

5 WAYS TO GET INVOLVED

in economic reconciliation with indigenous peoples

EMPLOYABILITY AND EMPLOYMENT NEEDS

TANGIBLE
PROFITABLE
ALIGNED
COLLABORATIVE
UNIFYING

1.

PARTICIPATE IN JOB FAIRS

The lack of information on the job market is one of the barriers to employment for many Indigenous people. The participation of Quebec organizations in job fairs helps to alleviate these barriers.



2.

RECOGNIZE THE GENERAL SKILLS OF INDIGENOUS PEOPLE

For a large part of the Indigenous population, low levels of education and poor development of professional skills are barriers to employment. For employers, recognizing general skills is a way to reduce these barriers.



3.

OFFER AWARENESS WORKSHOPS ON INDIGENOUS REALITIES

Discriminatory behaviours, stereotypes, microaggressions and racism in the workplace are major issues affecting the Indigenous workforce in Quebec. Awareness workshops promote the retention of the Indigenous workforce as well as workplace wellness.

4.

IMPLEMENT AN EFFECTIVE INDIGENOUS WORKFORCE INTEGRATION STRATEGY

While hiring Indigenous talent is a step towards economic reconciliation, it is equally important to retain that talent. A strategic integration plan can make a difference in terms of employee retention, sense of belonging, dedication and commitment.



5.

IMPLEMENT WORKPLACE ACCOMMODATION MEASURES

The remoteness factor that a large majority of Indigenous communities face also affects employability. Indeed, compared to large centres, access to certain services is more difficult. Consider, for example, public transportation or training institutions. These are issues that affect both participation and retention in employment. An organization can contribute to economic reconciliation by establishing measures that accommodate Indigenous people affected by these issues.

