

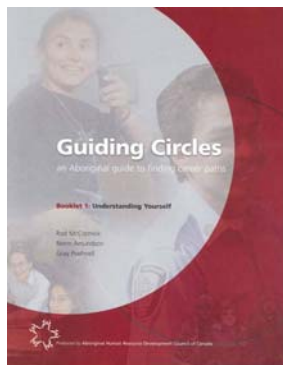
# Aboriginal Human Resource Development Council of Canada



**Guiding Circles: An Aboriginal Tool for PLAR ?**

## Agenda:

1. Who is the AHRDCC?
2. Overview of Guiding Circles Program
3. Activity “ My Favourite Things”
4. Guiding Circles for PLAR?
5. Wrap up & Draw for Guiding Circles Booklet



## **Background:**

**Established in 1998 as Canada's Aboriginal Sector Council and a pillar of the Aboriginal Human Resource Development Strategy.**

**Develop innovative employment solutions and labour market resources with private and public sector partners.**

**Mission: To see full participation of Aboriginal people in Canada's Labour Market.**

**Through our integrated mix of services including the Inclusion Network, Guiding Circles, Workshops, Sector Council partnerships, and pilot projects we pioneer new ways to increase employment and training opportunities for Aboriginal people.**



**Donna Cona Inc.**  
**Minister of State (Northern Development)**  
**Association of Canadian Community Colleges**  
**Minister of State (Human Resources Development)**  
**Métis National Council**  
**Native Women's Association of Canada**  
**Minister of Aboriginal Affairs and Northern Development, Gov. of Alberta**  
**Syncrude Canada Ltd.**  
**Weyerhaeuser Company**  
**Procter and Gamble Canada**  
**Minister of Education, Culture and Employment, Gov. of Northwest Territories**  
**RBC Financial Group**  
**Congress of Aboriginal Peoples**  
**Minister of Natural Resources**  
**Assembly of First Nations**  
**Canadian Labour Congress**  
**National Aboriginal Economic Development Board**  
**Inuit Tapiriit Kanatami**  
**Minister of Aboriginal and Northern Affairs, Gov. of Manitoba**  
**Minister of Indian Affairs and Northern Development**  
**Federal Interlocutor for Métis and Non-Status Indians, Gov. of Canada**  
**Minister of First Nations and Métis Relations, Gov. of Saskatchewan**

- **The Employment Gap**

- Tragic paradox of a **shortage of skilled workers** while at the same time there is a disproportionate number of Aboriginal people who are unemployed. We **need to find creative ways to engage Aboriginal people with the labour market.**

