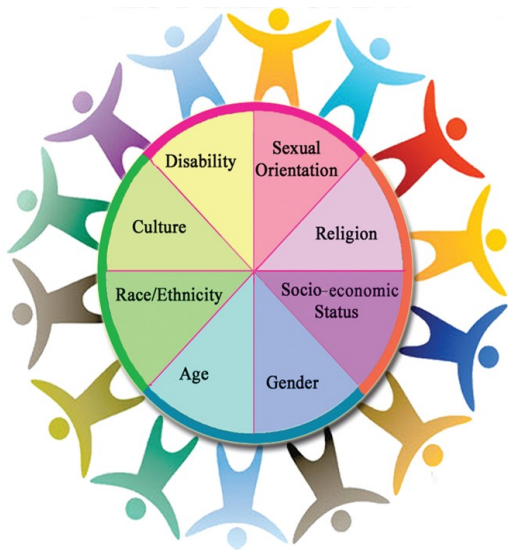


## Workplace Balance



At the core of the Balance in the Workplace curriculum is recognizing the need to diversify the current workforce by helping employees feel more comfortable working with underutilized groups. NBMAP's Balance in the Workplace helps participants to explore the misunderstandings and debunk the myths associated to some underutilized groups, in a safe environment, through interactive exercises and frank discussion.

Recognizing the need to diversify a workplace is one thing, but how do you get your existing workforce on board? This course will help learners feel more comfortable working with those who are different than them, through a genuine discovery of issues and exploration of practical strategies to enable teamwork across gender and ethnic lines.

**Class size: maximum 12. Session duration: 4 hours**

### Course philosophy

This is a highly interactive hands-on course with practical exercises and group discussions where participants learn from each other.

### Course purpose

The workforce is ageing quickly, and the industry is facing a skills shortage across Canada as the Baby Boomer generation retires, taking their knowledge

and experience with them. If these people retire with an average of 25 years of on-the job experience, that will mean a loss of 6,250,000 years of knowledge, skill and experience.

This is an amazing opportunity to diversify your talent pool.



### Learning outcomes

At the end of the course, participants will:

- ✓ gain a better understanding of what diversity is and its benefits for a workplace
- ✓ confront their own ideas/stereotypes of diversity
- ✓ learn strategies for successful integration of diverse groups in their workforce

## COURSE OVERVIEW

The need for diversity



What is diversity?



Underutilized groups



The challenges



The benefits



Tips and strategies

Conclusion

**"We welcome any person who wants to work hard. The women that we have on our team have been successful and bring different qualities; they are patient, safety-oriented and good with time-management which is key in our industry."**

Ralph Landers  
Insulator journeyman  
Regional General Manager (New Brunswick) Pro Insul

**"Breaking down barriers to employment for Indigenous people will ensure that everyone has a real and fair chance at success. Helping Indigenous people get the skills and training they need to find good jobs will help grow the economy and strengthen the middle class and help those working hard to join it."**

The Honourable Patty Hajdu  
Minister of Employment, Workforce  
Development and Labour