

Solutions to the Labour Shortage ... Aboriginals

The employee shortage in Canada is having a big impact on employers. They are beginning to feel the pinch and scrambling to find qualified workers. Something needs to be done.



This is just the beginning. By the year 2016, it is predicted the employee shortage will peak and there won't be enough employees in the workforce to fill labour needs. Saskatchewan is in an interesting place, having the largest percentage of youth in Canada. Many of these young people are aboriginal. How can we help the young aboriginals enter the workforce and fill labour force gaps? In each of our workplaces there is something we can do.

- ◆ **Create the environment.** Work on eliminating the negative stereotypes of Aboriginal people. We need to make sure the thoughts going through our minds don't come out in prejudicial ways. This means taking a firm stand on racial jokes and comments.
- ◆ **Reach out.** Not everyone is going to come walking through your door. You can go to the Aboriginal Canada Portal website <http://www.aboriginalcanada.gc.ca> and follow the employment links to General Programs and Services for Aboriginal People. You can also look up the First Nations and Inuit Youth Employment Strategy, or the Assembly of First Nations; call them to see what programs are available.
- ◆ Do better than "revolving door" employment equity. **Ensure all employees are treated equally.** Do not give preferential treatment to any employee or group. People tend to stay if they're treated respectfully.
- ◆ **Foster respect.** Individuals do not want to be integrated; they want to be respected for who they are and what they believe in.
- ◆ Provide **mentors/coaches** to help new employees reach a comfort level at work. The quicker they feel they fit in and know the ropes, the better their work results will be.

On the employment front we can all make a difference!

Quick Meeting Icebreaker . . . A Penny for Your Thoughts

Give a penny to each one in the group. As you go around the room, ask each one to look at the date on the coin, then tell something about what (s)he was doing that year.

It's quick, fun and unexpected. Everyone gets an opportunity to speak without being stressed, and some interesting things can be learned about others in the group. When it's done, everyone will be primed to continue participating in the main meeting or workshop.



W Mitchell

—*featured speaker*—

W Mitchell is an expert on responsibility, change and renewal. He has reached a unique understanding, through personal experience, of how to deal with change. Having overcome near fatal burns and later, paralysis from an airplane accident, two life threatening – and life changing – experiences, he talks to groups about the possibilities of the human mind and spirit.

"Mitchell shows you how to turn your defeats into challenges and your challenges into victories."
—Former Congresswoman from Colorado

Call us at 800-303-2315 to bring Mitchell's inspiration to your organization.

Quotes

"First and foremost, we need to engage First Nations and Métis people like never before."—*John Hopkins, Regina & District Chamber of Commerce*

"When you see that there is 40% unemployment amongst First Nations . . . First Nations are the obvious answer to our labour shortage."—*Brad Wall, Saskatchewan Party Leader*

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