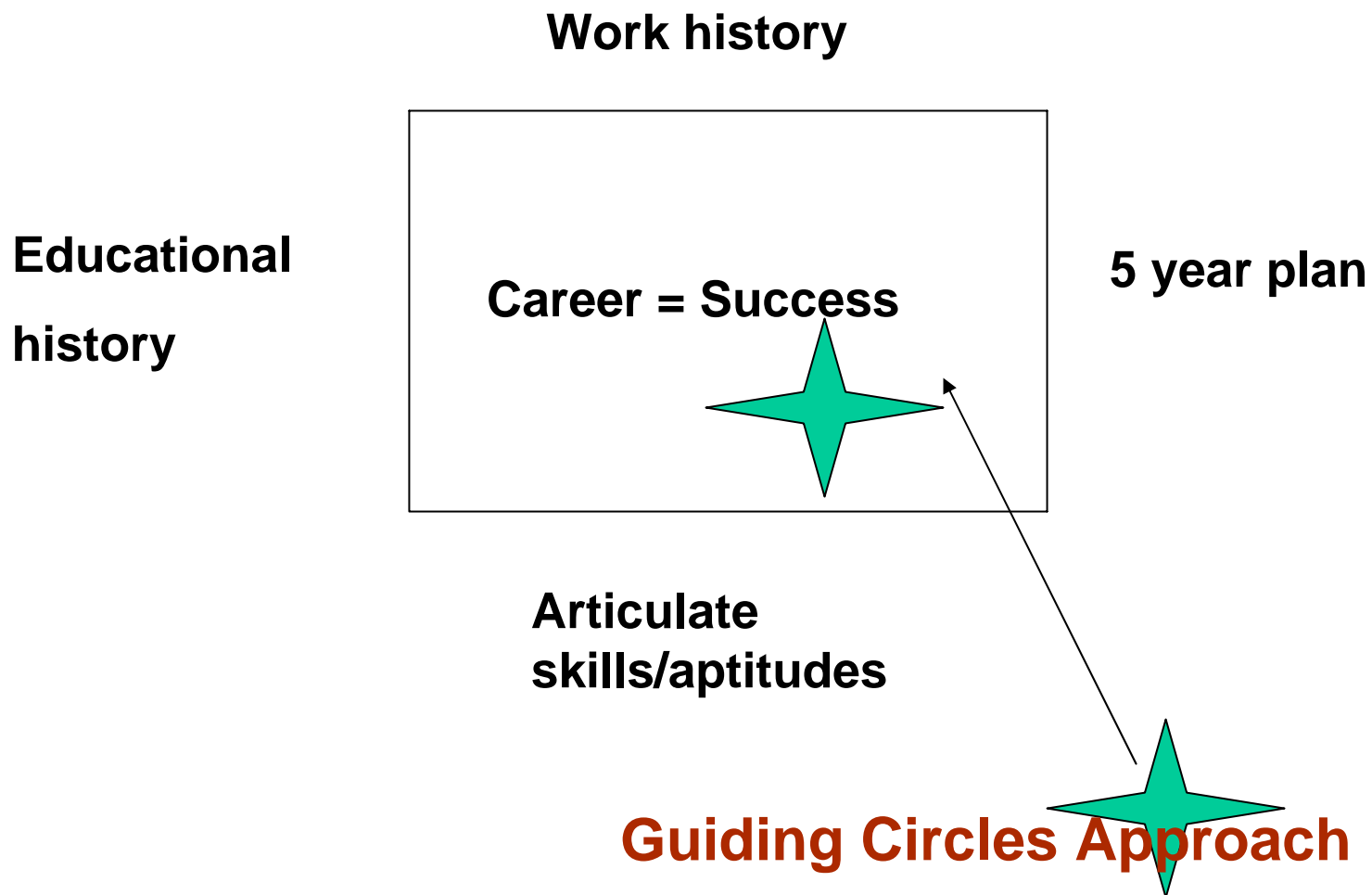
- **The Self Awareness Gap**

- There is a **lack of career awareness among Aboriginal people.** Many are **unaware of their career potential** because they do not know how to relate their life experiences to the world of work.

