



**Community Futures Treaty Seven**

**10th ANNUAL 2017 DISABILITY EMPLOYMENT  
WORK SHOPS AND CAREER FAIR**

**EVENT SUMMARY REPORT**

**“A CELEBRATION OF OUR JOURNEY”**

## Table of Contents

<b>Summary Report</b>	<b>2</b>
<b>Workshop and Career Fair Purpose and Objective</b>	<b>2</b>
<b>Event Agenda</b>	<b>3</b>
<b>Change Workshop Summary- Shayn Anderson</b>	<b>3</b>
<b>Job Seekers Preparedness Workshops</b>	<b>8</b>
<b>Evaluations: <u>Training Workshops Evaluation</u></b>	<b>9</b>
<b>Evaluations: <u>Job Seekers Preparedness Workshop</u></b>	<b>10</b>
<b>Evaluations: <u>Job Seeker Evaluation Results</u></b>	<b>11</b>
<b>Evaluations: <u>Career Fair Evaluations</u></b>	<b>13</b>
<b>Evaluations: <u>Post Career Fair Evaluation - Employers</u></b>	<b>14</b>
<b>Recommendations</b>	<b>15</b>

## **Summary Report**

### **Theme: “A CELEBRATION OF OUR JOURNEY”**

Community Futures Treaty Seven (CFT7) hosted the 10<sup>th</sup> Annual Disability Employment Workshops and Career Fair May 17 & 18, 2017 at the Coast Plaza Hotel and Conference Centre Calgary. This 2-day event was attended by approximately 140 people collectively on day one that included: Elders, presenters, funders and sponsors, government employees, service providers, the business community, Treaty Seven Employment Centres, First Nations persons with disabilities, job seekers, committee members, volunteers, and CFT7 staff and board members. The first day concluded with a 10<sup>th</sup> anniversary evening gala with traditional dancers and a round dance. On day two approximately 300 plus job seekers attended the Career Fair along with 16 businesses and 22 resource booths that included employment centres, postsecondary institutions, and service providers.

Along with the continued support and funding from the Government of Alberta in partnership with the Government of Canada, other sponsors of this event were Indigenous Relations, Edmonton, Community Futures Cochrane, and Community Futures Treaty 7 Business Side.

### **Workshop and Career Fair Purpose and Objective**

#### **Purpose**

To deliver a 2-day Event with particular emphasis on the business community, the eleven Treaty Seven employment centres and their clients including First Nations people with disabilities, and service providers in an effort to provide actual job offers and/or interview offers for clients who attend the workshops and the job fair. This was accomplished by including a career fair. This milestone annual event and career fair format will take the previous symposiums'/workshops successes (our 10 year journey) to a different, tangible level that focuses on the “Opportunities Created and the Successes of those Opportunities” – those that worked and those that did not work are both opportunities to create change

#### **Objective**

The 2017 CFT7 Disability Employment Workshops and Career Fair will help to educate and connect employers regarding current knowledge and resources that will support their attraction and retention of First Nations workers and in particular First Nations persons with disabilities. It will promote attraction and retention, and effective practices within the employer community. These objectives align well with the Government of Alberta’s Workforce Strategy. The job fair will allow First Nations people and persons with disabilities to meet with the business community in a structured format to obtain possible employment and/or interviews for possible employment and the job preparedness workshops to “ready” the job seekers for the career fair.

