aboriginal Partners – will find candidates interested in jobs in the Transportation and Logistics Sector and will work with other partners to ensure that the candidates get the education and skills they need to qualify for the desired jobs. Will provide candidates with living allowances, where required while they are in training/school. They will also work with the Talent Pool and employers to develop retention mechanisms that will improve the retention and job success for the Aboriginal employees.

Bow Valley College – will assess the skills and education level of the candidates using TOWES (Test of Workplace Essential Skills) and build a development plan for each candidate to that he/she is fully qualified for hire or enrolment in SAIT programs. Will provide needed workplace essential skills training.

SAIT – will educate candidates in the required aviation program. If advised in January, can pre-enroll candidates who are working towards getting entry qualifications.

Talent Pool – will coordinate partner efforts, secure additional employers and develop retention mechanisms with the Aboriginal partner(s), and employers. Will also manage AHRE contract reporting and keep records of Aboriginal candidates.

Employers – will provide job descriptions, entry requirements and participate in the development of retention mechanisms unique to their workplaces. They will employ successful candidates.

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