

## **2015 ABORIGINAL PRIVATE SECTOR BUSINESS ECONOMIC DEVELOPER OF THE YEAR AWARD WINNER**

### ***Spirit Staffing & Consulting Ltd., AB***



Spirit Staffing & Consulting is a 100% Aboriginal woman-owned and operated business. As a Metis woman navigating the corporate world, President Janice Larocque experienced many employment issues based on stereotypes and misconceptions about Aboriginal employees. She became determined to dispel these myths and to help Aboriginal people advance within the workforce. As a result, Spirit Staffing & Consulting began operating in 1998, with the vision of becoming a reputable Aboriginal Employment Agency while working to reduce the discrimination that Aboriginal people face in the corporate job market.

Spirit Staffing & Consulting's vision quickly gained traction, and after only six months of being in business, they signed their first large contracts with CP Rail and Husky Energy. Today, Spirit Staffing & Consulting continues to support and promote the economic development of First Nation and Metis Communities by creating employment and training opportunities. They have been hand-selected as a preferred supplier by various large corporations for skills development, safety training, and management and recruitment of Aboriginal employees.

Spirit Staffing & Consulting fosters long term employment opportunities for local First Nation and Metis communities by providing customized training programs, employment placements, and career coaching and mentorship for job seekers. They also work to bridge partnerships between First Nation and Metis communities and Spirit Staffing & Consulting's corporate clients. These partnerships create job opportunities, ensure recruitment of local talent, create a means for community members to support their families without relocation, and ultimately drive community economic growth. Spirit Staffing & Consulting's flexible company structure allows them to adapt to each individual project, identifying gaps and designing unique processes to create win-win solutions benefitting both clients and communities.

Spirit Staffing & Consulting's subsidiary division, Fast Labour Solutions (FLS), was created in 2000 to focus on the industrial and safety training needs of their clients. FLS concentrates on placing general and skilled labour for the oil and gas, construction, environmental, manufacturing and transportation industries. As these types of placements often require specific safety training, FLS further expanded to include a fully certified safety training facility that offers 13 instructed courses and over 350 online courses.

In addition to helping increase Aboriginal representation in the work force, Spirit Staffing & Consulting emphasizes the Aboriginal integrity of their own organization. As such, 50% of Spirit Staffing & Consulting's internal staff and 33% of their contractors identify as Aboriginal. With a team of twelve people, and branches in Calgary and Edmonton, Spirit Staffing & Consulting is able to attract and retain Aboriginal employees for large-scale corporations across the province.

Spirit Staffing & Consulting is a recognized trailblazer and leader in promoting diversity. Their success can be seen with the people they have helped, the reputation they have built, and above all, the economic growth they have sparked within the communities they have supported. With Aboriginal people becoming one of the fastest growing populations within Canada, Spirit Staffing & Consulting's 17 years of experience and unique and effective approach will continue to position them ahead of competitors in the market.