## Event Description

### Day One – May 17, 2017

#### Plaza 1 & 2

7:30 AM to 8:00 PM

<b>TIME</b>	<b>ACTIVITIES</b>
<b>7:30 AM</b>	<b>Registration; Breakfast</b>
<b>8:30</b>	<b>Welcome Address &amp; Opening Address – Chief Makinaw</b>
<b>9:00</b>	<b>Key Note Speaker: Johnathon 10 Year Journey</b>
<b>9:30</b>	<b>Change Workshop: Shayn Anderson</b>
<b>10:30</b>	<b>Break</b>
<b>11:00</b>	<b>Change Workshop: Shayn Anderson</b>
<b>12:00 PM</b>	<b>LUNCH</b>
<b>1:00 – 2:00 Plaza One</b>	<b>Interactive Activity, Networking Sean McEwen, Shayn Anderson</b>
<b>1:00 – 4:00 Plaza Two</b>	<b>Training Workshops for Job Seekers</b>
<b>2:00</b>	<b>BREAK</b>
<b>2:30 – 3:45 Plaza One</b>	<b>Panel Discussion Moderator – Sean McEwen Business Community, Service Providers, Employment Centres</b>
<b>3:45</b>	<b>Evaluations</b>
<b>4:00 – 5:00</b>	<b>BREAK</b>
<b>Day One</b>	<b>Evening Event</b>
<b>5:00 – 8:00 Plaza One &amp; Two</b>	<b>Evening Gala MC: Kiitoki – Trevor Prairie Chicken Dinner Networking Awards Presentation Entertainment Sitting Eagle Dance Troupe Door Prizes</b>

## **Day Two – May 18, 2017**

### **Plaza 1 & 2 - Career Fair**

**8:00 AM TO 2:00 PM**

### **Job Seekers 11 am to 1:30 pm**

<b>TIME</b>	<b>ACTIVITES</b>
<b>8:00 AM</b>	<b>Career Fair Set Up; Breakfast; Welcome</b>
<b>9:30</b>	<b>Presentation – 1<sup>st</sup> day Summaries/Findings</b>
<b>10:30</b>	<b>Break</b>
<b>11:00</b>	<b>Career Fair Opens</b>
<b>1:30 PM</b>	<b>Career Fair Closes</b>
<b>2:00</b>	<b>Evaluations; Closing Remarks</b>

## **Shayn Anderson’s Report from the 2017 CFT7 Disability Employment Workshops**

At the 2017 Disability Employment Training Workshops, eighty-two (82) attendees first had the opportunity to interact with other attendees from in the business community, Treaty 7 employment centres, and other stakeholders during Shayn Anderson’s presentation “With Great Change Comes Great Opportunity”. During this interactive presentation, participants were challenged and engaged on how they can better take control of change rather than allowing change to take control of them and learned what we can all do to remain certain, purposeful, in control, and successful in embracing change and the opportunities it presents.

One of the most prevalent themes Shayn Anderson explored throughout the presentation was to not let fear immobilize us during times of change. Shayn discussed the story of Who Moved the Cheese by Dr. Spencer Johnson. The story is a simple lighthearted story that reveals profound truths about change through four imaginary characters intended to represent the simple and complex parts of ourselves. The story shows how we can succeed in changing when we learn to deal with these simple and complex parts of ourselves.

One of the biggest questions posed to the participants during the presentation was, “What would you do if you were not afraid?” Also, the tool of visualization was discussed as an effective practice in order to make positive change happen. Four ways to provide for effective change were presented.

1. Change our beliefs about change
2. Imagine the change we want to happen
3. Take new actions in order to effect change
4. Enjoy change while it is happening

After lunch, Sean McEwen and Shayn Anderson led participants in an interactive networking activity. During the activity and discussion, participants were asked to discuss three questions.

1. What makes employment less accessible and attainable?
2. What could your sector/group improve on to leverage greater outcomes?
3. What changes or collaborations might move the needle of employment for aboriginal people with disabilities?

#### **Common themes from Question 1 – What makes employment less accessible and attainable?**

- Discrimination/bias
- Education
- Training
- Transportation
- Communication
- Lack of job variety
- Addictions
- Child care
- Lack of social supports
- Skill gaps
- Having a driver's license
- Stereotypes
- Criminal records
- Fear to leave community
- Recruitment language/job descriptions
- Ways to apply are too standard
- Affordable housing willingness of employer/open minded
- Stigma
- Location

#### **Common themes from Question 2 – What could your sector/group improve on to leverage greater outcomes?**

- Innovative programming/indigenous content
- Statistics for registered populations to help with budgets
- Better partnerships/trust
- Offer better learning opportunities
- Invite not exclude
- Marketing that shows dual benefit
- Flexibility in recruitment tools
- Adapt assessment tools
- More funding opportunities/proposals

