

# ABORIGINAL PARTICIPATION AND UPSKILLING INITIATIVE

Increasing the Labour Supply and Improving Employee Productivity



The Aboriginal Participation and Upskilling Initiative (APUI) will increase the productivity of Saskatchewan businesses by strengthening the skills of Aboriginal employees. It will help employers train and retain Aboriginal employees and help Aboriginal workers increase their skill sets and advance in the workplace. The two year initiative is sponsored by the Saskatchewan Labour Market Commission and funded by Human Resources and Skills Development Canada and the Saskatchewan Ministry of First Nations and Métis Relations.

## Training Supports for Employers: How They Work

- ◆ APUI will recruit employers in the Regina and Saskatoon areas.
- ◆ APUI will provide practical employer supports and tools to enhance the recruitment, retention, upskilling, and advancement of Aboriginal employees with low-skills.
- ◆ Training will be supported through the creation of Individual Training and Growth Plans with the assistance of a Workplace Coach. Assessments of essential workplace skills will be arranged and a custom training plan will be developed and implemented. Plans will be tailored to the unique needs of the low-skilled worker and their employer.
- ◆ The APUI will also arrange direct financial and other supports to implement the training and growth plan, including eligible costs of wages, wage replacements, and workplace-based training for Aboriginal employees.

## Workplace Learning Portal

As an additional support, APUI will create a web-based tool that will include:

- ◆ An Employer Supports Toolkit, including 'best-in-class' tools for Aboriginal recruitment, advancement and retention strategies.
- ◆ A means of outreach to Aboriginal people interested in upgrading and upskilling.

The initiative is open to all Saskatchewan employers. Priority will be given to small and medium sized enterprises. For further information contact the APUI manager toll free at 1 866 940 8081.