- **The Cultural Gap**

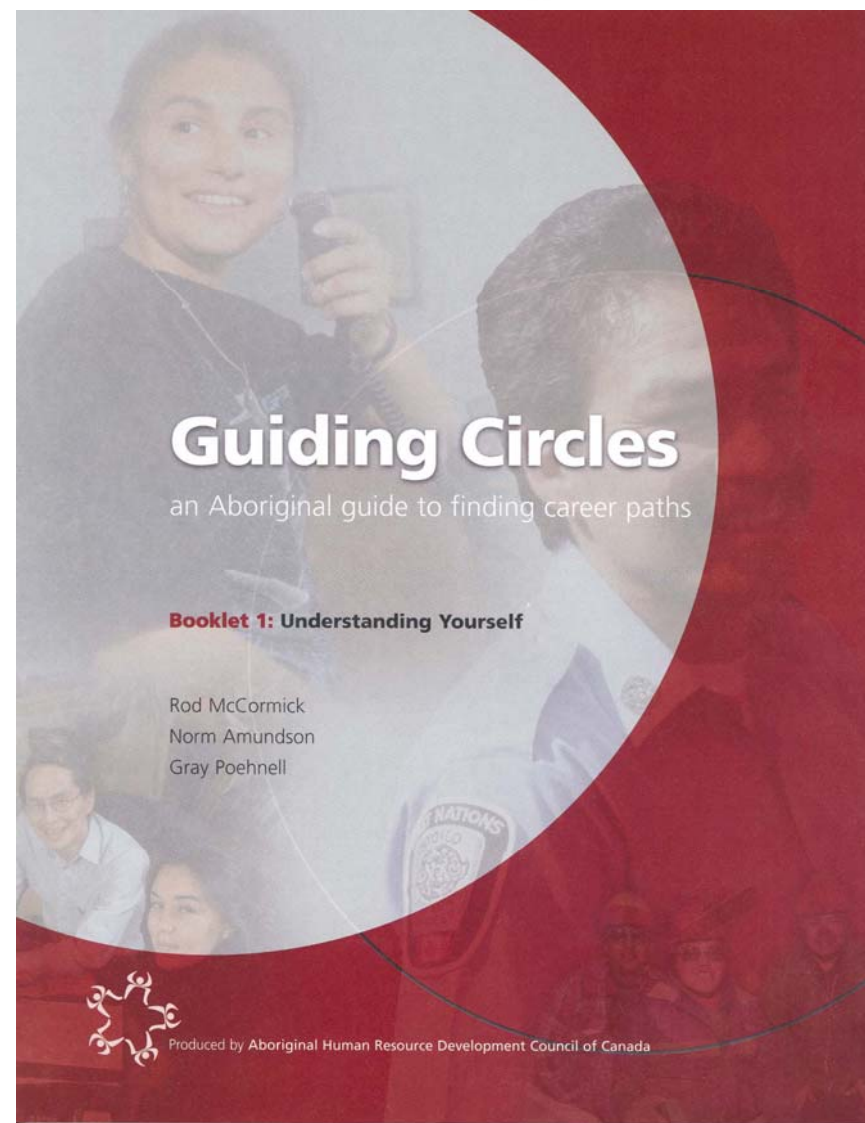
- Labour market studies have shown that **Aboriginal clients are twice as likely as “mainstream” clients to drop out of counselling after the first session.** The **lack of culturally sensitive counselling strategies** and tools has been identified as one of the major factors for this (McCormick & Amundson, 1997).

