



D R A F T (APRIL 2015)

FOR DISCUSSION PURPOSES
TERMS OF REFERENCE FOR STEERING COMMITTEE
ABORIGINAL SKILLED WORKER SUPPLY MEETS DEMAND
FROM CONSTRUCTION INDUSTRY

INTRODUCTION

Given the skills shortage in construction and the trades in Ontario, a concerted and collaborative effort needs to occur to harness the untapped Aboriginal population to steer and support the willing into construction and the trades. A new sustainable partnership between the construction industry, Aboriginal community and province of Ontario is required to increase the number of Aboriginal (First Nation, Metis and Inuit) people in construction and the trades in Ontario. The Aboriginal population can be found in urban, rural and remote communities and have an employment delivery structure funded through the federal government entitled Aboriginal Skills Employment and Training Agreement (ASETA) holders.

The Ontario apprenticeship stakeholder community consisting of private sector construction contractors, construction associations, unions, province of Ontario, training institutions and others can look to the Aboriginal population as one solution to filling the skills gap in construction and the trades. The ASEETAs have inventories of an Aboriginal workforce coupled with limited financial resources to support Aboriginal people enter the trades in construction. There is a need for ASEETAs to become part of the Ontario apprenticeship stakeholder community.

BACKGROUND

AABO was built from the ground up led by the Aboriginal community through the Aboriginal Human Resource Development Agreements (AHRDA) holders now known as Aboriginal Skills Employment and Training Agreements (ASETA) holders. The AABO website can provide additional information for your review at www.aabo.ca. The AHRDAs / ASEETAs have supported the LINK = Aboriginal Supply + Construction Demand concept that links skilled Aboriginal workers to the construction industry. The Ontario-based Aboriginal Apprenticeship Strategy supports such a concept in the Strategy's implementation plan. The LINK concept is a proven successful initiative that has been operating in other parts of Canada for over ten years.

NAME

The committee shall be known as the XXXXX Steering committee.

MISSION STATEMENT

The mission of the Steering Committee is to advise and support the development and operation of LINK and demonstrate the principles of transparency, trust commitment and collaboration leading to the Aboriginal supply side of skilled workers meeting the demand side from the construction industry.

STRATEGIC OBJECTIVES

The strategic objectives of the steering Committee are as follows:

1. Move and transition Aboriginal people into the construction workforce.
2. Promote progress toward the client assessment and recognition of skills for the Aboriginal people (i.e., First Nation, Inuit and Metis).
3. Promote the construction industry as an attractive career choice for Aboriginal people.
4. Advise on project human resource issues.
5. Improve communication and understanding of construction training and human resource issues among industry, cultural and employment agencies, governments and the public.

MEMBERSHIP

The Steering Committee shall be inclusive of all stakeholders identified as having impact on the strategic objectives of the LINK.

- Aboriginal Apprenticeship Board of Ontario (AABO)
- Aboriginal Skills Employment and Training Agreement (ASETA) holders in Ontario
- Construction Industry (contractors, associations, unions, non-unions etc.)
- Provincial Government
- Educational Institution
- Others (e.g., School Boards, Ontario Youth Apprenticeship Program – OYAP)

RESPONSIBILITIES

The primary responsibility of the Steering committee will be to:

1. Establish the goals and objectives that can be measured.
2. Provide overall direction to the operation.
3. Provide direction on actions to achieve sustainable growth and development of the XXXX Steering Committee.
4. Provide direction for the project administration and management.
5. Provide guidelines and strategies for assessment and evaluation for LINK.
6. Monitor the progress of LINK.

MEETINGS

The XXXX Steering Committee shall establish the frequency of meetings based on their determination of work to be done, but shall meet a minimum of four times a year. Meetings may be held in person or via teleconference. Operational activities will be managed by the implementing organization.

MINUTES

A summary record of advice, discussions, and recommendations will be provided for each meeting.

CHAIR

The Committee will be co-chaired with representatives from the Aboriginal community and Construction Industry respectively. The co-chairs will be selected by committee representatives with the AABO providing secretarial support to the Steering Committee.

RESOURCES

Participation on the XXXXX Steering Committee is on a volunteer basis. The different member organizations will be asked to host the meetings. The Aboriginal Apprenticeship Board of Ontario (AABO) is in the process of seeking funds to support the XXXX Steering Committee.