



Future Skills Centre
Centre des Compétences futures

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The Indigenous Employment Hub

The community members of the Cowichan Nation Alliance (CNA) which is comprised of Halalt First Nation, Cowichan Tribes, Penelakut Tribe, and Stz'uminus First Nation in British Columbia, are striving to become independent self-sufficient communities. Employment and self-reliance are key to

Partners

Coast Salish Development Corporation

100 members of the Cowichan Nation Alliance in the construction/ infrastructure sectors

Locations

British Columbia

Additional Partners

Cowichan Nation Alliance, industry partners, private sector partners, education partners, government partners

Topics

Inclusive Economy Sectors

Related Tags

agriculture, construction, demand-driven, fishing, forestry, holistic, indigenous, indigenous populations, infrastructure, mining, oil and gas, skills training

reaching
this
vision.
However,
employment
opportunities
have
remained
consistently
poorer
for
Indigenous
peoples
compared
to
the
general
Canadian
population.
They
are
often
faced
with
barriers
such
as
lack
of
training
and
education,
insufficient
work
experience,
racism,
gender
stereotyping,
and
a
gap
in

effective
job
research
skills.

Evaluation
Report:
Indigenous
Employment
Evaluation
Report

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Mix
this
mostly
untapped
workforce
with a
tight
labour
market
that
needs
skilled
trade
workers
and
the
Cowichan
National
Alliance
saw
an
opportunity
to
develop
The
Indigenous
Employment
Hub
(IEH).
It will
significantly
increase
short
and
long-
term
employment
for
community
members,
taking
into
account
the
unique
needs
and
barriers
to
employment
faced
by
the
Indigenous
communities,
and
align
with
industry's
unmet
demand
for
skilled
labour.

Future Skills Centre is investing almost \$1.5 million in the IEH, which brings together First Nation communities, industry, private sector, provincial and federal government, and education providers under one roof to provide on-reserve, customized just-in-time skills training programs, recruitment, and placement services.

The IEH has access to a mostly untapped Indigenous workforce. Over the next two years, the IEH will provide 150 skills assessments, develop 100 training plans, provide 100 participants with skills training courses, and negotiate 80 skilled jobs for members in construction and infrastructure projects facing labour shortages.

Aspects of the project include:

- Providing training on-reserve;
- Offering a holistic approach that focuses on the person as a whole by

- providing a mix of essential skills, life skills, and technical/job skills;
- Using a learning approach based on the First Nation culture so community members can learn at their own pace.

Evaluation Strategy

This project will be evaluated using tools and approaches aligned with its goals, context, and stage of development. The evaluation will focus on generating the right evidence at the right moment to move the intervention forward. [Read more about our evaluation strategy.](#)



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.