

Janice Larocque is a proud Métis woman who comes from a small community in Manitoba. Janice has worked in the recruitment, employment, and training industry for over 30 years and is no stranger to barriers Indigenous people face accessing employment and procurement opportunities. Her journey began in the 1990's as the Manager of an Indigenous Career and Employment Centre for seven plus years. In 1998, Janice opened one of the first Indigenous staffing agencies in Canada called Spirit Staffing, now known as Spirit Omega. In 2000, Janice opened another company called Fast Labour Solutions (FLS) to provide industrial staffing and certified safety training services.

The companies have been very successful and are recognized in the business community as "Leaders in Workforce Diversity Solutions!" for their commitment and contributions to diversity, equity, and inclusion (DEI). Some of the awards include; RBC Women of Influence - TELUS Trailblazer, CANDO - Economic Developer of the Year, Aboriginal Private Sector Business, Calgary Chamber of Commerce - Aboriginal Entrepreneurship, CAMSC - Small Business of the Year, Alberta Chamber of Commerce – Aboriginal Women Entrepreneur, The Shell Canada Vendor of Excellence Award, Global TV - Women of Distinction (Business), Calgary Chamber of Commerce – Small Business Owner, The Minister's Award for Excellence, Métis Nation of Alberta – A Skilled Métis Labour Force, Esquao Award – Institute for the Advancement of Aboriginal Women (Business)

Janice Larocque's exceptional leadership and determination has established Spirit Omega Inc. and Fast Labour Solutions (FLS) into symbols of empowerment and inclusivity in the Canadian business world and have had a profound impact on the lives of numerous Indigenous individuals and on the perception of Indigenous employment. Janice serves as a role model for aspiring entrepreneurs and changemakers, demonstrating the powerful connection between business success and social impact. Among the contributions Janice has made, she also supports through donations and/or volunteering, many different areas such as Indigenous events, the Legion, Youth sponsorships, Global Fest, Employment Summer, attending golf tournaments. Everyone that has crossed paths with her whether professionally or personally, has created relationships in building a better mindset in growth to enhance lowering barriers and adding skillset for success.