

# Partnerships for Success

*Government partnerships with positive outcomes for Indigenous people, businesses and communities*

## Roving Crews Program

Ministry of Highways and Infrastructure

Since 2006, the Ministry of Highways and Infrastructure has hired Roving Crews tasked with assisting in highway maintenance and construction during the summer months. Composed of Indigenous and other equity group employees, the crews provide job candidates with experience and training in all areas of highway preservation, and allow them to expand their knowledge and skills.

The motivation for the program was an overabundance of work, a desire to build a more inclusive workplace, and a need to recruit new employees to the ministry. In 2018, it was estimated that 40 per cent of the ministry's workforce would be retiring in 10 years. Saskatchewan's Indigenous communities were identified as having the fastest-growing young population in the province, and this untapped labour potential was considered when designing the program. Creating a crew made up of Indigenous and other equity group employees allowed the ministry's workforce to better represent Saskatchewan's diverse population.

The Roving Crews are assigned to work in areas where they are most needed, and typically work closely with other crews on routine maintenance, surfacing projects, culvert replacement, safety improvement and custom work for municipalities.

The program has been reintroduced every year since its inception, and has seen many candidates gain meaningful work experience and permanent employment. Since 2006, 159 employees have been admitted to the crews, all of whom are Indigenous. With many returning for a second year, experienced employees are able to provide continuity and mentorship for new candidates. A total of 26 employees have been offered permanent or term positions within the ministry, and an additional 39 have been given positive references for future permanent employment or employment within the private sector. Out of all participants, 40 per cent have received permanent employment, been offered permanent status, or received positive referrals with, "likely to re-hire" status.

The Ministry of Highways and Infrastructure has partnered with many organizations to successfully recruit candidates, including the Yorkton Tribal Council, Saskatoon Tribal Council, Battleford Industrial Career Centre and the Gabriel Dumont Institute. Supervisory and employee leadership, along with the support of the ministry's executive and management, is instrumental in the program's success.

For more information, [www.saskatchewan.ca](http://www.saskatchewan.ca).

**Produced by:** Ministry of Government Relations

**Source:** Ministry of Highways and Infrastructure

**saskatchewan.ca**

### Outcomes

Roving Crews Program:

1. Creates capacity and helps to relieve the glut in improvement projects.
2. Provides training and employment opportunities for Indigenous candidates.
3. Creates more inclusive and understanding work environments.

**Saskatchewan!**

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## Roving Crews Program

**159**  
employees since  
**2006**  
all of whom are  
**INDIGENOUS**

**40%**

have received  
**PERMANENT EMPLOYMENT**  
or  
**JOB REFERRALS**



Culvert Replacement



Maintenance



Surfacing



Safety Improvements

**2** crews with **12** employees in 2018

CREATES **MORE INCLUSIVE**  
WORK ENVIRONMENTS



PROVIDES TRAINING &  
EMPLOYMENT OPPORTUNITIES  
FOR INDIGENOUS PEOPLE



HELPS **FILL**  
LABOUR GAP



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