



Sir Sanford Fleming College: Evaluation Report

Prepared for: Future Skills Centre

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FSC is a forward-thinking centre for research and collaboration dedicated to preparing Canadians for employment success. We believe Canadians should feel confident about the skills they have to succeed in a changing workforce. As a pan-Canadian community, we are collaborating to rigorously identify, test, measure, and share innovative approaches to assessing and developing the skills Canadians need to thrive in the days and years ahead. The Future Skills Centre was founded by a consortium whose members are Toronto Metropolitan University, Blueprint ADE, and The Conference Board of Canada

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3.1 Sir Sanford Fleming College:

Project: Capturing Change in Indigenous Labour Markets: Local Approach, Pan-Canadian Impact

Duration: April 2021- March 2022 (12 months)

Population: Indigenous peoples and people from rural, remote, and northern communities

Industry Sectors: Education services (primary)

Region(s): Ontario (Primary) and Pan Canadian secondary)

The project aims to . . .

- engage with Indigenous communities to better understand labour market needs
- develop and test a novel Indigenous labour market system that helps to identify trends and inform programming, and
- share best practices and learnings with the college sector and labour market experts to help move the Indigenous agenda forward on a national scale.

Beginning / Past: Where the Project started

The project began from a partnership between the Workforce Labour Advisor and at the time, the Chair of Indigenous Studies, who had neighbouring offices within the college. Wishing to drive Indigenous education forward, the project team set out to design a new curriculum designation, an Indigenous Perspective Designation. While working towards finalizing the curriculum designation, it was discovered that there is currently a lack of relevant labour market information at the community level, including Indigenous communities. This data is critical in informing the special designation in Fleming College programs; as there must be enough jobs for Indigenous Peoples within that sector to warrant a special designation.

Beyond the scope of the curriculum designation, the team found that the lack of data makes it difficult to determine how local labour markets have been performing, and how technological, social, or economic changes have impacted Indigenous communities. Given that the COVID-19 pandemic has also significantly altered the landscape for graduates and the economic situation of Indigenous communities. The team found there is a need to gain a better understanding of the impacts, and respond to these challenges.

After determining the need and exploring potential solutions, the Fleming team determined funding was required and applied for the FSC grant in 2021.

Experiences / Present: Program Impacts and Barriers/Gaps

Through the project, Fleming and its project partners have leveraged their collective expertise to develop and test a solution to document real-time changes in Indigenous labour markets.

Over the project duration from April 2021 to March 2022, Fleming developed and tested an innovative Indigenous labour market system that helps to identify trends and inform education programming. Demonstrating the tool in 26 training sessions to 100+ participants. In addition to conducting/participating in several knowledge mobilization activities, including an education summit, Labour Market Information Forum, five (5) project overview meetings with other institutions and an FSC Community of Practice meeting to determine alignment with Hecate Strait Employment Development Society in British Columbia.

The project used an iterative approach, constantly refining the keywords, mapping functionality and adding job boards as they learned more through research and knowledge mobilization efforts.

Key Learnings:

- The importance of relationship building and allyship
- The importance of building pride in, and knowledge of the types of Indigenous industries that students can aim to work for.

Transition: Primary Data Collection:

The team set out to learn what the job market looks like in Canada in general and how that compares to Indigenous communities. They found many gaps in data, including the inability to access data on what the job market looks like through the eyes of Indigenous candidates. Through this work the team also found there are specific industries that are not targeting Indigenous employees despite deficits in labour and skills in the industry.

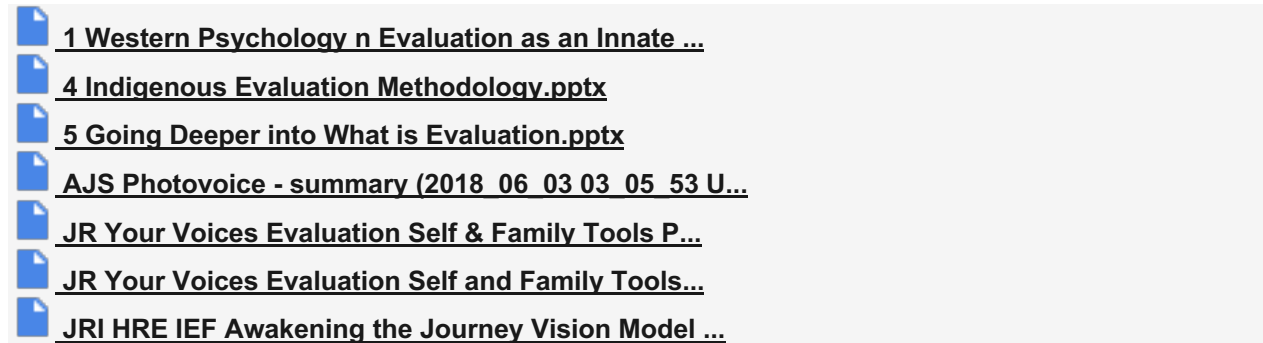
Future State: Next Steps

Despite completing the project with Future Skills Center, the work of Fleming and its project partners is not over. Their next steps are to undertake program level research that supports Fleming College work with/for students, continuing to build relationships with other academic institutions and working to change the National Occupational Classification system from using 4-digit to a 5-digit codes. Fleming intends to add five (5) new skills from this new system, and is ready to flip the switch.

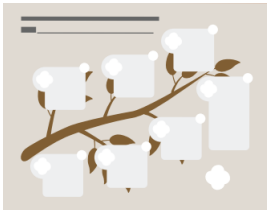
Fleming is open to having follow-up discussion with partners to determine what is possible. Looking towards the future, the team intends to look at what employers and sectors want to hire Indigenous candidates and where they are located (i.e., urban vs rural), and how the data derived from the search engine tool can support Indigenous individuals to enrol into courses and think strategically about the labour force.

Appendix A: Documents Provided to Organizations

Data Collection Tools to review:



1. The Waawiyeyaa storytelling tool which participants the opportunity to share their stories on a linear path through the past/present/transition and future states



2. The Medicine Wheel tool which gives participants the opportunity to share their reflections wholistically through the lens of spirit, mind and body