- Band council resolution on inclusion
- Walk the talk – live the values
- Take more risks
- Specialty designed interviews
- Hire two or more at a time so there is someone to relate to
- Self-esteem workshops
- Mentorship

**Common themes from Question 3 – What changes or collaborations might move the needle of employment for aboriginal people with disabilities?**

- Community engagement
- Ore program stability
- Cultural awareness
- Communication
- Understanding of identity
- Better strategic partnerships and planning
- More job shadowing and mentorships opportunities
- Provincial employers should be involved
- Stop working in silos
- Integrated employment services
- Better tracking
- Setting target goals
- Mutual expectations
- Cross cultural training
- Build tool kits to educate
- No penalization for leaving reserve
- More funding
- Change the lens on how we see
- Modify the Indian Act
- Clearer mandates to work together

**There was a panel discussion representing multiple sectors while job seekers attended training workshops. Some of the ideas presented by the panelists included:**

- Need to be better at capturing data
- Tracking of disability date would prove very helpful
- Need to do a better job with the data we are already capturing
- Need to get better buy-in and community involvement
- Community providers need to leverage resources better
- Community providers also need to understand their product better
- Need to have more outcome based policy
- Need to remember that policy cannot change attitudes
- Need better skills training

- Workplace cultures need to be more inclusive
- Universal design
- Introduce all interviewees to accommodation policy
- Need better business development in the rural areas to create more opportunity for micro-enterprise
- Need to decrease separate programs, policies, and services and take an integrated holistic approach
- Important to have top down buy-in, especially for business
- Potentially set up task force after event with reps from each area to continue work
- Set up targets/percentage of hiring people with disabilities

It would appear that event was again a great success and I (Shayn Anderson) heard from many attendees from the business community the day after while at the career fair that they enjoyed the presentation, dialogue, and networking.

**The following next steps appear to be necessary and critical:**

- Follow up on participants stated feedback, the opportunity to network, and ensure linkage to resources.
- Potentially set up task forces to continue dialogue and action toward successful outcomes throughout the year.
- Revisit the delivery of cultural training using the So That You Know: Learn from Place© curriculum.
- Set a meeting to revisit the recruitment and development of new lead business members to support the meetings of the 4X4 Business Leadership Model educational forums.

It would appear that education continues to be a need of the business community. So That You Know: Learn from Place© curriculum is a critical tool in educating the community and increasing employment and economic outcomes for First Nations individuals with multiple barriers that include disabilities.

With business community, while education is still important, equal and continued focus and emphasis will need to be placed on outcomes and accountability as it relates to employment opportunities for First Nations individuals with multiple barriers that include disabilities. Accountability and continued action are critical to achieving successful outcomes.

## **JOB SEEKER WORKSHOPS**

Thirty-eight (38) job seekers attended the five job preparedness workshops to provide them skills and preparation for the following day Career Fair. The feedback was very positive from the attendees indicating the workshops were very informative and helpful. Evaluations were collected from the attendees with the results included in this report. The following is a summary of the workshops:

### **Exploring Entrepreneurship – Holly Atjecoutay**

This workshop will help you assess your suitability to run your own business and identify the characteristics of an entrepreneur. No one else can decide whether running a business is right for you but you. Once you have decided that entrepreneurship is right for you, you will need to decide what type of business you want to operate. This presentation will provide you with the information needed to find the right opportunity to develop a successful business in Alberta.

### **Interview Styles & Dress for Success – Dana Beaulne**

Interview Styles & Dress for Success ☑ I will be speaking mostly about behavioural interviews and how we at CP like for the candidates to use the SHARE model, essentially going to tell the candidates this:

Interviews are Behavioral based. In Behavioral interviews, CP analyzes the position, determines the skills crucial to success and develops questions related to those skills. Responses should be specific, detailed examples of previous work experience. Use the following format when responding:

Situation:      What was happening?

