



Community Futures Treaty Seven

**12th ANNUAL 2019 DISABILITY EMPLOYMENT
SUMMIT AND CAREER FAIR**

EVENT SUMMARY REPORT

“Sharing for Success...Stronger Together”

Table of Contents

Summary Report	2
Summit and Career Fair Purpose and Objective	2
Event Outcomes Met	3
Event Agenda	3
Summit Presentations and Job Seeker Workshops	5
Evaluations: <u>Summit</u>	6
Evaluations: <u>Job Seekers Preparedness Workshop</u>	6
Evaluations: <u>Job Seeker Evaluation Results from Career Fair</u>	7
Evaluations: <u>Career Fair Evaluations</u>	8
Evaluations: <u>Post Career Fair Evaluation - Employers</u>	9
Recommendations	10
Impact	10
Appendix A – Career Fair Booth Attendees	11

Summary Report

Theme: “Sharing for Success...Stronger Together”

Community Futures Treaty Seven (CFT7) hosted the 12th Annual Disability Employment Workshops and Career Fair May April 30, May 1, and 2, 2019 at the Best Western Premier Hotel and Conference Centre Calgary. This 3-day event was attended by approximately 350+ people collectively for all three days and included: Elders, presenters, sponsors service providers on and off reserve, the business community, Treaty Seven Employment Centres, Indigenous persons with disabilities, job seekers, committee members, volunteers, and CFT7 staff and board members. Of the 350+ attendees, approximately 200 plus job seekers attended the Career Fair along with 37 booths of which 15 were businesses and 22 were resource booths that included employment centres, postsecondary institutions, and service providers. The event also included entertainment on day 1 from Popovich Productions.

Along with the continued support and funding from The Government of Alberta, Ministry of Indigenous Relations and Ministry of Labour working in partnership with the Government of Canada, and Community Futures Cochrane, the event was another success.

Workshop and Career Fair Purpose and Objective

This Indigenous engagement forum (Three Days) will seek to increase employment for Indigenous Albertans who have disabilities and barriers to employment. The three day event included Indigenous participants from Southern Alberta’s Treaty Seven area (employment centres, on-reserve and off reserve service providers), industry, non-profit sector, business sector, government sector: all areas will be encouraged to work together to address barriers to employment. Topics included: barriers to employment, labour market changes and trends and new technology, provincial and federal government resources for persons with disabilities to gain employment, employment and Indigenous knowledge consultants, strategies to reduce unemployment/under-employment. Pre-planning, community engagement, strategic planning consisted a majority of the work as CFT7 targeted 300+ persons to attend the event. A goal of the event was to ensure Indigenous persons can gain meaningful employment and contribute to Alberta’s economy as a result of the initiative.

Additional overview:

- To provide Indigenous Albertans with disabilities with the opportunity to learn about diversified employment opportunities throughout Alberta. CFT7 will ensure attendees and employers have the platform to develop meaningful conversations with the potential outcome that leads to employment.
- Facilitate meaningful employment opportunities for Indigenous persons with disabilities.

- Facilitate meaningful discussions between Indigenous and non-Indigenous Albertans to create awareness around employment possibilities and Government of Alberta services.
- To support and promote market diversification employment in Alberta.

Event Outcomes Projected and Met

1. Indigenous persons will be engaged in a meaningful way with Alberta’s business community. This can support the development of new partnerships for both Indigenous communities and the business sector.
2. This event will support Indigenous persons and communities to gain access to new employment opportunities. Which will result in economic prosperity.
3. This event will support communities by providing a platform in which they can collaborate and work with the Government of Alberta in a meaningful way.

