



Community Futures Treaty Seven

**9th ANNUAL 2016 DISABILITY EMPLOYMENT
WORKSHOP AND CAREER FAIR**

EVENT SUMMARY REPORT

“COLLECTIVE IMPACT FOR POSITIVE OUTCOMES”

Table of Contents

Summary Report	2
Workshop and Career Fair Purpose and Objective	2
Event Description	3
Workshop Summary – Wilma Spear Chief	3
Workshop Summary – Dialogue/Discussion Exercise – Shayn Anderson	4
Evaluations: <u>Training Workshop Evaluation</u>	7
Evaluations: <u>Job Seeker Evaluation Results</u>	8
Evaluations: <u>Career Fair Evaluation - Employers</u>	10
Evaluations: <u>Post Career Fair Evaluation - Employers</u>	11
Recommendations	12

Summary Report

Theme: “COLLECTIVE IMPACT FOR POSITIVE OUTCOMES”

Community Futures Treaty Seven (CFT7) hosted the 9th Annual Disability Employment Workshop and Career Fair May 10 & 11, 2016 at the Coast Plaza Hotel and Conference Centre Calgary. This 2-day event was attended by approximately 130 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, committee members, volunteers, and CFT7 staff and board members. On day two approximately 275 plus job seekers attended the Career Fair along with 18 businesses and 20 resource booths.

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, Community Futures Treaty 7 Business Side, and Pembina Pipeline Corporation.

Workshop and Career Fair Purpose and Objective

The purpose of this project was 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 to help educate and connect employers regarding current knowledge and resources that will support their attraction and retention of First Nation workers and in particular persons with disabilities.

The first day was a training workshop for the business community and employment centres. In order to remain competitive and succeed in today's global economy, the business community and employment agencies must be innovative and creative when it comes to maintaining diversity within their workforce. Successful organizations encourage engagement with all communities in order to achieve their goals and are constantly striving for positive change and for promoting environments of inclusion. The training workshop was formatted so that the business community would leave with a better understanding of important cultural aspects of First Nations individuals; and all participants would leave with an understanding about potential barriers that keep organizations from taking ideas and intentions into real action and outcomes. Another objective of the training workshop was to connect the business community with the employment centres so they could network, dialogue and collaborate on solutions with respect to First Nations people and First Nations people with disabilities.

The career fair's objective was to provide a forum for First Nation individuals to connect with the business community, employment centres and service providers in an effort to provide support, actual job offers and/or interview offers for job seekers who attended the career fair.

Event Description

The first day of the event began with a training/dialoguing workshop facilitated by Shayn Anderson of Diversity Inclusion, Wilma Spear Chief, and Johnathon Red Gun of CFT7. The workshop was designed to provide an opportunity for the delegates to participate, engage, and dialogue with other delegates from the business community and the Treaty 7 Employment Centres to learn how diversity and collaboration would have a collective impact for positive opportunities and outcomes for all the stakeholders including First Nations people and First Nations persons with disabilities. Fifty-one (51) participants attended the training workshop.

Day one ended with a mixer (with approximately 80 attending) hosted by CFT7 event committee and CFT7 Business Side and included recognition of funders, sponsors, and volunteers, an inspirational talk by Brayden Provost, entertainment by Trevor Prairie Chicken, and various artisans.

Information on speaker presentations and biographies, the program agenda, and other related event information was made available to participants and can be viewed on CFT7's website at www.cft7.com.

On day two the career fair was held from 11:00 AM to 1:30 PM with over 275 job seekers attending. Prior to the career fair, Shayn Anderson presented a summary of the previous day's workshop.

