



Labour Market Development

LMD Information Bulletin

In this issue...

Poverty Reduction Survey

Why it's being done and why it's important.

Culturally-Relevant Gender-Based Sensitivity Training

Why this type of training is needed and how it can increase labour market participation by Indigenous women.

ASETS Extension to 2018

Continued partnerships for training, apprenticeships and labour market entry!



It's all related...

Increasing the participation of Indigenous women in the Canadian Labour Market is critical to establishing a foundation for the reduction of poverty. Reducing barriers to participation and increasing opportunities for long-term employment for Indigenous women are central to the Poverty Reduction Survey, Culturally-Relevant Gender-Based Sensitivity Training and the ASETS Program Extension; all of which are featured in this issue.

Missed out on our previous bulletins? Visit www.nwac.ca to access our complete archive.

Poverty Reduction Survey



Why a Poverty Reduction Survey?

The poverty reduction survey is key to ensuring the voice of Indigenous women is heard and included in the development of a National Poverty Reduction Strategy. The survey will be developed by Native Women's Association of Canada (NWAC) and distributed through its networks and social media. The findings from the completed surveys will be analyzed and presented to reflect the views of Indigenous women on the following:

- Barriers that persist to exiting poverty,
- New or potential barriers,
- Gaps in services,
- How these inhibit poverty reduction, and
- Recommendations to reduce the impacts of barriers and gaps in service identified through the survey.

Poverty Reduction & Labour Market Development

Poverty reduction is intrinsically linked to labour market development in that accessing full-time, meaningful employment for all, including Indigenous women and youth, is central to the success of both as is accessing quality training and educational opportunities.

Exclusion from the labour market based on gender and race, and an insufficient allocation of resources limiting access to quality educational and training opportunities, remain persistent barriers for Indigenous women. Through the Poverty Reduction Survey, NWAC hopes to voice support for the development of social integration policies which strengthen:

- Physical security, including health and food security,
- Investments in education and health,
- Commitments from public and private corporations,
- Acknowledgement that exclusion exists, and
- Development of social protection policy and program initiatives to reduce poverty for Indigenous women.

Poverty Reduction Survey process

The national survey will be developed by NWAC with input from subject experts. Once the survey has been drafted, reviewed and approved, it will be distributed to a variety of respondents.

Data will be compiled and the findings will be discussed at an Indigenous Women Leaders Roundtable and in two grass-roots Group Discussions with summary reports being completed for each event.

The input from the three events will be combined with the survey findings in a final report, including recommendations, which will be shared with our funder, partners and grass-roots community.

Questions?

If you'd like more information, please contact Courtney Skye at cskye@nwac.ca.

Data indicates Indigenous women tend to work lower-paying jobs, or are less likely to be involved in the Labour Market, which supports calls for greater inclusion to reduce high incidences of poverty.

Culturally-Relevant Gender-Based Sensitivity Training

Why is CRGBS Training needed?

Many employers are not aware that their own misperceptions may be affecting their views about the value of Indigenous women as employees. They do not see how these misperceptions create barriers which can exclude Indigenous women from their workplaces. The Culturally-Relevant Gender-Based Sensitivity (CRGBS) Training being developed by NWAC will help interested employers become aware of those misperceptions and how these might be creating barriers in their workplaces to employment for Indigenous women.



Who will receive CRGBS Training?

CRGBS Training will be marketed to employers who have traditionally overlooked Indigenous women as a staffing option or have had trouble keeping Indigenous women on staff yet have a sincere interest in increasing the numbers of Indigenous women working for them. The goal is to provide training which will benefit the employer, their non-Indigenous staff and the Indigenous women they hire by increasing opportunities for sustainable, long-term employment.

What is CRGBS Training?

The CRGBS Training will provide interested employers with an overview of Canada's interactions with Indigenous Peoples from first contact to the present. Discussion during training will create awareness about the way historical events have affected and continue to impact Indigenous women in terms of economic, educational and employment opportunities.

Government policies, legislation and laws directed at Indigenous people will be reviewed; followed by discussion about how these have coloured the perceptions of the wider Canadian population toward Indigenous people, including how they have contributed to the creation of hidden barriers to employment for Indigenous women.

Historical portrayals of these events, policies and laws in the educational system and media have created a sense that they belong to the past. This is at odds with the direct and intergenerational experience of Indigenous people whose lives have been governed by these for many generations and continue to be impacted by them today.

It is hoped that employers accessing CRGBS Training will use what they learn to reframe their perceptions, identify barriers that they had unknowingly sustained and use that knowledge to remove some of the barriers currently excluding Indigenous women from their work places.

Questions

If you'd like more information, please contact Marshall Ballard at m.ballard@nwac.ca.

Increased access to the labour market reduces the risk for Indigenous women and their families, not just of poverty, but also of social exclusion, poor health, food insecurity and many other factors of social distress.

ASETS Extension to March 2018

ASETS

NWAC's role as an Indigenous agreement holder under the ASETS (Aboriginal Skills and Employment Training Strategy) is pleased to learn that it has been extended to March 2018.

ASETS Services

The extension means that NWAC's Provincial/Territorial Member Associations can maintain existing partnerships and continue to create new partnerships that will lead to increased opportunities for Indigenous women to access: skills development, training opportunities for high-demand jobs, job-finding support, child-care to increase participation in the labour market, programs for Indigenous women with disabilities and programs for Indigenous youth.

**Stay tuned for the fourth issue of volume #3,
our Special Edition featuring successful
Indigenous Women entrepreneurs!**

Have an idea or concept for our newsletter? Let us know! Submit your ideas via e-mail to:

Marshall Ballard: m.ballard@nwac.ca

Sydney Ducharme: sducharme@nwac.ca

Canada 