Event Agenda

Day One

Plaza 4 & 5

8:00 AM to 6:00 PM

TIME	ACTIVITIES
8:00 AM	Registration; Breakfast
8:30	Welcome Address
9:00	Dr. Linda Many Guns Cultural Behaviourism
10:30	Break
11:00	Sean McEwen Our Value...Positive Impact
12:00 PM	LUNCH
1:00 – 2:30	Sean McEwen Assumptions and Change
2:30	Break
3:00	Summit Dialogue Wrap Up
4:00	Break - Evaluations
4:45	Dinner Richard & Deborah Popovich
6:00	Closing Remarks, Grand Door Prize

Day Two

Plaza 4 & 5

8:00AM to 3:00 PM

TIME	ACTIVITIES
8:00 AM	Registration; Breakfast
8:30	Welcome Address
9:00	Sharing for Success Presentations; Importance of Success Stories
10:30	Break
11:00	Working Together
12:00 PM	LUNCH
1:00	Summit Dialogue Wrap Up
2:00	Closing Remarks, Evaluations, Grand Door Prize

Day Three

Plaza 1 & 2 - Career Fair

11:00 AM TO 2:00 PM

Career Fair 11 AM to 1:30 PM

TIME	ACTIVITIES
8:00 AM	Career Fair Set Up; Breakfast; Welcome
8:30 – 11:00 AM	Job Seeker Workshops: <ul style="list-style-type: none">• Careers and You• Feeding Your Spirit Plaza 3
11:00	Career Fair Opens
1:30 PM	Career Fair Closes
2:00	Evaluations; Closing Remarks

Agenda subject to change

SUMMIT PRESENTATIONS

The 2-day summit included a key note address by Sandford Big Plume, General Manager of CFT7 and a key note presentation by Dr. Linda Many Guns who presented on “Cultural Behaviorism” The synopsis of the presentation was as follows: The First Peoples of Canada have lived here for thousands of years. In this long timeline, we have developed ways to interact and live in a good way. These ways have been suppressed for over a hundred years however in the wake of the TRC and UNDRIP there is an interest in understanding our behaviorisms. Understanding these learned behaviors brings about unity and cohesion in multi-cultural workplaces and society. The Indigenous peoples of these lands have always lived compatibly with our neighbors with different cultures, different languages, disabilities, and many other barriers. In that light, this presentation provides knowledge essential for building strong foundations, new bridges and a better understanding of Indigenous peoples working in non-aboriginal workplaces.

Sean McEwen facilitated the summit presentations and discussions and included Value in the Workplace, Assumptions and Change, and The Importance of Success Stories in Marketing and Promoting Employment. Air Canada and Aerotek were represented with success stories from an employer perspective and a previous job seeker perspective. Overall satisfaction for the summit was 88%.

JOB SEEKER WORKSHOPS

Twenty-seven (27) job seekers attended the two workshops “Careers and You,” facilitated by Chance Bellegarde and “Feeding Your Spirit,” facilitated by Rosa Medicine Traveller in preparation for the Career Fair. The feedback was very positive from the attendees indicating the workshops were very informative and helpful. Twenty-seven evaluations were collected from the attendees. The overall satisfaction for the workshops was 92%. The following is a summary of the workshops:

Careers and You – Finding our Roots

Through this workshop, Chance provides an Indigenous perspective on Career Development and leads a path to navigating career decision making based on traditional teachings and practices. Participants will gain an understanding of how their values have an impact on their success in finding and maintaining meaningful employment.

Feeding Your Spirit

In this workshop, the participants explored how laughter is a wonderful source that contributes to healing your spirit. Many have forgotten how to laugh and are uncomfortable to play. We all long for more laughter and joy in our life. The objective of the workshop was to engage participants in activities, so they are working together as a team. This strategy was to demonstrate the need for fun, laughter and team work.

EVENT EVALUATIONS

A. Summit (51 evaluations received)

Applicability to my work	87%
Impact on diversity hiring	85%
Delivery and facilitation of the summit presentations	86%
Overall organization of summit event	93%

General comments and recommendations from the training workshop delegates included:

- Most commented on the importance of story telling in the work place as a positive tool
- Both speakers were well received and of great benefit to the delegates
- Most commented they will look at various ways to foster learning and collaboration in their work and workplace; as well as including story-telling
- General consensus was the event was well organized and will have applicability to their work and impact on diversity hiring

