

MAHSI

Manitoba Aboriginal Health & Safety Initiative

Spring 2015

Project Update

MAHSI is now in the Development Phase. We are pleased to announce that, during this phase, we have created the MAHSI logo (a turtle) and website, and have designed and are developing the Online Learning Centre (OLC). As well, we are completing development of the *Safety Essentials Course*.

The turtle was chosen as the MAHSI logo, as it symbolizes Mother Earth, and signifies good health and long life. Once the logo was created, we completed the initial website design; the website went live in February.

After the website went live, the project team focused their energies on the design and development of the *Safety Essentials Course*. Although developed primarily for Aboriginal workers, this course can be taken, and is encouraged to be taken, by anyone who wants to learn not only about the essentials of health and safety, but also about Aboriginal Culture and Traditions as they relate to health and safety.

The course focuses on health and safety rules and knowledge that all workers in any workplace should know. It is being designed in 6 modules. When successfully completed, participants will each receive a Certificate of Completion.

We are planning to have the course developed and tested by early Fall 2015. Once testing is complete, the course will be available on the MAHSI website.

Development of the Online Learning Centre

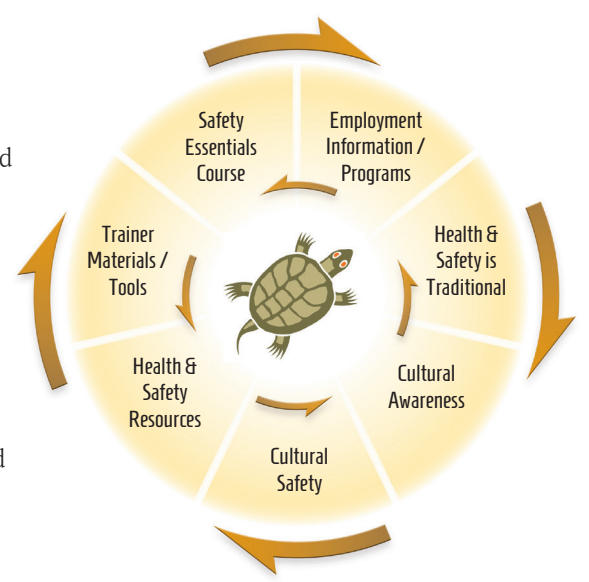
In addition to the *Essentials of Health and Safety Course* there are 6 other resource areas being developed on the Online Learning Centre (see attached diagram). The 6 areas are:

- Employment Information/Programs*
- Health & Safety is Traditional*
- Cultural Awareness*
- Cultural Safety*
- Health & Safety Resources*
- Trainer Materials/Tools*



Centre for Aboriginal Human Resource Development - CAHRD -

ONLINE LEARNING CENTRE



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For more information visit our website at www.cahrd.org





MAHSI

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The Online Learning Centre is where you will find resources from stakeholder groups. You can also request to have resources from your organization added here. We will be updating the Online Learning Centre over the next few months. Please check the MAHSI website if you:

- *Would like details on how to use the resources that are available on the Online Learning Centre.*
- *Are a project stakeholder and would like some of your resources to be made available on the Online Learning Centre*

We plan to have the Online Learning Centre fully operational by fall 2015.

Sustaining the MAHSI

During the 2 year project phase the Project Steering Committee (PSC) has provided direction and support for the development of the project. Following the end of the project phase and project funding in December 2015, plans are being developed to sustain MAHSI. The current plan is to transition the current PSC into a Community Sustainability Committee (CSC), which will become active in January 2016.

The purpose of the CSC will be to support and coordinate activities that will maintain MAHSI and its Online Learning Centre following completion of the WCB grant project period. Current members of the PSC may become part of the CSC, and additional stakeholder members will be added.

Further updates regarding sustaining the MAHSI will be provided in upcoming newsletters and on the website.

Richard Nordrum, MAHSI-Project Manager



Your project. Our expertise. Common ground.

Training System Overview

Dumas realizes the importance of giving back to the communities in which we operate; we believe this is best accomplished through training opportunities that may provide long-term, gainful employment in the mining industry. To this end, we recognize that training is only half of the equation, and that to be truly effective such programs must be supplemented by opportunities for meaningful employment. Our practice is to follow through by offering jobs to those who successfully complete the required training.

We have successfully implemented local hiring and training programs in Canada, which provide tangible economic benefits to individuals and the overall community through increased employment, as well as providing a source of quality, well-trained local labour.