Workshop Summary - Wilma Spear Chief, Facilitator

Participants from the business community, government, and Treaty 7 Employment Centre staff received information on:

- Current statistics of First Nations in the various bands of Treaty 7
- Current populations of First Nations in Alberta on and off reserve and current trends with First Nations having approximately 50% being under 25 years of age
- Statistics of First Nations living in Calgary and Edmonton
- Indigenous world view having a holistic and spiritual foundation reflected in our world view, belief system and value system. For example, Blackfoot people believe each person has a purpose to fulfill in this life time including people with disabilities
- Historical legislation such as the Indian Act that continue to impact First Nations
- Historical policies such as the Indian Residential Schools System that was enforced through the Indian Act. How the impacts suffered by former students and their descendants continue to play out among First Nations and their communities
- The distrust of government and non-Aboriginal peoples resulting from the impacts of the Indian Residential School Systems
- The need to build partnerships with First Nation communities to help with establishing new relationships

- The high levels of unemployment and poverty among First Nations and limited financial resources available to help with day to day living costs

During the afternoon presentation:

- Participants were presented information from a therapeutic perspective on how beliefs impact or block changes in behavior
- Self-imposed and learned negative beliefs were explored from an individual to an organizational level
- Supports needed to help foster success, break negative beliefs and stereotypes were also touched upon
- Stretching oneself to think and go outside the 'box' (comfort zone)
- Participants were led through a guided meditation called "Planting Seeds" where they could visualize what they wanted for themselves. The purpose of the mediation was to reinforce the power of potential and intention for themselves and hopefully for their clientele and organizations

Treaty 7 Employment Centre staff received validation on the impacts of historical influences and current issues they face in assisting potential employees.

Workshop Summary – Dialogue/Discussion Exercise – Shayn Anderson

At the 2016 Disability Employment Training Workshop, over 51 attendees had the opportunity to participate, engage, and dialogue with other attendees in the business community and the Treaty 7 Employment Centres to learn how diversity and collaboration can have a collective impact for positive opportunities and outcomes for all the stakeholders including First Nations people and First Nations persons with disabilities.

The training facilitators: Shayn Anderson, Wilma Spear Chief, and Johnathon Red Gun discussed the realities of today, critically as well as optimistically and strategically. Within the training workshop they created a space to educate and dialogue in order to transition from the 'big picture' and the theoretical, to discuss the very practical and everyday realities that we need to be addressing and actions we can take for the future.

The first segment started with a presentation from Wilma Spear Chief on current cultural aspects and directed attendees to an important resource and publication, Aboriginal People of Alberta from November 2013. It is beneficial for everyone to understand the history of the aboriginal people. Also noted, was that First Nations youth are a growing population. It was pointed out that it is important for all to understand traditions and by understanding history, it helps us understand individuals. Our beliefs often shape our outlook.

The first facilitated discussion was regarding the current status and barriers of employment of First Nations individuals with disabilities and multiple barriers.

Current status highlights from the dialogue:

- All agreed, things are not good currently and we need to do better
- External policies may be in place, but there is a need to focus internally
- Lack of self-disclosure facilitates a need to educate as to why, importance of disclosure, and benefits
- Desire to bridge the gaps
- Need for better understanding of culture
- Recruitment is easier on reserve, but definite need to decrease struggle for businesses
- Definite need for more education and awareness

Current barrier highlights from the dialogue:

- Stereotypes and bias are still present
- Lack of access to training due to geographic location
- Hard to hire due to required skill sets i.e. individuals are not meeting minimum requirements
- Lack of technology/access to social media
- Marketing – not getting message/job postings out to community
- Need for buy-in and training from/for managers
- Need for more cross cultural training
- Location
- Lack of housing
- Transportation
- Language
- Need for day care
- Need for better and more strategic programs
- Need for identification and bank account (from job seekers)
- Family/home life

The second segment started with a presentation from Wilma Spear Chief on what keeps us from taking action. She discussed that fear is a powerful driver and can immobilize many of us. Fear is probably the biggest factor keeping individuals from taking action. It is important to note that everyone has a history and story.

As we began the second facilitated discussion, attendees were asked to think outside the box and discuss solutions. Participants were challenged to first look at four actions they could personally take towards solutions.