B. Job Seekers Preparedness Workshops Evaluations 27 attendees (23 evaluations collected)

Workshop	% of helpfulness
Careers and You	88 %
Feeding Your Spirit	96%

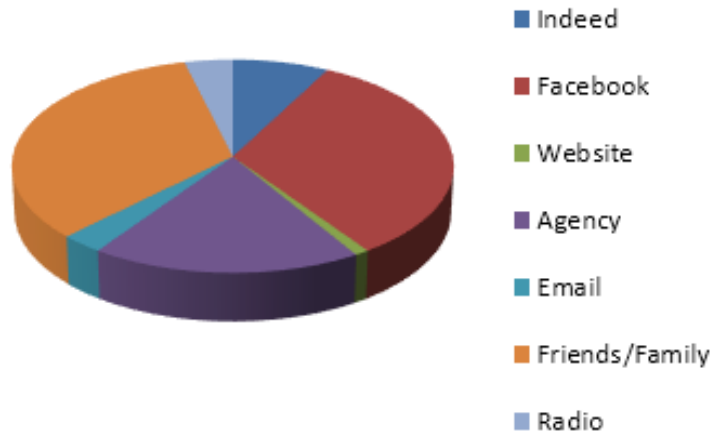
Comments from Job Seekers attending the workshops:

- Finding a job that aligns with your values can improve job sustainability
- Feeling connected through games – alleviated anxiety
- If you believe and you put effort in to what you want, then it will happen
- Saw the value of communication, commitment, teamwork and self-worth
- Communication is key; feed your spirit
- Team work and communication

C. Career Fair Job Seeker Evaluation Results (95 received) of approximately 200+ attending

The marketing this year was more strategic in reaching out to the Indigenous Community including those persons with disabilities and multiple barriers which resulted in this year’s job fair attendance less than the previous year which included a larger society of population.

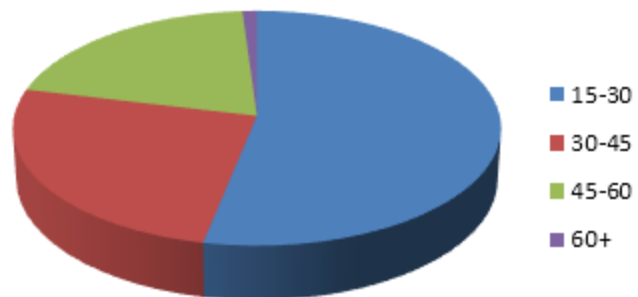
How did you hear about this Job Fair?	
Indeed	8
Facebook	34
Website	1
Agency	19
Email	3
Friends/Family	35
Radio	4



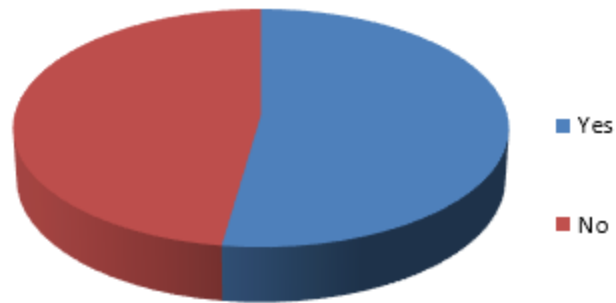
What part of the city do you live in?	
NW	20
NE	17
SW	28
SE	13
Out of Town	17



What is your age range?	
15-30	50
30-45	24
45-60	19
60+	1



Did you apply for a job today?	
Yes	46
No	42



This year, most of the job seekers were from the west quadrants compared to last year, which most were from the east quadrants. Social media (face book) was again a popular form job seekers heard about the career fair as well from friends and family (social media) and that could attribute to the age range 15 – 30 being the highest attending group of job seekers at 53%. Friends and family ranked higher this year for hearing about the fair. More than half the job seekers applied for a job at the career fair consistent with las year’s findings

Comments from the job seekers at Career Fair included

- More construction warehouse booths needed
- Most jobs we apply online. But great info given out.
- Very good job, awesome opportunity. Thanks to you all
- Excellent job fair
- Pretty awesome
- I got to see people about arranging funding for my career
- Great job fair
- It was informative
- Excellent venue and informative people
- A lot of excellent information

D. Career Fair Evaluation –Feedback

The career fair included 15 employers representing industries from: customer service, non-profit, oil and gas, public service, retail, aviation, construction, and administration. The employers’ booths were down from last year, a reflection of the current economy.

There were 22 resource booths that included: training oppourtunities, community resources, service providers, educational services, financial services, employment services, and health services.

