

# Blooming

## P R O G R A M

MENTORSHIP  
JOB SHADOWING  
WORK EXPERIENCE  
EMPLOYMENT



AECOM's Blooming Program strives to create relationships between Indigenous STEAM students (Science, Technology, Engineering, Arts, and Math) and AECOM through internships, mentorships, and post-graduation career opportunities. AECOM has various professional groups across our Canadian offices including but not limited to planning and design, engineering, engagement and communications, marketing, economic development, and architecture.

## What do you want from your career?

### What do the next 7 generations look like to you?

**The ideas, experiences, innovations and forward-thinking solutions that Indigenous youth carry, align with AECOM's values of building better communities for tomorrow.**

We are invested in walking with Indigenous peoples and communities to deliver on infrastructure projects and building economic reconciliation together.

How will we succeed? By relying on the talents of the next generation and blending western and traditional ways of building and working together.

AECOM's Blooming Program works with students in the STEAM careers fields as well as Business, Economic Development, Environment, and Federal Services. In two-way knowledge exchange and two-eyed seeing, we recognize and commit to the importance of collaboration and partnership.

Reaching your goals personally and professionally matters. The Blooming Program is shaped to help reach your full potential by co-creating your future with the personalized support and guidance YOU need.

## Blooming Program Offerings

AECOM's Blooming Program is organized around a medicine wheel format because we believe in balance and grounding in all aspects of an individual's career journey.

### Mental – Work Experience:

- Cultivating a diverse workforce
- Facilitating two-way knowledge exchange
- Job shadowing
- Engaging in hands-on learning for holistic professional development

### Emotional – Strengthening:

- Embracing adaptability as a core strength
- Thriving amidst challenges

### Spiritual – Employment:

- Providing long-term employment opportunities
- Ensuring job satisfaction as a guiding principle

### Physical – Mentorship:

- Mentoring authentically and uniquely towards your personal and professional journey
- Partnering with experienced AECOM professionals



**NORTH** • Mental is thinking  
**EAST** • Spiritual is seeing  
**SOUTH** • Emotional is feeling  
**WEST** • Physical is doing

## We have heard from Blooming Program participants that:

- There are different ways to learn and different ways to communicate.
- Experience and education are equal pathways for a rich professional development.

## How we will succeed is to listen and learn from you:

- What matters to you for your career growth?
- What are you looking for in a company to improve your training and professional development?



## Interested? Skoden:

For more information, please contact us at [blooming@aecom.com](mailto:blooming@aecom.com)