

Indigenous ICT Development Centre

Partners

ID Fusion FireSpirit

40 Indigenous participants

\$670,000 over 16 months

Locations

[Manitoba](#)

Topics

Future Skills
Inclusive Economy
Sectors

Related Tags

[career pathways](#),
[digital skills](#), [ICT](#),
[indigenous](#),
[indigenous populations](#),
[job matching](#), [mentorship](#),
[youth](#)

**Exploring
approaches
to
build
awareness
and
capacity
in
the
information
and
communications
technology
sector
for
Indigenous
youth
and
underemployed
communities**

The
Information
and
Communications
Technology
(ICT)
sector
is one
of the
fastest
growing
industries
in
Canada.
Though
demand
for
talent
is
high,
Indigenous
people
are
extremely
underrepresented
in ICT
occupations.



The Future Skills Centre will invest \$670K in a 16-month project led by FireSpirit and ID Fusion, which will assess the value of an Indigenous ICT Development Centre in providing ICT services and training to local communities.

The
Indigenous
ICT
Development
Centre
will
work
with
Indigenous
youth
and
underemployed
people
and
test
approaches
to
meaningful
training
and
paid
work
experience,
job
coaching,
and
mentorship
while
in
their
home
communities.
In
collaboration
with
Indigenous
and
non-
Indigenous
employers,
this
project
assesses
the
matching
of
ICT
professionals
with
businesses
looking
for
ICT
support
services.

This project is uniquely driven by two Indigenous private sector organizations to create a framework to allow Indigenous ICT professionals to train, collaborate, and market their services individually and collectively. The project involves 40 participants, in the communities surrounding Winnipeg and The Pas, Manitoba.

Evaluation Strategy

Our evaluation of the Indigenous ICT Development Centre is classified as an Effectiveness Evaluation, focused on understanding to what extent the pilot produces intended outcomes, and the individual and implementation factors that support success. The results of this evaluation will be used to move the Indigenous ICT Development Centre model along the Future Skills Centre's evidence pipeline, by building evidence of the model's effectiveness to inform future evaluation and scaling decisions. Findings will

also
be
linked
to a
broader
learning
agenda
to
ensure
that
we
can
leverage
learnings
to
inform
future
innovations
in the
areas
of
ICT
sector
training
and
supporting
Indigenous
job-
seekers,
and
to
advance
the
Future
Skills
Centre's
mandate
of
mobilizing
evidence
to
inform
practice,
programs,
and
policies.

FSC and Blueprint worked with FireSpirit and IDfusion to design and implement a continuous learning approach that generated practical, timely and actionable evidence throughout the course of the project. This report shares the key insights and lessons from our continuous learning activities.

To understand the degree to which the pilot produces intended outcomes, and the individual success factors associated with those outcomes, this evaluation will measure the full set of participant outcomes outlined in the Future Skills Centre's Shared Outcomes Framework, including skills gains, enrollment in further education, and long-term employment outcomes.

To identify the implementation factors associated with success and support continuous improvement, the evaluation will gather reflections from participant, employer, and community stakeholders to assess the strengths and gaps of the model in meeting the needs of jobseekers and employers, and potential areas for improvement.

Finally, pilot-specific outcomes including participant participation and satisfaction with different program components and wraparound supports, participant interest in the ICT sector, and employer metrics on productivity of graduates will be measured to build a better understanding of the value of unique components of the Indigenous ICT Development Centre model.

Through the next two years of pilot delivery, we will carry out the evaluation through:

- Participant surveys and collecting pilot delivery

data measuring socio-demographic characteristics of participants, as well as their ICT skill development, program stream and completion, and employment outcomes.

- Interviews with participants to build an in-depth understanding of participant experiences in the program, including challenges faced and key success factors, as well as interviews with delivery staff and community stakeholders.
- ICT employer interviews to capture employer perceptions of the model's strengths and opportunities for improvement, and their

assessment
of
its
impact
on
helping
meet
their
hiring
needs.

- Interim reporting communicating early outcomes achieved, implementation findings, and recommendations to support continuous learning and performance improvement by delivery partners.
- Analysis of participant, employer, and stakeholder data to communicate key findings regarding pilot effectiveness and implementation in a final report.

Results
of the
Indigenous
ICT
Development
Centre
evaluation
are
expected
to be
published
Fall
2020.

The Future Skills Centre acknowledges that the Anishinaabe, Mississaugas and Haudenosaunee share a special relationship to the 'Dish With One Spoon Territory,' where our office is located, bound to share and protect the land. As a pan-Canadian initiative, FSC operates on the traditional territory of many Indigenous nations across Turtle Island, the name given to the North American continent by some Indigenous peoples. We are grateful for the opportunity to work in this territory and commit ourselves to learning about our shared history and doing our part towards reconciliation.

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