

Representative Workforce Strategy “CHECK LIST” for Demand Side and Supply Side Deliverables to *Prepare the Workplace and Workforce*

Demand Side - Employers <i>Help to prepare the workplace for the potential to become representative through the following:</i>	Supply Side - Aboriginal Community <i>Provide the leadership to help prepare their community to respond to employment and economic opportunities.</i>
Employers’ role is to assess the workplace cultural composition (workplace audits) to identify potential ‘barriers’ that may prevent the successful integration and retention of Aboriginal hires.	Aboriginal people acquire the knowledge and skills needed to take advantage of job opportunities.
Conduct, workforce audits that provide information on the skill requirements and employment needs that can be shared with the Aboriginal community.	Aboriginal community upholds formal learning and education, encouraging youth to achieve skills and knowledge required to meet labour demand.
Assess workplace culture attitudes, management values, reward systems, working conditions.	Aboriginal community is responsible for the results of the education & training provided to their youth by providing an integrated infra-structure that can deliver quality learning experiences which meet or exceeds the standards of the non-Aboriginal community.
Establish a positive working environment through myth and misconception training.	Aboriginal community recommends positive change in the area of curricula to ensure performance standards are established, monitored and implemented in on and off reserve schools enabling Aboriginal youth to receive an education that makes them competitive.
Examine approaches that will eliminate disparity and achieve the goal of an equal playing field. This means reviewing policies and practices (operational, procurement, hiring, collective agreement) to ensure they do not give an unfair advantage to one community over another in employment and economic opportunities. <i>Examples:</i> a) <i>develop and implement Aboriginal critical factors into job descriptions</i> b) <i>hiring at all levels not just entry level</i>	Supply Side – Education and Training Institutions Education institutions identify and remove potential barriers to ensure Aboriginal people acquire the knowledge and skills they need to be competitive in the labour market.
Demand Side – Unions Develop resolution mechanisms in collective agreements.	
Unions collaborate with employers to identify critical factors for Aboriginal employees to integrate successfully in the workplace.	
Unions identify what formal collective agreement language is needed to support the Representative Workforce Strategy and its principles.	

For more information, contact the Aboriginal Employment Development Branch at (306) 787-6250 or visit our website www.fnmr.gov.sk.ca.



**Saskatchewan
Ministry of
First Nations and
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