As a Canadian-based, international company, the roots of our local training philosophy comes from our extensive experience in, and commitment to, ensuring economic and community development for the First Nations people in Canada.

The following highlights our successes in the implementation of local hiring and training programs in North America:

Dumas Contracting Ltd has been facilitating Aboriginal training schools at the Goldcorp Dome Mine in Timmins, Ontario and AuRico Young-Davidson Mine in Matachewan, Ontario for almost two years. We have one instructor overseeing six trainees per session for a 16-18 week period. This is in recognition of the fact that people learn new skills in variable time frames, so this will depend on the group and the assessment by the instructor. This training is done in partnership with the Aboriginal Bands, Government, Dumas, and Dumas clients.

Crowflight Minerals Bucko Lake Mine Project (2008 Northern Manitoba): Dumas worked in partnership with the Northern Manitoba Sector Council and University College of the North (UCN) to implement a 24-week Common Core Mining program to train local Aboriginal people for mine employment. In consultation with local communities, we selected nine First

Nations residents from Wabowden, Cross Lake, and Snow Lake, all of whom successfully completed the program and graduated in May, 2009. All nine secured full time employment at the Bucko Lake mine, and the program received praise from both the Manitoba government and UCN.

First Nations Employment: San Gold Rice Lake Mine Project (2008 Rice Lake, Manitoba): Our vision for developing Aboriginal partnerships aligned perfectly with San Gold's "procurement starts at home" philosophy. We worked closely with the Métis and First Nations communities in the surrounding area to develop an ambitious recruitment and training plan. As a result, 50% of the labour force required for this project was drawn from their members.

Roger Belair, Director, Health, Safety & Environment, Dumas Contracting



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MANITOBA
CONSTRUCTION
SECTOR COUNCIL

Aboriginal Youth and Trades

Manitoba Construction Sector Council developed a video to demonstrate the correlation between traditional Aboriginal cultures and construction. The video shows parallels between beadwork and electrical wiring, drumming and carpentry, traditional painting and house painting. Similar to traditional Aboriginal lifestyles, construction is often nomadic. Construction workers are required to travel to their work, similar to traditional Aboriginal lifestyles where hunters and gatherers had to follow the herds.

Manitoba Construction Sector Council will use this video at career fairs, construction expos, schools and community agencies across the province, to ignite interest in construction careers. There are opportunities for employment in construction across the province including the building of our many roads, homes and commercial buildings.

Each of us has been put on this earth with a gift and a purpose. It is up to us to find our

passion and pursue our career goals. Manitoba Construction Sector Council hopes this video will attract our untapped labour pool of First Nations, Metis and Inuit people to construction. The video will be available in June on the Manitoba Construction Sector Council website at www.mbcsc.com

*Carol Paul, Executive Director
Manitoba Construction Sector Council*

"Cultural Safety and the Workplace"

MAHSI Aboriginal Content Coordinator Dr. Mark Ruml is excited to be presenting a paper related to the concept of "Cultural Safety" at the annual Congress of the Humanities and Social Sciences, held in Ottawa this year (<http://congress2015.ca>). His presentation, titled *Health and Safety is Traditional: Cultural Safety and the Development of an Aboriginal Health and Safety Initiative*, examines the concept of "Cultural Safety", introduced in 1990 by Irihapeti Ramsden, a Maori nurse from Aotearoa New Zealand, and its practical application in the Manitoba Aboriginal Health and Safety Initiative (MAHSI). The primary goal of the MAHSI is to provide

culturally appropriate workplace health and safety training for Aboriginal workers that will assist in preventing workplace-related injury and illness. The significance of cultural values and traditional teachings in the development and delivery of the Online Learning Centre will be highlighted.

Dr. Ruml's paper will be presented on a panel titled, *Traditional Indigenous Knowledge for Contemporary Life*. Papers in this panel examine Indigenous knowledge and its relevance and applicability in the contemporary context. Consistent with the theme of Congress 2015, all of the papers have strong policy implications. In addition to Ruml's paper, one of the papers discusses some of the proposals arising from a conference in which traditional healers and physicians came together to dialogue on how Western and Traditional medicine might work collaboratively, with the view to recommending how Canadian health systems and training should move in the future. A third paper reviews important challenges to the protection of Traditional Knowledge under current intellectual property regimes, demonstrating a series of inherent 'Catch-22s' to the protection and preservation of Traditional Knowledge nationally and internationally.

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