ACR Aboriginal Programs Project
Program Template

Program Area:	1.0	Corporate Policy
Sub Program:	1.1	Building Commitment to Corporate Aboriginal Policies
Template:	**1.1.4**	**Aboriginal Relations Awareness Program**
Sponsor(s):	*AMEC Earth and Environmental* *A Division of AMEC Americas Limited*	

1. Objective

To enhance the value of AMEC services in an ever-changing market.

2. Description

The Aboriginal Relations Awareness Program was initiated because AMEC understands the importance of developing strong, long-term relationships, joint ventures and partnerships with Aboriginal businesses and communities. The program was designed to support AMEC's existing strengths, to familiarize a majority of our employees with the issues surrounding Aboriginal relationships, and to support the expansion of services in the marketplace. The program includes:

Phase 1 – internal sensitivity training

- Aboriginal diversity and culture
- Terms, populations, treaties, Indian Act, courts, land claims
- The present: decision making, impacts, statistics
- Royal Commission, self-government, relationships, status quo
- Interpersonal communications skills building

Phase 2 – AMEC Americas Limited

- Initiatives to pursue opportunities for business growth with Aboriginal businesses and governments – an AMEC Aboriginal Business Initiative has been launched
- Support for community development programs and business opportunities in consultation with Aboriginal communities
- Enhancement and expansion of existing business lines by adding Aboriginal capacities
- Strategies for becoming an employer of choice for Aboriginal professionals
- Enhanced communications with existing clients, potential clients and Aboriginal communities

By implementing the AMEC Aboriginal Business Initiative, AMEC is now prepared to provide a valuable service to natural resources and government clients by facilitating the development of

relationships with Aboriginal communities.

3. Implementation

Some of the key elements for implementation and management of this program are:

- Phase 1 training program is mandatory for staff
- Phase 1 training is one half-day workshop
- Training is limited to scheduling of staff time
- Human resources staff deliver the training program component

4. Timeframe for Results

Results of increased awareness occur within a short timeframe.

5. Measurable Criteria

- Increase in joint ventures and partnerships
- Expansion of services
- Appropriate stakeholder interventions during clients' regulatory applications

6. Budget

As of September 2005, more than 200 training hours and 300 program development hours have been recorded in the first phase of this project. The estimated investment for 100 employees is $100,000.

7. Partners and Sponsors

AMEC is the sole sponsor.

8. Experience with the Program

Since the program was implemented four years ago, there has been a substantial increase in project work in Western Canada and northern Canada. Approximately 100 employees attended the training program over a period of six months.

9. General Applicability

This program is generally transferable to other companies and industry sectors interested in raising awareness and understanding of the business case for building relationships with Aboriginal communities, people and businesses.

10. Additional Information or Support

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