

SIX NATIONS WORKFORCE DEVELOPMENT THINK TANKS

PROGRESS REPORT

July, 2011

INTRODUCTION

Thank you to the many participants who attended the Six Nations Workforce Development Think Tanks held in February and May 2010. Just as planning to develop Six Nations workforce was and continues to be a community effort, making the ideas a reality requires the resources and skills of individuals and community organizations.

Calculating Six Nations' on reserve unemployment rate is a way of measuring Six Nations workforce development and specifically the increase in the number of employed Onkwehon:we people. It is important to keep in mind that there are many factors outside of the control of a community that impacts job opportunities and ultimately its unemployment rate. These factors include: government policy; natural disasters; wars and civil unrest; newcomers to Canada; social trends; local, regional and international economies; demographics, and innovations in technology.

Since April 2010, and on a quarterly basis, GREAT has been tracking Six Nations on reserve unemployment rate. The results are as follows:

April, 2010	- 35.6%
July, 2010	- 30.9%
October, 2010	- 26.2%
January, 2011	- 31.8%
April, 2011	- 35.1%

As of April, 2011, Ontario's unemployment rate was 7.9%.

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The recommendations from the two Think Tanks were categorized under the headings of economic development, education, wholistic health, and a sustainable community. Even though there is much work to be done yet, this report shows that progress is being made. The Committee on Sustainability discussed the need to define the cultural values within Six Nations as a means to sustainability. This will be discussed as one of the exercises during the Cultural Experience Conference breakout groups. If you would like to review the Think Tank recommendations, they are available on GREAT's website at www.greatsn.com.

The recommendation to break down silos and start working together can be seen in many of the following initiatives that have been either completed or initiated. Some of the recommendations

mentioned below were initiated prior to the Think Tanks but the feedback from the community confirms that they align with their ideas.

Cultural Tourism

A Six Nations Cultural Experience Conference has been scheduled for July 5, 6, 2011. The people of Six Nations are invited to share their ideas and help identify the opportunities that exist to provide visitors to Six Nations with a cultural experience. The planning of this event included five other organizations within the community including Woodland Cultural Centre, Six Nations Tourism Department, Two Rivers Community Development Centre, Six Nations Indian Pageant/Forest Theatre, and the Chiefswood Museum National Historic Site.

Farmers Market and Community Gardens

With the financial support of GREAT, Six Nations Elected Council hired a Six Nations Farmers Market and Garden Coordinator in July, 2010. The program has been actively involved in developing and implementing a number of initiatives including a: Community Garden, Farmer's Market, Good Food Box, Spicket Fund Raiser, Looking Back Workshops, Do the Math Challenge (week of living on limited food options), and Six Nations-Brantford Food Drive.

Green Conference and Green Job Fair

A Green Conference was held in November, 2010 and a Green Job Fair was held in March, 2011. Both events provided an awareness of the opportunities for training, jobs and business development in the green economy. A total of people 456 attended both events.

Six Nations Transportation Feasibility Study

A report of the Six Nations transportation survey was completed in March, 2011. Transportation service options were displayed in GREAT's Atrium from March to May, 2011. Community members were encouraged to complete a comment form to select the option which best suited their transportation needs. A report is being compiled at this time and once it is completed, the joint GREAT and Six Nations Elected Council Planning Committee will consider the next steps.

Customer Service Training

Six Nations Tourism Department organized a Customer Service Training workshop which was held on June 23, 2011, to which 54 people attended. It focused on how to connect with customers on an emotional level to make them want to return to experience the connection again and be an advocate for the business. This event was organized in collaboration with Two Rivers Community Development Centre and The Mississaugas of New Credit First Nation.

Connecting to Seniors Knowledge and Skills

Funding was secured from the Government of Canada's New Horizons for Seniors Program. GREAT worked in partnership with the Haudenosaunee Resource Centre on this project. Ten grandparents from Six Nations were interviewed and a book published entitled , "What Tota or

Kso:t Says About Ronathahon:ni or Hodin/hsy/:nih Values and Work Ethics”. The book will be used as a resource in GREAT’s Work Ethics Workshops.

Six Nations Elected Council Policy on Community Engagement

In May, 2011, Six Nations Elected Council directed its administration to consult with the community and develop a community engagement policy and strategy. Planning on how to undertake this directive is occurring at this time. Anyone who would like more information can contact Tim Brubacher or Karen Best at tbrubacher@sixnations.ca or kbest@sixnations.ca or 5194452201.

Economic Development Plan

Since the spring of 2010, the Six Nations Economic Development Department has been examining the need for Six Nations to create a development corporation for the community that would be arms length from the political process. At the request of the Director of Economic Development, Six Nations Elected Council passed a motion to present the proposed development corporation concept to the community so that proper engagement and feedback can occur. An independent consultant has been retained to deliver the community engagement component. The goal is to complete the engagement process by the fall of 2011. If you have any questions, please contact Jill Hill at 519-445-3026.

Employment Readiness Training Course

In August, 2011, GREAT will be offering an eight-week course entitled “Employment Readiness” followed by four weeks of work placement to assist individuals who have the formal education but believe they are not ready to enter the workforce but would like to. This course will cover topics such as working in a team setting, increasing self esteem, increasing self awareness and cultural awareness, working in a team, and career decision making, just to name a few.

Community Organizations Working in Collaboration

It was recommended that community organizations improve their efforts to collaborate and ultimately maximize on their resources by working together. It was specifically mentioned that GREAT and Grand River Post Secondary Education Office review their working relationship. To that end, an initial meeting was held in May, 2011 and discussion occurred on updating and broadening the existing Memorandum of Understanding to include additional roles and responsibilities.

Work Ethics Workshop

GREAT’s training department offers a three-day workshop that teaches the ten characteristics of good work ethics and how good work ethics benefit the employee as well as the employer. The course includes a self evaluation of an employee’s work ethics after which time, participants are asked to develop a plan to improve areas they scored low in.

Aligning Skills With Employer Needs

It was recommended that community training be aligned with the needs of employers on reserve. In July, 2011, businesses situated on reserve will be asked to participate in a survey to share the skills they are looking for in their employees and positions that they will be requiring within the next one to three years. It is the intent that GREAT, Six Nations Welfare Department, and Grand River Post Secondary Education Office will then be better able to direct clients and students into those areas of study.

Attract Employers to Reserve

GREAT held an Employer Corporate Challenge in 2010 and again in 2011 where a number of corporations from Brantford and surrounding areas entered teams and participated in the corporate challenge. At the same time they were introduced to Six Nations and what it has to offer. The intent was to build bridges and increase their awareness of Six Nations skilled labour force. In April, 2011 GREAT revised its organizational structure to include a team of four staff who focus on building relationships with employers on and off reserve and connecting employment ready job seekers with those employers. In September, 2010, the Brantford Chamber of Commerce held its “Business After Hours” networking of Brantford businesses at GREAT; that being the first time the Brantford Chamber has held such an event here in Six Nations.