

Meet people where they're at and help build them up.

It's a refrain that bears repeating. Too often, Corporate Canada expects candidates to be where they want them to be, instead of investing in building people up and opening opportunities to grow and develop.

At Raise, we're creating a better world through work, which involves creating equitable programming that opens meaningful opportunities for systematically-excluded people. And, as a non-Indigenous company operating on traditional Indigenous territories, we have a responsibility and an accountability to solidify relationships with and open opportunity for Indigenous peoples across Turtle Island.



Raise's Indigenous Recruiter Training Program (IRTP) does just that.

Having been in recruitment for over 65 years, we identified a large gap in representation and opportunity for Indigenous peoples in our industry.

As part of our Reconciliation journey, and working with Indigenous nations across Canada, we've built an experiential training and employment program to train and employ Indigenous recruiters at our company.

Program benefits for candidates

- ✓ Full time, remote roles paid a living wage with benefits, bonus structure, and unlimited vacation.
- ✓ Trainees are fully supported by a dedicated double mentorship approach through to certification.
- ✓ Employees are fully incorporated into and trained into our self-managed working environment and culture at Raise. Self-management is a non-hierarchical, empowering, and inclusive organizational structure that favours collective and diverse decision-making, increased psychological safety, radical freedom and radical responsibility.

Program benefits for client partners

1

Greater access to Indigenous candidates for your roles. Indigenous representation on recruitment teams is extremely rare and is one of the main causes of lack of candidate engagement in Indigenous communities. Indigenous folks need to see themselves represented in the recruiters reaching out to them, so our program allows your roles to reach a broader Indigenous audience.

2

Building trust with Indigenous communities. Partnering with us, and having Indigenous recruiters working on your roles, signals to Indigenous communities that you take the work of equity and inclusion seriously and helps build brand credibility with Indigenous communities.

3

Building greater equity and inclusion in your supply chain. Partnering on employment programs with Raise enables us to hire more Indigenous recruiters into this life-changing role, which in turn, opens more opportunities for Indigenous folks in your supply chain.

Looking beyond the resume

The traditional recruitment and job application most often does not tell someone's whole story, so for this program we consulted with Indigenous consultants and communities to build a custom recruitment process that honours Indigenous ways of knowing, speaking, and gathering experience, and allows these attributes to shine through. Instead of asking for a resume as a screening tool, we instead built a series of questions to screen applicants for the needed recruitment skills: namely, team-orientation, learning agility, pace, sociability, professional and growth mindset.

Mentorship and support

Aside from recruiter career training, the program has a unique double mentorship model: after training, recruiters are paired with a senior recruiter mentor to shadow calls, ask questions, and have continued focused guidance for the first 6-8 months on the job, as well as a mentor from outside their team to help foster connections and relationship building within our organization. Indigenous recruiters are also invited to our Indigenous Affinity Group ERG for Indigenous employees at Raise, which provides culturally-relevant support and community.



Talent our recruiters can connect you with:

- IT
- Engineering & Technical
- Skilled Trades
- Light/Heavy Industrial
- Marketing
- Human Resources
- Business Professional
- Financial & Accounting
- Administrative
- Customer Service & Call Centre

Founded in 1957, Raise is a family-owned organization with a long history of expertise in specialized recruitment, contractor management, and payroll service across North America.

We are the only staffing partner in North America that is a **Certified B Corporation and PAR Committed with the Canadian Council for Aboriginal Business (CCAB)**—this means we lead with a values-based service approach and meet comprehensive and rigorous third-party standards that measure our impact on employees, clients, community, and the environment.

Talk to Kate Siklosi to learn more about how you can partner with us on meaningful work opportunities.

Progressive
Aboriginal
RELATIONS **COMMITTED**

Canadian Council for
Aboriginal Business 

Certified



Corporation



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