



# Baakaakonaanan Ishkwaandemonan

Opening Doors for You

**About the Progam**





# Baakaakonaanan Ishkwaandemonan

## Opening Doors for You

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 program was launched to address this need. The program focuses 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 program 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 highlights best practices and recognize employer champions who have demonstrated their commitment to hiring Newcomers and Indigenous workers.

**The goal of the BI program 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**
- **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 program and be known as a welcoming employer, please sign up at:

**[openingdoors4u.ca/participate-now](http://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](http://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 **[communityliaison@nswpb.ca](mailto:communityliaison@nswpb.ca)** for more information.

## How does it work?

The BI program awards 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 program 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](http://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.

### Program Partners

#### **Anishnabek Employment and Training Services (AETS)**

Phone: 1-800-870-AETS(2387)  
Website: [www.aets.org](http://www.aets.org)

#### **Confederation College – Regional Workforce Development**

Phone: 1-807-475-6215  
Website: [www.confederationc.on.ca/](http://www.confederationc.on.ca/)

#### **Kiikenomaga Kikenjigewen Employment and Training Services (KKETS)**

Phone: 1-888-688-4652  
Website: [www.kkets.ca](http://www.kkets.ca)

#### **March of Dimes**

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

#### **Metis Nation of Ontario**

Phone: 1-807-624-5025  
Website: [www.metisnation.org](http://www.metisnation.org)

#### **Nokiiwin Tribal Council**

Phone: 1-807-474-4230  
Website: [www.nokiiwin.com/](http://www.nokiiwin.com/)

#### **Northwest Employment Works (NEW)**

Phone: 1-800-465-3935  
Website: [www.northwestworks.ca](http://www.northwestworks.ca)

#### **Northern Policy Institute**

Phone: 1-807-343-8956  
Website: [www.northernpolicy.ca](http://www.northernpolicy.ca)

#### **North Superior Workforce Planning Board**

Phone: 1-888-800-8893  
Website: [www.nswpb.ca/lepc](http://www.nswpb.ca/lepc)

#### **Ontario Native Women's Association**

Phone: 1-807-623-3442  
Website: [www.onwa.ca](http://www.onwa.ca)

#### **Oshki Pimache-O-Win**

Phone: 1-866-63-OSHKI (67454)  
Website: [www.oshki.ca](http://www.oshki.ca)

#### **PARO for Women's Enterprise**

Phone: 1-800-584-0252  
Website: [www.paro.ca](http://www.paro.ca)

#### **Professions North**

Phone: 1-866-210-3020  
Website: [www.professionsnorth.ca](http://www.professionsnorth.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](http://www.thunderbay.ca/CEDC)

#### **Thunder Bay Multicultural Association**

Phone: 1-866-831-1144  
Website: [www.thunderbay.org](http://www.thunderbay.org)

#### **YES Employment Services**

Phone: 1-807-623-0768  
Website: [www.yesjobsnow.com/](http://www.yesjobsnow.com/)

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

### 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



This program is funded in part by the Government of Canada and the Government of Ontario

