

ASEP

Aboriginal Skills & Employment Partnership

What is ASEP?

The Federal Government created the Aboriginal Skills and Employment Partnership (ASEP) program in 2003 to meet a very real need: to increase Aboriginal participation in the Canadian workforce. Since that time, it's become clear ASEPs do so much more than connect Aboriginal people to training and jobs: they benefit Canada as a whole.



Aboriginal Skills Employment Partnerships: A program working for Canada.

FOUR THINGS YOU SHOULD KNOW ABOUT ASEPS:

1) ASEPs are practical programs getting tangible results

- Since 2003, ASEPs have **trained more than 18,000 Aboriginal people**. More than 6,600 are in long-term, sustainable employment today.
- ASEPs don't train people for training's sake: they exist to meet industry demand for labour. All ASEP funding supports training to employment programming and industry-driven commitment to real jobs.
- The supportive, job coach model – the key success factor for most candidates – has roots within ASEP.

"Partnership with Aboriginal communities, governments and strong training organizations is a critical ingredient to our success in developing skilled workers in Aboriginal communities close to our projects. With a 20-year mine life at our Snap Lake Mine, and our firm commitment to support the development of a northern workforce in the NWT, long-term stable funding for training partnerships is essential in ensuring Aboriginal people maximize the benefits of employment through economic development."

Ingrid Hann
Vice President Human Resources
De Beers Canada

2) ASEPs are generating revenue for the Federal economy

- More than **6,600 Aboriginal people have found long-term, sustainable employment** as a result of the ASEP program.
- By increasing levels of Aboriginal education and workforce participation to parity with non-Aboriginal Canadians, Canada's gross domestic product could increase by up to **\$401 billion by 2026**.
- In the above example, the net savings on social assistance, justice and housing, could be \$95 billion over the next 20 years.

"Our ability to support our global customer base is dependent on being able to build a solid workforce at home. The Aboriginal Aerospace Initiative – an Aboriginal Skills and Employment Partnership – is an integral part of our strategy, helping us to meet our workforce demands now and for the future."

Ian Smart
Senior Vice President, Airlines & Fleets
StandardAero

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History of ASEP

The Aboriginal Skills and Employment Partnership program helps Aboriginal people participate in the workforce and get the training they need to make the most of employment opportunities. ASEP projects respond to specific industry labour needs and receive investment not only from the Federal Government but from ASEP partners in Industry, training institutions and First Nations, Inuit and Métis communities. Bipartisan support for the program since 2003 has resulted in Federal Government contributions of \$200 million.

3) ASEPs are building capacity and leaving legacies

- **Partnership-building underpins the ASEP model.** For more than seven years, ASEP has been forging and facilitating positive and productive relationships between employers, educators and communities.
- Through the ASEP program, program partners are finding solutions to issues that affect Canada's ability to compete globally.
- ASEPs facilitate a win-win for Industry and Aboriginal communities alike, helping fill labour and skills shortages in provincial economies; increase knowledge, skills and ability within communities; and address long-standing examples of disparity in Aboriginal student outcomes and underrepresentation in Canada's labour force.

"We are looking for people who want to work. I like the fact you work with all communities and I really like the way the ASEP program comes across. I just get the sense we are working with professional people."

Lionel Dann
Human Resources Superintendent
Potash Corporation of Saskatchewan

4) ASEPs are filling labour shortages with Canadian talent.

- As baby boomers retire, labour shortages will result in a slow-down in economic growth, unless Canadian industry can meet its demands for qualified labour. By closing the gaps in educational attainment and workforce participation in a young and vibrant Aboriginal population, Canada's industry can continue to be globally competitive.
- Aboriginal communities provide an opportunity to shift focus away from labour retention strategies targeting baby boomers and immigration; ASEPs provide a **well-organized, results-driven program** to help Canadian industries meet their business needs, right here at home.

ASEPs: Changing People's Lives

Howard Grant Jr.

Howard is 32 years old and a member of the Musqueam First Nation. Having worked as an unskilled labourer in the construction industry for all of his adult life, Howard realised he would always be one of the first to be laid off from a job site because he didn't have any credentials. He registered with VanAsep in October 2009, enrolling in the Heavy Equipment Operator training program in November. Howard successfully completed the training in February 2010 and is currently working for Peter Kiewit & Sons on Gateway Construction.