Hindrance:     What were the challenges?

Action:         What did you do?

Result:         What was the outcome?

Evaluation:     What did you learn?

Your answer should include specific details including names, dates & times, and locations. Avoid hypothetical answers (what you might do in a situation) or generalizations (what you always or usually do).

The website listed below is great resources for information about this style of interview:

[http://www.quintcareers.com/behavioral\\_interviewing.html](http://www.quintcareers.com/behavioral_interviewing.html)

## **Resume Reviews & Applying On-Line – Kim Whitmee**

This workshop will go over tips and tricks to get noticed when applying online; focusing on key words, and the process that employers use to screen through resumes. We will also be reviewing resumes, and giving advice how to better market them and oneself.

## **If you Fail to Plan you Plan to Fail - Wendy Lindbergh**

Are you looking for work, choosing a career, planning your education or just trying to make it to payday? Creating a plan with achievable goals will greatly increase your chances of success.

## **Social Media Etiquette – Iowa Beebe**

This workshop will discuss etiquette on looking for a job online and how Social Media relates to the work place, employment and opportunities.

## **EVALUATIONS**

### **A. Change Workshop and Panel Discussion Evaluations**

Following are the responses from the 45 of 82 delegates who completed the evaluation:  
Scale of 1 – 5 (1 being least to 5 being most)

<b>Applicability to my organization</b>	<b>4.16 or 83% applicable</b>
<b>Impact on hiring or providing services within my organization</b>	<b>4.24 or 85% positive impact on hiring</b>
<b>Delivery and facilitation of the day's activities</b>	<b>4.3 or 86% satisfactory</b>
<b>Overall organization of the day's activities</b>	<b>4.6 or 92% satisfactory</b>

### **General comments and recommendations from the training workshop delegates included:**

- Greater awareness of the improvements needed to increase inclusion in the workforce
- The ideas shared were very similar, we just need to get together more collectively
- Bring the information back to my reserve and give feedback to the C & C
- Share and create awareness within my community by gathering and networking with service providers and other agencies
- To promote change to policies to include more benefits (opportunities) for disabled individuals
  - Reach out to other departments and be a voice for disabled people who cannot be heard

- Collaboration and partnerships are key
- Educate management and staff from the top down
- Need new optics; stop the stigma
- Have a work culture that welcomes diversity
- Information on the gap between employers, employment centres and the Native communities
- Thinking about solutions in the upstreaming
- Have a call centre or other non-location depended careers
- More education needed
- Awareness to include deliberate efforts to extend job opportunities to people with disabilities
- Developing a Treaty 7 disability task force
- Meeting new people from the different employment opportunities

A question on the evaluation posed to the participants was if they would be interested in a future collective dialogue around increasing employment opportunities for persons with disabilities and all respondents, except answered “yes.”

**B. Job Seekers Preparedness Workshops Evaluations (32) of 38 attendees**

<b>Workshop</b>	<b>% of helpfulness</b>
<b>Resume Reviews &amp; Applying On-Line</b>	<b>81%</b>
<b>If you Fail to Plan you Plan to Fail</b>	<b>85%</b>
<b>Social Media Etiquette</b>	<b>82%</b>
<b>Interview Styles &amp; Dress for Success</b>	<b>88%</b>
<b>Exploring Entrepreneurship</b>	<b>80%</b>

**What other workshops would you like to see presented in the future?**

- Mock Interviewing
- Resume building
- Networking
- Communication workshop
- Indigenous well-being
- Public speaking
- Professionalism
- Creative Writing
- Basic skill building

**Other Comments from Job Seekers**

- Interesting format
- Helpful tips for interviews and the do’s and don’ts
- Found out about new resources that are available

