



Baakaakonaanan Ishkwaandemonan

Opening Doors for You

About the Project



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Through community discussions and conversations with partner organizations, the need to develop strategies to promote the benefits of hiring Indigenous people and Newcomers to local employers was identified. The Baakaakonaanan Ishkwaandemonan (pronounced "bah-kah-ko-nah-nun shkwahn-deh-monun") – Opening Doors for You project was launched to address this need. The project will focus on identifying current best practices and promoting existing resources available to employers to support hiring and retaining of Newcomers and Indigenous employees. Our team is committed to helping employers identify and access the knowledge and supports they need to make inclusive hiring choices.

Baakaakonaanan Ishkwaandemonan (BI) is a positive reinforcement pilot project that will reward employers for engaging with existing service providers and fostering an inclusive workplace. Employers that complete a certain number of tasks will receive recognition and will be provided with a visual identifier for a storefront window and/or a business website.

BI will be rolled out in two communities and will also include a media campaign across the LEPC area. The media campaign will highlight best practices and recognize employer champions who have demonstrated their commitment to hiring newcomers and Indigenous workers.

The goal of the BI project is to recognize the efforts made by employers to create inclusive workplaces and to encourage employers to understand the value and benefit to hiring newcomers and Indigenous job seekers.

Why should you participate?

All employers who participate in the program and achieve 5 or more points will receive the following:

- **Recognition on the LEPC website**
- **Recognition on Northern Policy Institute's website**
- **An opportunity to be featured in media campaigns**
- **Recognition on the LEPC's social media channels**
- **An opportunity to attend a public recognition event**
- **A window decal for your storefront window**
- **An e-decal that you can use in your media efforts**
- **Qualification for the Baakaakonaanan Ishkwaandemonan award**

How can you get involved?

If you're an employer in the Thunder Bay District Local Employment Planning Council area and would like to participate in the positive reinforcement project and be known as a welcoming employer, please sign up at:

openingdoors4u.ca/participate-now

If you have a success story or know of an employer you would like to see featured as an Employer Champion please get in touch with us at:

www.openingdoors4u.ca

Check out the "New this Week" section of the site for videos, featured service providers and articles all related to the positive initiatives occurring in Employment and Training for Indigenous Peoples and Newcomers alike.

Be an advocate for the Baakaakonaanan Ishkwaandemonan project; send an email to cmccraw@northernpolicy.ca for more information.

How does it work?

During the next four months we will be awarding employers 'points' for engaging in certain activities that make their workplaces more inclusive. If you collect 5 or more points, your business will be recognized as an inclusive workplace and will be eligible for multiple benefits.

How can you get points?

If you choose to participate in the BI project, you will be contacted by project staff 1 month after your initial registration. At this time, the staff will ask you which of the following activities you completed in order to tally points. The staff will also work with service providers to track your participation. You will be able to track the activities you have completed online at:

openingdoors4u.ca/self-report-tool

Points	Activity
1	Contact a service provider to learn more about their services
2	Use any of the services offered by a partner service provider
1	Meet with an Employer Champion to learn about their methods for creating an inclusive workplace
3	Attend a workshop hosted by a service provider or Baakaakonaanan Ishkwaandemonan project staff
1	Post a job on Magnet that is targeted towards Indigenous/newcomer job seekers
3	Hold cultural sensitivity training in your workplace
5	Hire a newcomer/Indigenous person
5	Retain the Indigenous/newcomer worker for longer than 4 months
2	Access an Indigenous or newcomer Skilled Inventory Pool

Below is a list of service providers who have participated in the creation of Baakaakonaanan Ishkwaandemonan.
Together we can become a stronger, highly skilled and aligned workforce
 with evidence based planning and decision making. If you haven't already heard of or worked with the organizations below, give them a call so they can ensure all of your employment needs are being met.

Participating Organizations

Anishnabek Employment and Training Services (AETS)

Phone: 1-800-870-AETS(2387)
 Website: www.aets.org

Kiikenomaga Kikenjigewen Employment and Training Services (KKETS)

Phone: 1-888-688-4652
 Website: www.kkets.ca

March of Dimes

Phone: 1-807-345-6595 (Thunder Bay Office)
 Website: www.marchofdimes.ca

Northwest Employment Works (NEW)

Phone: 1-800-465-3935
 Website: www.northwestworks.ca

Oshki Pimache-O-Win

Phone: 1-866-63-OSHKI (67454)
 Website: www.oshki.ca

PARO for Women's Enterprise

Phone: 1-800-584-0252
 Website: www.paro.ca

Professions North

Phone: 1-866-210-3020
 Website: www.professionnorth.ca

Réseau Du Nord

Phone: 1-888-248-1712
 Website: http://reseaudunord.ca/fr

Thunder Bay Community Economic Development Commission (CEDC)

Phone: 1-800-668-9360
 Website: www.thunderbay.ca/CEDC

Thunder Bay Multicultural Association

Phone: 1-866-831-1144
 Website: www.thunderbay.org

YES Employment Services

Phone: 1-807-623-0768
 Website: www.yesjobsnow.com/

Confederation College – Regional Workforce Development

Phone: 1-807-475-6215
 Website: www.confederationc.on.ca/

Metis Nation of Ontario

Phone: 1-807-624-5025
 Website: www.metisnation.org

Nokiiwin Tribal Council

Phone: 1-807-474-4230
 Website: www.nokiiwin.com/

North Superior Workforce Planning Board

Phone: 1-888-800-8893
 Website: www.nswpb.ca

Northern Policy Institute

Phone: 1-807-343-8956
 Website: www.northernpolicy.ca

Ontario Native Women's Association

Phone: 1-807-623-3442
 Website: www.onwa.ca



We would like to thank the following LEPC Working Group partners for their participation and support for this project.

Thank you. Merci. Miigwetch.

Indigenous Peoples and Communities Working Group

Anishnabek Employment and Training Services
 Confederation College – Regional Workforce Development
 Kiikenomaga Kikenjigewen Employment and Training Services
 March of Dimes Canada – Northwest Region
 Métis Nation of Ontario
 Nokiiwin Tribal Council
 Northwest Employment Works
 North West Local Health Integration Network
 Ontario Native Women's Association
 Oshki-Pimache-O-Win Education and Training Institute
 YES Employment Services

Newcomers Working Group

Anishnabek Employment and Training Services
 Lakehead University – Multicultural Centre
 PARO Centre for Women's Enterprise
 Professions North/Nord
 Réseau Du Nord
 Thunder Bay Community Economic Development Commission
 Thunder Bay Multicultural Association