

2018 – 2020 AAAC Strategic Plan

Vision

Self-sustaining communities through the skilled trades

Mission

The Aboriginal Apprenticeship Advisory Committee works to help community leaders and decision-makers see the value of growing the capacity for skilled trades from within communities.

Guiding Principles

- Community-driven
- Empowering
- Inclusive
- Partnership-based

Goals/Strategic Directions

- Individuals, communities, educators, employers and the public understand the value of skilled trades careers for aboriginal peoples and support their successful participation in the apprenticeship and trades certification system.
- Aboriginal youth and adults will have meaningful opportunities to explore and experience the skilled trades.
- Aboriginal apprentices will experience a supportive apprenticeship journey with reduced barriers and appropriate supports available to facilitate success.
- Aboriginal youth and adults will see themselves reflected in the skilled trades and have access to experienced mentors from within the communities.
- Chiefs and other leaders will incorporate apprenticeship and trades certification into their business and community development plans.

Key Strategies and Activities

1. Develop information, activities and programs to help individuals, communities, educators, employers and the public better understand the value of skilled trades careers for aboriginal peoples and more fully support their successful participation in the apprenticeship and trades certification system.

Proposed Activities

- Work with employers to create more work opportunities for Aboriginal apprentices.
 - Develop a database of potential and engaged employers.
- Work with unions to create more work opportunities for unionized Aboriginal apprentices.
- Develop and disseminate consistent key messages customized to each audience.
- Educate on unconscious bias and work to decrease the stigma Aboriginal tradespeople face.

- Deliver Apprenticeship 101 to various audiences to increase general knowledge about apprenticeship and the skilled trades.
 - Make information available, as determined, in Mi'kmaq and disseminate information in frequently used spaces (i.e. 2 -4 information items).
 - Collect and develop labour market information that supports understanding the Aboriginal skilled labour force and connecting them to opportunities.
2. Develop and provide Aboriginal youth with meaningful opportunities to explore and experience the skilled trades.

Proposed Activities

- Develop and deliver trades-focused summer camps for youth.
 - Pursue development of an O2-like program for Mi'kmaw Kina'matnewey.
 - Develop mobile skilled trades lab.
 - Develop community-based skills competition in advance of provincial and national skills competitions.
 - Promote apprenticeship as a career.
 - Explore existing initiatives for elementary-aged children to experience skilled trades learning activities in school
3. Reduce barriers and make appropriate supports available to create a supportive apprenticeship journey for Aboriginal apprentices.

Proposed Activities

- Equip practitioners with materials, tools and resources to support their work with youth, apprentices, and trades practitioners.
 - Promote tools/skills associated with maximizing potential of JRAs.
 - Create awareness to support individuals who experience discrimination.
 - Find ways to assist individuals in navigating community organizations.
 - Develop peer-to-peer support opportunities (to be looked at closer)
 - Develop a women-focused activity/project.
4. Develop materials and programs that help Aboriginal youth and adults see themselves reflected in the skilled trades and have access to experienced mentors.

Proposed Activities

- Continue to develop and disseminate success stories.
- Create a trades network (to be looked at closer)
- Develop and encourage participation in trade qualifier preparation programs.
- Support certified journeypersons to create their own businesses, employ and mentor apprentices, and achieve their ATBS.
- Support the Unam'ki cohort in completing requirements toward the ATBS

5. Work to develop partnerships with communities, Aboriginal organizations, Chiefs and other leaders that lead to the infusion of apprenticeship and trades certification priorities into their business and community development plans.

Proposed Activities

- Educate leaders to develop an understanding of the link of employment and training to self and community sustainability
- Develop relationships with Chiefs, CEOs, NEOs, Case Managers and Housing Directors and create regular opportunities to meet.
- In partnership with a FN Community, plan and coordinate a one-day CEO-Housing Directors' Workshop: Community Capacity Building Through Apprenticeship
- Encourage participation from leaders on the JRA training committee.
- Work in partnership with leaders to adopt and support robust procurement policies.
- In partnership with METS and APTEC, offer apprenticeship PD sessions.

How will we know we have made a difference?

- Information, resources, programs and services are available in Mi'kmaq and English to support organizations that want to create awareness and educate about skilled trades careers.
- More Aboriginal youth and adults have meaningful opportunities to learn about and experience potential skilled trades careers.
- More employers and labour halls, both through the Band and in Nova Scotia at large, choose to hire and train Aboriginal apprentices.
- More Aboriginal mentors are available to support the success of those entering into apprenticeship agreements.
- 10-20 certified Aboriginal tradespersons will have obtained the ATBS
- All Aboriginal apprentices work and train in affirming environments and receive the supports needed to complete their program in a timely manner.
- Supporting apprenticeship becomes a way of doing business for First Nation Bands and aboriginal organizations.
- Business and Community contain apprenticeship and trades certification priorities.

Strategy Snapshot

