

CASE STUDY

Building a strong HR foundation to support an engaged workforce

ABOUT MANITOBA INUIT ASSOCIATION

The Manitoba Inuit Association (MIA) is the representative organization for Inuit beneficiaries living in Manitoba. It promotes Inuit values, community, and culture while connecting beneficiaries to services that meet their evolving needs.

WHY THEY CAME TO PEOPLE FIRST

In 2020, the global pandemic of Covid-19 had disproportionate impacts on Inuit living in Manitoba. MIA needed to build its capacity quickly to respond to the critical needs of the community. In order to build capacity, MIA recognized the importance of building a strong HR foundation that would recruit new team members, support employees, and foster an engaged workforce.

Having no formal HR experience or HR resources in the organization, MIA approached People First HR to partner with the organization to support them in building an HR foundation.

MIA has been partnered with People First HR since 2020 and recently, in April 2022, increased its monthly retained hours.



AT A GLANCE

Challenges

- Meeting critical needs in the community since the pandemic that require increased human resources and someone with specialized skills
- Growing organization and more complex operational demands
- No formal HR experience

Benefits

- Dedicated consultant
- Scalable support
- Established HR Foundation

CASE STUDY

Building a strong HR foundation to support an engaged workforce

HOW WE PARTNERED

MIA engaged People First HR to provide in-house HR support each month.

MIA's dedicated consultant works with the Chief Operating Officer and the Director of Programs and Services, to provide guidance and input on HR matters such as:

- Developing employee manual
- Developing and maintain job descriptions
- Selection support for admin and non-management positions – develop posting, post position, screen applicants, develop interview questions and take part in interviews
- Creating offer letter and employment agreement templates
- Assisting with orientation and onboarding of new employees
- Ongoing general employee relations
- Attending weekly management meetings

BENEFITS

Peace of mind

With a dedicated consultant, MIA's leadership team gains peace of mind knowing they have access to HR expertise, guidance and advice to help them recruit staff, support employee and meet important legislative regulations

Flexible support

Through a retained HR partnership, MIA has gained HR expertise, without having to manage the overhead of a full-time employee. As MIA's HR needs grew, the organization was able to increase its retained HR hours to meet its needs.