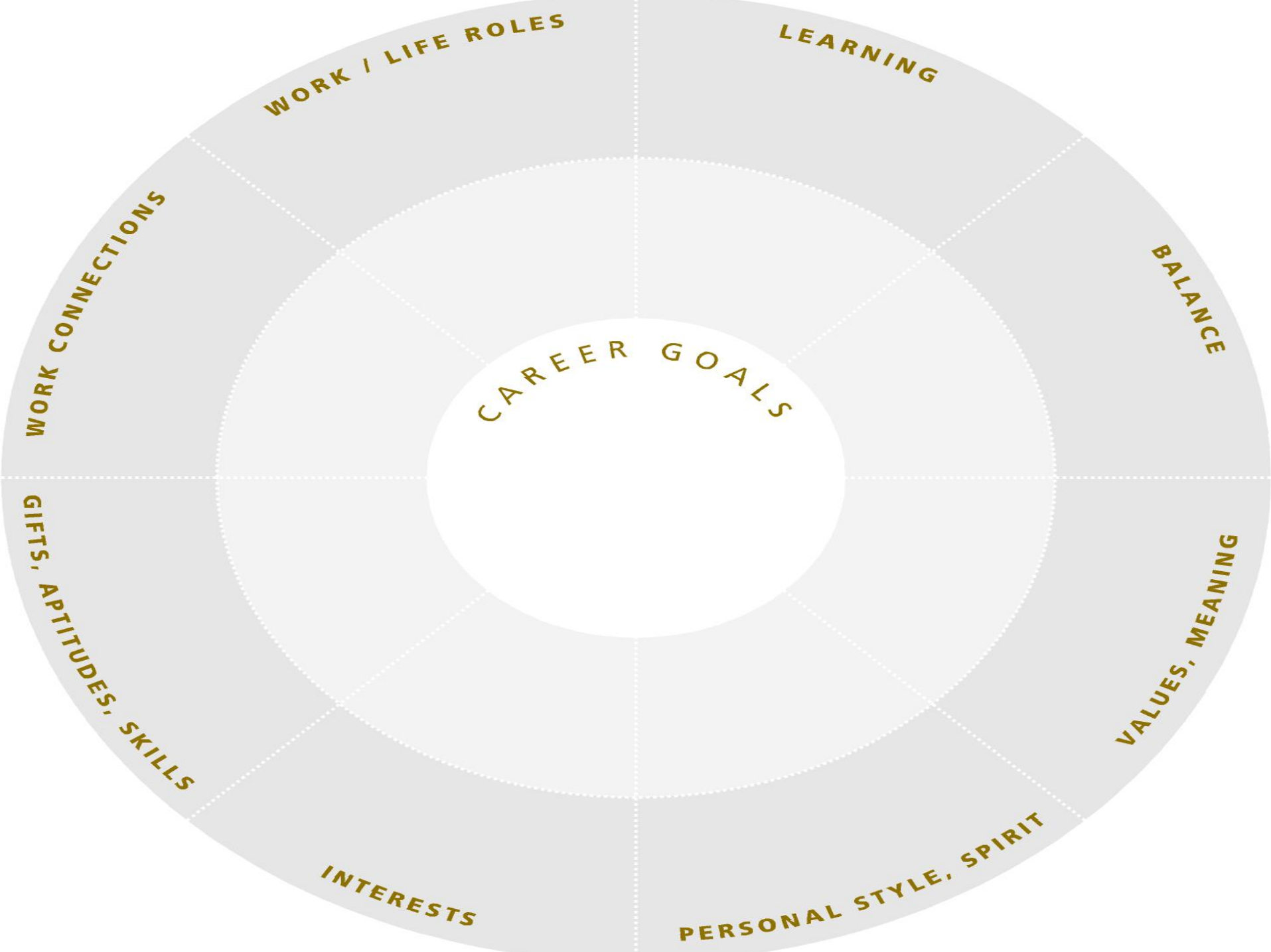
# Guiding Circles Program



## *Booklet 1: Understanding Yourself*

The individual takes a journey of self-discovery that contains a comprehensive self-portrait, incorporating personal interests, skills, values, personal style, work/life roles, learning experiences, work/life balance, and potential work connections.







## **Favourite Things Activity**

**Using a piece of paper, please answer the following:**

- 1. What are 12 things I like to do?**
- 2. How long since I last did each of these 12 things?**
- 3. Does it cost (\$) or is it free (F)?**
- 4. Is it planned (P) or spontaneous (S)?**
- 5. Do I do it alone (A) or with someone else (SE)?**
- 6. Does it involve Mind (M), Body (B), Emotion (E), Spirit (S) or a combination?**

# **Favourite Things Activity**

**Why would we ask for 12 activities?**

- **Opens the door for the practitioner to build relationship**
- **Gives a variety of experiences for starting points**
- **All are positive experiences for the individual; there are no wrong answers**
- **Builds the foundation for future follow up**
- **What do you think? Is Guiding Circles useful for your work?**

## REVIEW

- Activities **engage the client** at the point they are at in life
- Career Circle builds **multi-faceted review** of work and life experiences
- Promotes **Aboriginal traditional approaches** to career development (storytelling, involvement of community)
- Flexible**: used in current programs, in a variety of activity combinations, or as a new approach & suitable for multiple clients
- Innovative**: helps the client to take a new look at hobbies, favorite activities to find patterns to translate into career characteristics
- Practical**: looks at the reality of life and struggles of clients to build a workable career plan