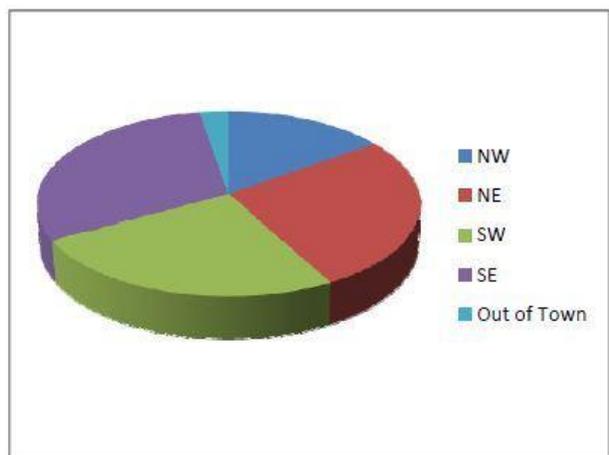
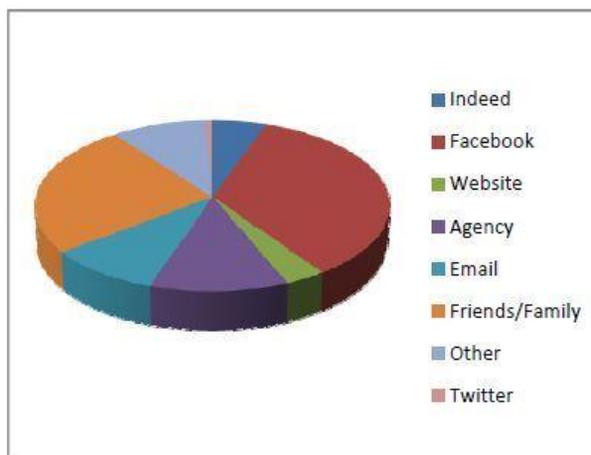
- Tips on social media and social media etiquette
- Know now what employers are looking for when applying on line
- How to be more professional
- The possibility of exploring entrepreneurship
- What to put on a resume
- What is needed to take in school to meet goals
- How to do a proper cover letter
- Prepare for interviews
- Dressing for interviews
- Keep moving forward with goals
- Learn to listen

**C. Job Seeker Evaluation Results (147 received) of approximately 300 attending**

**Note: not all areas of survey were filled out to equal 147 received**

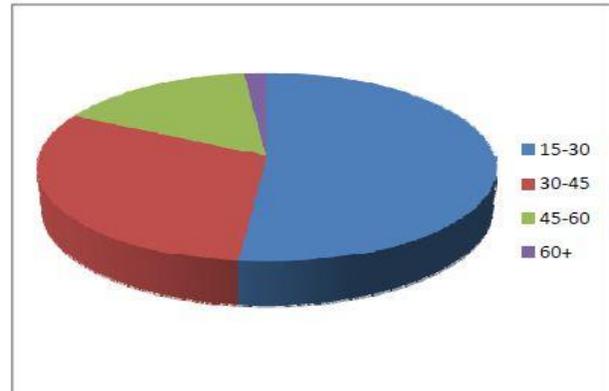
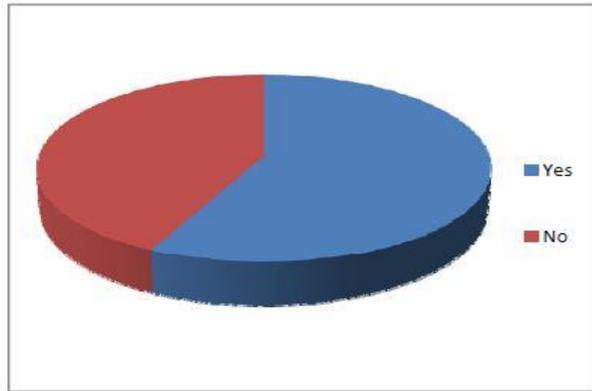
How did you hear about this Job Fair?	
Indeed	8
Facebook	51
Website	5
Agency	17
Email	14
Friends/Family	37
Other	14
Twitter	1

What part of the city do you live in?	
NW	17
NE	30
SW	28
SE	34
Out of Town	3



Did you apply for a job today?	
Yes	59
No	44

What is your age range?	
15-30	59
30-45	35
45-60	18
60+	2



The higher number of job seekers was from the southeast (30%) followed by the northeast at 27%. 63% applied for a job. The higher age range was 15 – 30 at 52% suggesting this age group, youth, are unemployed and actively seeking employment. These findings were consistent with last year’s findings, except last year the higher number of job seekers were from the northeast. Social media (face book) was the highest form job seekers heard about the career fair and that could attribute to the age range 15 – 30 being the highest attending group of job seekers.