Solution highlights:

- Train management and leadership
- Better education and awareness

- Need to network more
- Better self-identification
- Phone interviews
- Change governmental policy
- Create better programs
- Workshops/information sessions
- Use of mentorships
- Develop relationships
- Start research and develop better networking
- Get more involved in community
- Hold educational institutions accountable for diversity
- Provide equal scholarships
- Build and maintain relationships through email/Facebook/Linked-in
- Do better sharing job opportunities
- Lead initiative and be proactive
- Start thinking outside of the box
- Initiate the change
- Develop better partnerships
- Empower youth
- Better assessments in referrals
- Deliver a more authentic message
- Bridge empowerment gap/standards
- Develop a better understanding of needs

It would appear that the training workshop was again a great success having heard such from many attendees from the business community during the day and at the career fair. One business community attendee commented that she was already thinking of creative ways to incorporate targeted recruiting.

Other feedback received from the attendees was that they again would have liked further depth into the relevant cultural aspects to create better understanding. Extensive planning went into developing two valuable presentations which were anticipated to be approximately two and a half hours in length, and going forward, cultural aspects could be developed and explained in further detail.

Examples of concepts that have been proven beneficial to explore:

- Reverence for natural world
- Creation stories
- History of the treaties and their impact
- Traditional activities
- Ceremonies
- Sundance

- Residential Schools
- Importance and role of elders in the community
- Family role and obligations
- Indian agents
- Importance of language
- Governance structure
- Life on the reserve vs. urban areas
- Common myths
 - Don't have to pay taxes
 - Free education and health care

It would appear that education continues to be a need of the business community. *So That You Know: Learn from Place@* curriculum may continue to be a natural evolutionary next step in educating the community and increasing employment and economic outcomes for First Nations individuals with multiple barriers that include disabilities.

With the 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.

EVALUATIONS

A. Training Workshop Evaluation

Following are the responses from the 34 of 51 delegates who completed the evaluation:

Applicability to my company	4.3 out of 5 or 86%
Impact on hiring for my business	4.3 out of 5 or 86%
Delivery and facilitation of the workshop	4.5 out of 5 or 90%
Overall organization of the training workshop	4.7 out of 5 or 94%

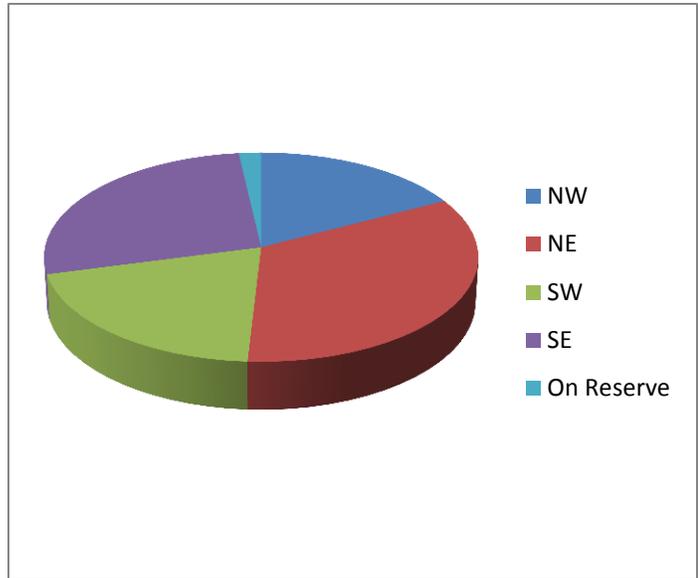
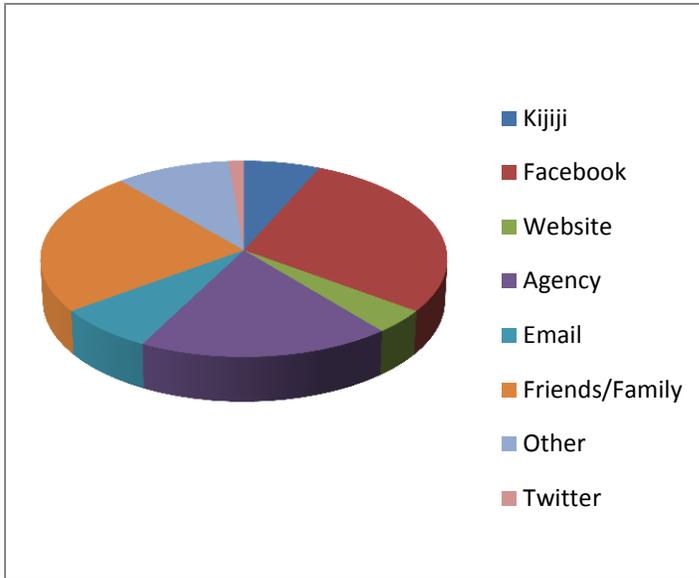
General comments and recommendations from the training workshop delegates:

- Diversity at the round table discussions allowed for great dialogue
- Networking opportunities; staying in contact with other delegates
- Gathering and sharing information
- Incorporate/educate/pass on information from workshop with others
- Take what was learned to improve company policies
- Re-evaluating disclosure forms in the workplace so they are less challenging
- Dialoguing very helpful
- Discussion on unconscious biases
- Focus on specific groups such as youth
- Continue dialoguing on persons with disabilities’ experience in the workplace
- Follow up by setting up workshops in the workplace
- Future training: social cues
- Continue to provide training in Native Culture; more history; cross cultural training
- Planning programs in the workplace to include more individuals
- Greater awareness of First Nations people with disabilities
- Will take information back to community
- Continue to explore ways to break barriers and bridge gaps

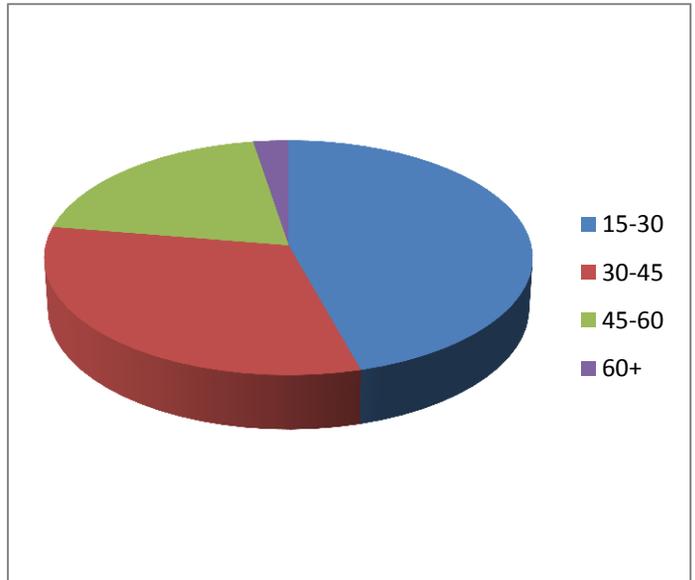
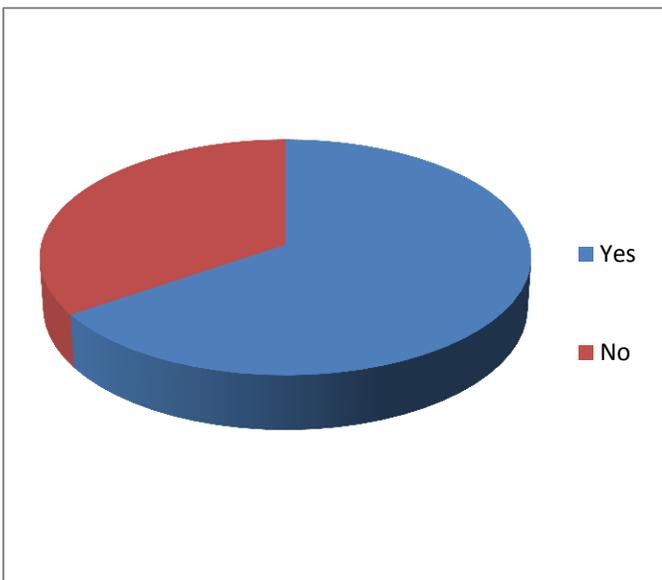
B. Job Seeker Evaluation Results (151 received) of approximately 275+ attending

Note: not all areas of survey were filled out to equal 151 received

How did you hear about this Job Fair?		What part of the city do you live in?	
Kijiji	10	NW	19
Facebook	43	NE	37
Website	6	SW	22
Agency	28	SE	30
Email	11	On Reserve	2
Friends/Family	36		
Other	15		
Twitter	2		



Did you apply for a job today?		What is your age range?	
Yes	72	15-30	53
No	38	30-45	37
		45-60	23
		60+	3



The higher number of job seekers was from the northeast (34%) followed by the southeast at 27%. 65% applied for a job. The higher age range was 15 – 30 at 46% suggesting this age group, youth, are unemployed and actively seeking employment. These findings were consistent with last year's findings.