Outcome Success:

One employer hired a job seeker at the career fair!

Thirty-two (32) evaluations were collected with the following results/comments:

1. Approximately how many candidates did you speak with or have at your table?
Average per table was 50 ranging from 15 to 200 +
2. How many resumes did you receive? **161 resumes received altogether with several businesses indicating they only take on line resumes**
3. How many job seekers did you informally interview? **120 potential candidates were informally interviewed**
4. How many job seekers would you consider to be potential hires? **Total 299 collectively with some comments “many”**

Comments from Resource Fair included:

- Job seekers to be more communicative
- Dress appropriately for informal interviewing
- Candidates were good and eagerly looking for a job
- Encourage job seekers to visit website(s) for future employment a
- Visit websites to learn more about different employers
- Good experience from some candidates
- Candidates were prepared with resumes
- Candidates to know what career path they want
- Lots of young people (good)

The Career Fair Evaluation included a follow up request from the employers to be contacted a month later to determine a short outcome with respect to future interviews and/or hires as result of this career fair. Five evaluations were received with the following comments:

E. Post Career Fair Evaluation

NOTE: the time frame for this survey was May 3 to June 23, 2019

Five post surveys were completed with the following responses:

1. How many additional resumes have you received? **Collectively - 92**
2. How many job seekers have you interviewed since May 3rd? **Collectively – 38**
3. How many job seekers have you hired or plan to hire since May 3rd? **Collectively – 11 with another response ‘lots’**
4. Is there anything that could have been done differently before, during, or after the career fair to produce better outcomes for your company with the interviewing and/or hiring process?
 - Job seekers to provide a driver’s license (this has been a repeat response for the past three years)

Year to date Impact

To date the success of this event is evident in the number of attendees for the training and workshops which has been consistent over the past 12 years, gaining more momentum with the business community and their participation. This impacts job opportunities for Indigenous and Indigenous persons with multiple barriers with the increased awareness and education provided to the business community in hiring this demographic. Increased and continued participation of the business community ensures better outcomes for hiring and retention.

The number of job seekers for the career fair was down approximately 25% as the marketing for the career fair was more strategic to the Indigenous community.

The number of employers participating was also slightly down from previous years, evidence of the current economy. As a result, CFT7 is considering partnering with their urban contract to deliver a career fair in October 2019 that can capture actual job hire outcomes. This event will include marketing to those with disabilities and multiple barriers and by partnering will increase the number of job seekers attending the career fair.

In general, the impact from year to year has been increased cultural awareness for all stakeholders, attitudinal change, better job preparedness for the job seekers and best practices being incorporated by the stakeholders as a result of this event's collaborative and inclusive agenda.

Recommendations for Future Workshops/Training Events/Career Fairs

1. Organize and facilitate a think tank prior to the next event to obtain feedback going forward from the T7 Employment Centres
2. Partner with our Urban contract to deliver a career fair in October 2019
3. Provide engagement event for all stakeholders in addressing multiple barriers
4. Continue to include success stories and best practices to date; and sharing resources
5. Include a panel discussion represented by various stakeholders
6. Incorporate breakout sessions
7. Continue to provide Cultural training for the workplace

Career Fair Booths

Aboriginal Friendship Centre of Calgary
Aboriginal Futures
Aerotek ULC
Alberta Health Services
Bears paw First Nation
Blood Tribe Employment & Skills Training
Bow Valley College
Business Link Alberta
Calgary Alternative Employment Services
Calgary Fire Department
Canadian Food Inspection Agency
Canadian Property Stars
Cargill
Ceda Group
Cintas Canada Ltd.
City of Calgary Youth Employment Centre
Community Futures Treaty Seven
CPR
Executive Flight Centre Fuel Services Ltd.
Grey Eagle Casino
Henry Three Suns Child & Youth Society
Immigration, Refugees & Citizenship Canada
Imperial
Kainai Transitional Centre Society
Mount Royal University
Piikani Employment Services
Prospect Human Services
Public Service Commission of Canada
Riel Institute
Rupertsland Institute
Saamis Aboriginal Employment & Training Association
Sait
Siksika Employment & Training Services
Spirit Staffing
Trade Winds to Success
UPS
Wesley HRD Asets