



Resources

Indspire

Challenge #3: Create a solution that enables Indspire to effectively train and evaluate Regional Reps.

Indspire Regional Representatives across Canada have several roles:

- 1) Promote Indspire's programs at tradeshow, conferences, career fairs and information sessions.
- 2) Support students in the application process for Indspire's programs.

The student representatives are often past recipients of bursaries/awards/benefits of Indspire's programs. The maximum number of representatives they've had in the past is 150 at a time; Indspire currently has 90 representatives.

A challenge is training and evaluating the representatives and ensuring a certain consistent standard among student representatives and how they represent the organization. Currently, students are interviewed over the phone and receive training materials through PowerPoint and voice memos. They then receive a 30-45 minute support call where they are evaluated for job preparedness. Speaking and promotional engagements vary from 1-2 times per year up to 10 times annually. A representative's duties may vary: For example, some representatives only do outreach and not career fairs or trade shows.

Regional student representatives are not contracted, it is a voluntary position that they receive an honorarium for, depending on the amount of time they put in. Thus, money is not the primary incentive for being a representative. There are no significant changes in content presented by the representatives from year-to-year.

Student representatives are recruited via e-mail. Indspire finds it difficult to recruit student representatives for certain remote geographic areas. There is a high turnover rate of regional student representatives due to the short lifetime of a student in post-secondary education.

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Ideal Features:

- Accounts for different training needs
- Engaging for student representatives
- Consistent evaluation methodology
- Must account for variability of internet access in Indigenous communities

[Regional Rep Program Manual 2017-2018](#)

[Facilitator' Guide](#)

[Regional Rep: Information Recordings](#)

[Guide for Educators of Indigenous Students](#)

[Feedback Request from Representative](#)

[Feedback Request from Institution](#)