

# NWAC LMD Information Bulletin

Your source for all things Labour Market Development

## In this issue...

The NWAC Labour Market Development team has been hard at work this fall to bring quality deliverables to our clients and members of the Aboriginal community.

In the fall edition of the NWAC LMD Information Bulletin you'll find:

- An update on the Aboriginal Skills and Employment Training (ASETS) program,
- The KETO Needs Assessment,
- A new NWAC success story, and,
- More facts about the labour market!



**Did you know? In 2011, the rate of unemployment for Status First Nation women aged 25-64 was 15% compared to 20% for men.**

# New Opportunities for Women in Mining

By Sydney Ducharme



Women, particularly Aboriginal women, have been significantly under-represented in the mining industry in Canada. Recently, there has been a push to provide women with more opportunities for employment and training in this sector.

This push not only provides a solution to the lack of gender diversity in mining, but also assists resource development companies in filling employment gaps as a result of a growing skilled labour shortage.

Many organizations, such as the Status of Women Council of NWT, Women in Mining Canada (WIM), and the Mining Industry Human Resources Council (MiHR), have made an effort to make resource development companies aware of the role women can play in filling these employment gaps.



## Opportunities for Aboriginal Women

Programs such as [The Aboriginal Women in Mining Program](#), created by The Temiskaming Native Women's Support Group, have been designed to increase Aboriginal women's participation. This program offers training for mining-related careers and helps Aboriginal women transition into the labour market. The job supports provided include resume writing, wage subsidies, and fostering partnerships with employers. They are supported by companies like: GoldCorp, AuRico Gold, and Queenston Mining.

Recently, Women in Mining Canada (WIM) has received funding from the Status of Women Canada to carry out an action plan to increase the number of women working in the mining sector. The purpose of this action plan is to facilitate the sharing of best practices among mining companies through the formation of a Gender Advisory Committee. This research will inform WIM as they continue to develop strategies to increase the employment of women in mining.

**Information about opportunities for women in mining is available at:**

**Women in Mining Canada:** <http://www.wimcanada.org/welcome.html>

**Mining Industry Human Resources Council:** <http://www.mihr.ca/>

**More quick facts! Aboriginal people have maintained a stable employment proportion in the mining and gas extraction industry: 5% between 2007 and 2012.**

# ASETS Financial Report

## Quarterly Reporting Requirements for ASETS

By Elizabeth Williams

**After reports were submitted for the second quarter, it became apparent that there were certain recurring issues with reports that need to be addressed.**

### 1. Deadlines

Reports are due on the 10th of the month following the quarter, therefore:

- a. Quarter 1 (April 1st to June 30th) is due July 10th
- b. Q2 (July 1st to September 30th) is due October 10th
- c. Q3 (October 1st to December 31st) is due January 10th
- d. Q4 (January 1st to March 31st) is due April 10th

In the last quarter, a number of PTMAs submitted reports passed their deadline or with insufficient information. In some cases, parts of the reports were missing or incomplete. Incomplete reports make it difficult for NWAC to communicate to ESDC about the work that has been done.

### 2. Inconsistencies

The Assessment/Claim has not been properly filled out in recent documents. The Assessment/Claim sheet is multi-purpose and is often not used to its full capacity, resulting in inconsistency.

For example, by filling the Quarter 1 assessment tab correctly, it automatically calculates the claim form.

Similarly, by filling in Q2 (using the same sheet as Q1) the assessment sheet and the claim form accumulate year to date total tabs. This is an effective and clear method for the PTMA's coordinators to track their spending and should be implemented consistently.

### 3. Key Reporting Elements

Quarterly Reports will only be considered complete when we have received all of the necessary elements:

- a. Activity Report (with Section 7 completed)
- b. General Ledger for the Quarter
- c. Completed Assessment Sheet
- d. Signed Claim Form
- e. Claim that balances with the General Ledger.

**The financial transparency of the ASETS program is crucial to the continuance of the program at all levels. For this reason, it is important for all PTMA's to be consistent and thorough when submitting reports. Performance in these areas will influence the future of NWAC when it is time to submit information to the Federal Government.**

**According to a study in 2006, Aboriginal women working in the mining industry are mostly employed in finance, business, administration (28.5%), sales and services (23.6%), and natural and applied sciences (15.5%).**

## KETO “Needs Assessments”: What needs to be included, and why?

By Andrea Aiabens

The ASETS (Aboriginal Skills and Employment Training Strategy) funding agreement is designed to improve employment opportunities for Aboriginal women and responds to the skill demands of employers in the area served by the agreement holder.

