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## Aboriginal Engagement

Control Tech is an equal opportunity employer; with leadership largely comprised of members of traditionally marginalized groups such as First Nations and Women. Our practice is to recruit and select candidates based on education, experience and skill sets, as they relate to the requirements of our business. As an employer headquartered in Northern Alberta, with other branches across northern Alberta and BC, we also realize that the local First Nations work force is rich with experience in the industry our business relies on. Control Tech maintains a consistent presence in local advertising; high traffic web sites such as Kijiji, AB and BC regional employment centers and newspapers. We always look for local talent and opportunities to become an involved and recognized employer of choice in the region, ultimately supporting our local communities through a variety of actions.

Control Tech is a member of the Canadian Council for Aboriginal Business. We strive to build partnerships and strategies that ensure that we are presenting job opportunities to a vast percentage of the available workforce, reaching under tapped talent pools and demonstrating our commitment to inclusiveness as a cornerstone of competitive advantage.

We have built a relationship with Rupertsland Institute, Metis Training to Employment Services in their Trades Work Program. This program aims to provide a combination of trades-related skill enhancement sessions, work experience placement, and job search skills to provide participants with the skills, knowledge, and attitudes required for long-term, stable employment in the trades. As an employer partner, we provide job shadow and work experience opportunities to help participants acquire first-hand knowledge regarding what it takes to be successful in the trade from individuals actually working in that field, observe the daily routine of an apprentice/journeyman, and gain insight into the specific skills require in the trade.

In our quest to continuously improve our efforts in building relationships with and attracting First Nations, we offer new hires the opportunity to identify with traditionally marginalized groups in the job market, in order to gauge our performance in this area. In 2016, all management and leadership roles will be encouraged or provided the opportunity to read the Alberta Government's publication - "Aboriginal Peoples of Alberta; Yesterday, Today and Tomorrow" as a part of our professional development initiatives. This publication provides an insight into the history of Alberta's different Aboriginal groups, the challenges and experiences for Alberta's aboriginal people in both urban and reserve / settlement environments, and common phrases in aboriginal languages and common misconceptions about aboriginal peoples. Even though this publication is based on Alberta's aboriginal people, we believe this can be of benefit in each our branch locations, encouraging company and team leaders to seek a greater understanding of the context this group of candidates, employees and/or contractors are coming from.

Control Tech is always seeking opportunities to connect with and learn from our local and aboriginal job market participants. Members of the Control Tech team attend the Peace River Pow Wow and have volunteered and sponsored Grande Prairie's National Aboriginal Day and annual Native Provincials. Our team looks to build relationship with First Nations interest groups; we currently have representation with the Grande Prairie Aboriginal Circle of Services (GPACOS). monthly meetings with other employers and agencies in the local area to strategically plan and strengthen the services for Aboriginal people in the area.

## INSTRUMENTATION & ELECTRICAL SERVICES

Instrumentation

Electrical

Automation Solutions