**Comments from the job seekers at Career Fair included:**

The job fair was perfect

Thank you very much

Discovered great opportunities

Need more sessions like twice a year

Better than other job fairs I've been to this year

I found a couple of agencies that help people in my situation

Great job

Thank you so much for holding this job fair

Enjoyed info and gala

Thanks for the opportunity

A lot of helpful stalls

#### **D. Career Fair Evaluation –Feedback**

The career fair included 16 employers representing industries from: customer service, hospitality, non-profit, oil and gas, public service, retail, aviation, construction, and administration.

There were 22 resource booths that included: training opportunities, community resources, service providers, educational services, financial services, employment services, and health services.

**Sixteen (16) evaluations were collected from the employers with the following results/comments:**

1. Approximately how many candidates did you speak with or have at your table?  
**Average per table was 70 ranging from 25 to 100 +**
2. How many resumes did you receive? **342 resumes received altogether with several businesses indicating they only take on line resumes**
3. How many job seekers did you informally interview? **185 potential candidates were informally interviewed in total at the career fair**
4. How many job seekers would you consider to be potential hires? **Total 140 collectively with one business commenting “many”**

**Comments from the business community included:**

- Candidates asked good questions and a lot either going back to school or already had a higher education which greatly increases opportunities with the government
- Having a driver’s license would help
- Get to know the employers they are approaching
- Quality of candidates higher
- Good quality candidates – will be contacting them
- Most came prepared with resumes, appropriate questions and a general good positive attitude
- Candidates eager and friendly
- Some need high school diploma
- Improvement from last year – more aware of they want and job interests
- Some were well prepared for the interviews
- Will develop a pool of First Nations professionals

### **Comments from the Resource Community included:**

- Candidates interested in safety tickets and funding for school
- Candidates motivated, enthusiastic and inquisitive; well-prepared
- Upgrading, post-secondary education still needed
- Better prepared this year
- Candidates to create an evaluation plan
- Very knowledgeable and very much interested in finding employment or go back to school to gain more education

The Career Fair Evaluation included a follow up request from the employers to be contacted a month later to determine a short outcome with respect to future interviews and/or hires as result of this career fair. Seven evaluations were received as of June 22, 2017 with the following results:

#### **E. Post Career Fair Evaluation**

**NOTE: the time frame for this survey was May 19 to June 22, 2017**

16 Surveys were administered with 7 responses

1. How many resumes have you received? **153**
2. How many job seekers have you interviewed? **53**
3. How many job seekers have you hired or plan to hire? **28**
4. Is there anything that could have been done differently before, during, or after the career fair to produce better outcomes for your company in hiring First Nations individuals with disabilities or multiple barriers?
  - Job seekers to obtain driver license
  - Well organized

#### **IMMEDIATE OUTCOMES**

- Calgary Fire Department followed up with a request to host an information session as they will be opening up applications this summer and they wanted to ensure the Aboriginal Community is aware and encouraged to apply. Aboriginal Futures will be providing this service to the Calgary Fire Department
- Aeortek had an immediate hire following the career fair

## **Recommendations for Future Workshops/Training Events/Career Fairs and Strategies for all Stakeholders to Follow Up**

1. Plan and deliver an event in 2018 to include the So That You Know: Learn from Place© curriculum
2. Continue to include a Career Fair at future events
3. Develop a social network forum for businesses & employment centres to network
4. Encourage/educate job seekers on the importance of online applications, getting their GED and driver's license
5. Provide a forum/event for future collective dialogue
6. Revisit the 4 x 4 Business Leadership Model
7. Business community and employment centres develop and implement retention strategies that address the various multiple barriers identified