As part of the process of ensuring that NWAC and its sub-agreement holder are meeting the terms of their contribution agreements, KETO has a section entitled, ‘Needs Assessments’ which must be completed.

The Employability Assessment supplies part of the information that may be required to provide a per-client basis for an audit or for the monitoring and assessment of effectiveness of the services provided.

The following are key areas that need to be addressed in the “Needs Assessment” portion of KETO:

- **Employment needs/requirements.**
- **Provision of the rationale for the actions taken with the client.**
- **Assessment of the client’s potential: i.e. is the client ready? Willing? Able? (In their chosen occupation).**

By applying the “Employability Assessment Worksheet for Clients” (found at the end of your KETO manual) it will help you address the key areas above.

Below are examples of the four dimensions of Employability that are to be examined.

### **Employment Maintenance** - Does the client’s:

- Physical or mental health affect employment?
- Potential addictions (such as: alcohol, drugs, or gambling) affect employment?
- Family issues (i.e. single mother, care-giver) affect employment?

Is childcare with back up in place for the employees?

### **Skills Enhancement** - Does the client:

- Have the skills and aptitude level that their occupation demands?
- Have specific skills that today’s labour market is in demand of?
- Have the work experience to meet industry standards?

### **Career Decision Making** - Has the client:

- Researched career and employment goals?
- Found an occupation that matches their interest, values and personal characteristics?
- Been aware of employment opportunities/labour demand in the areas where they are prepared to work (shift work, work away from home)?
- Met the training demands that the employer requests?

### **Job Search** - Does the client’s:

- Age or criminal record impact employment prospects?
- Means to reliable transportation to their work impact employment prospects?
- Confidence in job interviews or general presentation affect employment potential?
- Can the client provide positive work references?

## April Wetrade's New Employment with ATS: An NWAC Success Story

By Dan Peters

The future looks bright for April and her son as she approaches her goal to become an Air Attack Officer with the Territorial Forest Fire Service. NWAC was happy to support April as a client and ATS as a partner to help make April's dreams become a reality.



April Wetrade is an active young mother who works for ATS Services in her community of Gamètì Northwest Territories as an Observer-Communicator.

NWAC partnerships are developed to help employers hire Aboriginal women, and are also formed with a retention strategy. In partnership with ATS, the Native Women's Association of Canada (NWAC) was able to ensure April's job start was successful.

April's typical day at work begins with her observing sky conditions, checking the rain gauge, performing opening readings, and ensuring the proper function of equipment. Afterwards, April is able to settle into her rhythm of going outside every hour to conduct the observational components of her job while enjoying the beauty of Gamètì.

April's training was completed over nine (9) weeks at Aurora College in Fort Smith NWT and was of great assistance to her, as she states: "Everything that I learned is incredibly applicable to my job as a certified Observer-Communicator." Although there were challenges in her training, April has gained confidence and aptitude in her field allowing her to successfully execute her tasks.

In addition to April's success in her new employment, she is also excited to be working within her community.

**"The best part about working in the community is that I'm close to family and friends who provide a great support network. As an Aboriginal woman, I know I am strong. I was confident I could succeed in the training, as well as the job, and I have."—April**



**Between September 2010 and May 2011, 29.9% of Yukon Aboriginal women aged 15 to 64 years were attending schools, compared to 21.7% of Aboriginal men in the same age.**

## ASETS Extension—A New Proposal from NWAC

By Beverly Blanchard

On November 17<sup>th</sup>, 2014, NWAC was notified that the current Aboriginal Skills and Employment Training Strategy (ASETS) will be extended for one year to March 2016. In order to receive the funding extension, we are required to submit both an Annual Operational Plan (AOP) and an update to our Strategic Business plan by January 9, 2015.

As our AOP is completed using the information we receive from our Sub-agreement holders submissions, the LMD unit is currently gearing up to ensure these documents get completed.

While NWAC has been improving its numbers over the past year, it is important that momentum not be lost during the extension period.

Have a question or concern? E-mail Mahara Boucher at [mboucher@nwac.ca](mailto:mboucher@nwac.ca)

In the winter edition of the LMD Information Bulletin, you'll find...

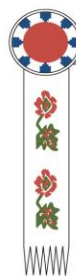
The new youth online survey and,

Information on LMD's new project, Barriers and Opportunities in the Resource Development Sector

LMD wishes you all a happy new year! See you in 2015.



Employment and Social Development Canada



Native Women's  
Association of Canada