C. Career Fair Evaluation – Feedback

The career fair included 18 employers representing industries from: customer service, banking, hospitality, non-profit, oil and gas, public service, retail, aviation, construction, and administration.

There were 20 resource booths that included: training opportunities, community resources, service providers, educational services, financial services, employment services, and health services.

Eighteen (18) 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 90 ranging from 40 to 250
2. How many resumes did you receive? **329 resumes received altogether with several businesses indicating they only take on line resumes**
3. How many job seekers did you informally interview? **177 potential candidates were informally interviewed in total**
4. How many job seekers would you consider to be potential hires? **Total 265 collectively**
5. What did you think of the candidates that you met? What do think could increase your likelihood of hiring them?
 - Most of them (job seekers) knew what they were looking for.
 - Really enjoyed the career fair. I like the fact that they are engaging in the fair and being proactive in seeking employment.
 - Very good candidates.
 - The quality of candidates was much stronger than compared to last year. If they know what career path they wanted versus saying "I don't know or I am just looking for a job" would increase chances of hiring them.
 - Hoping to help some budding entrepreneurs
 - 2 were suitable – will follow up.
 - Require driver licences so if programs to get drivers licences were available to them if would be really helpful. The candidates were well prepared.

- Candidates having a better understanding of what they are looking for.
- More serious candidates than previous years!
- Education/training.
- Revamp their resumes with a focus on customer service rather than admin.
- If they had their high school diploma or GED better chances of getting hired
- It was a nice mix of candidates with pretty good experience and no experience at all. It was good to see candidates with all kinds of experience.
- Class 5 driver's licence required for most positions as well as high school education. Most candidates were eager to work and interested in entry level customer service or baggage handling positions.
- It was more of our company's structure – we only have limited FT positions and a lot were looking for FT that did not meet the guide lines.
- Many candidates seemed very young and not ready to work but some very interested candidates also were. Lack of grade 12 and driver's licence.
- We hire technical and professional – not much opportunity for entry level roles.

D. Post Career Fair Evaluation

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. Eleven evaluations were received as of June 22, 2016 with the following results:

NOTE: the time frame for this survey was May 12 to June 22, 2016

18 Surveys were administered with 11 responses

1. How many resumes have you received? **94 resumes received post career fair collectively**
2. How many job seekers have you interviewed? **26 interviews collectively were conducted**
3. How many job seekers have you hired or plan to hire? **There were 4 hires and 3 more possibilities post career fair.**
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?
 - Fair well organized; good pool of prospective applicants; hiring process is done online
 - Three candidates were contacted for interviews with no response
 - Encourage possible candidates to access online application process
 - Well organized
 - Hiring within Information Services Department only since career fair
 - Highlight importance of applying online and following up with online application (preference given to online applicants)

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

1. Plan and deliver a 10th anniversary event for 2017
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. Develop a mechanism to provide mentorships with business community to individuals with disabilities and multiple barriers, especially for youth
6. Develop a mechanism to provide potential internships (unpaid or paid) with business community to individuals with disabilities and multiple barriers, especially for youth
7. Provide a way to tell success stories and stories of difficulty. Specifically, at the next event, have a panel of success stories that includes their challenges – what worked, what did not work
8. Have business community communicate/present what they are doing (successes)
9. Develop a mechanism to post employment opportunities so that community partners working with individuals with disabilities and multiple barriers can match their individuals to the jobs and have them apply
10. Business community and employment centres develop and implement retention strategies that address the various multiple barriers identified