## Guiding Circles Testimonials

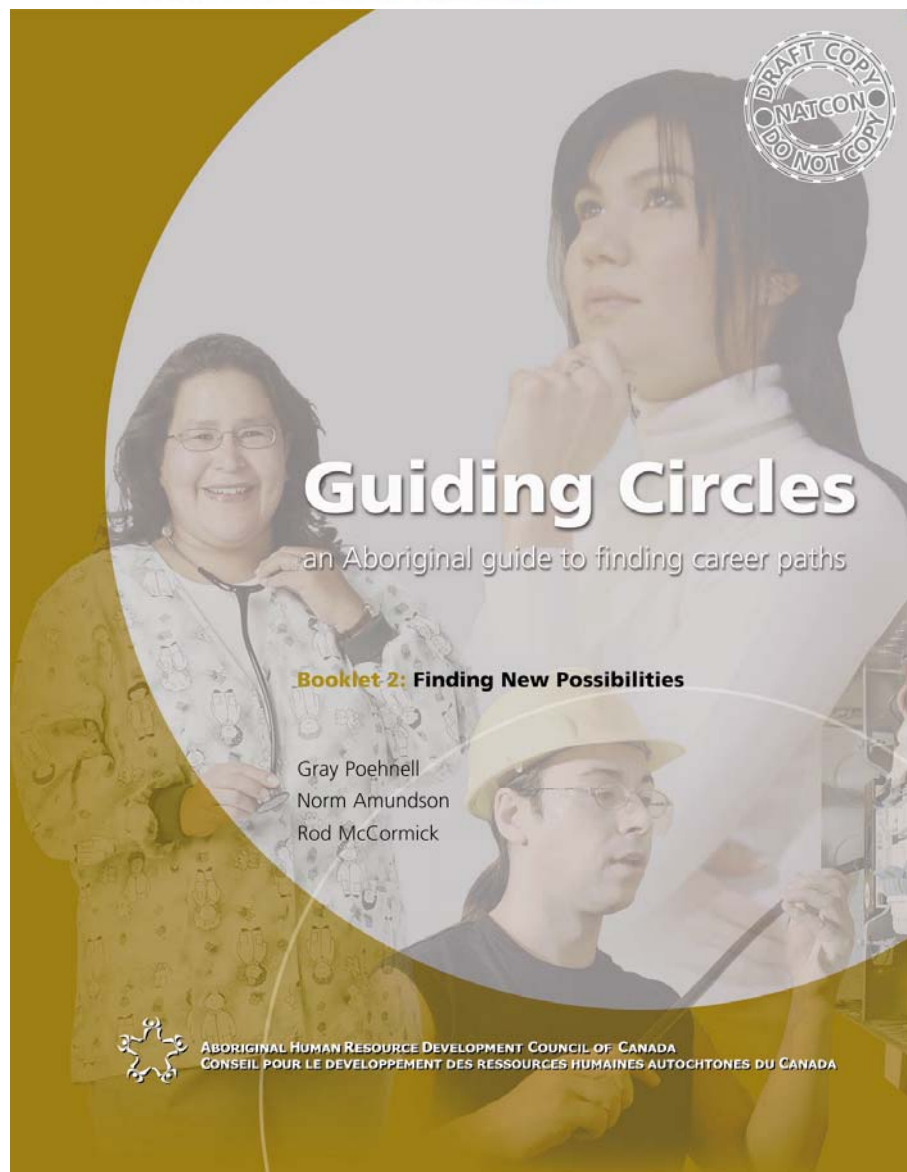
"It really opened my eyes to see unthreatening ways to reach defensive, closed clients", Kathleen Paradis, Kootney Region Métis Association

" It is very client centered NOT process centered. Guiding Circles is the first tool that I have seen that helps guide a multi-barrier client to self-awareness. It keeps the individual involved and gives the control and hope back to them." Silvia Buchanon, Youth Employment Services

"This workshop opened a window of insights, supported by real-life experiences. It provides the "hands-on" tools to immediately apply in your work environment and community. Thank you." Debby Donovan, Northern College of Applied Arts & Technology



**Yo! The GC Book  
Gotta Take a look  
Yeah, it helps me see  
It's okay to be me  
It's a real cool tool  
Says ya gotta stay in  
school**



## *Booklet 2: Finding New Possibilities*

The journey continues by conducting in-depth career exploration and decision making. Career directions are established which address the challenges on possible paths.

**“Cherish your visions and your  
dreams, as they are the children of  
your soul, and the blueprints of  
your ultimate accomplishments”**

**Thank you & enjoy your conference!**

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AHRDCC**

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or www.ahrdcc.com**