

Miziwe Biik Aboriginal Employment & Training ~Community Engagement Session

February 27, 2017

Community Event exercises

ACKNOWLEDGEMENTS

On behalf of Nancy Martin and staff we would like to thank all the individuals for attending the event and thank them for their input and feedback. We look forward to our continued dialogue with the community.

Facilitated by Stan Wesley

This report details the research, findings and recommendations for Miziwe Biik Aboriginal Employment and Training. The goal of this project was to develop a plan that may guide the future direction of the organization.

Sixty Aboriginal people who were former, current or potential clients of Miziwe Biik took part in a Community Engagement on February 27, 2017 at 12:00pm and 5:00pm.

The results are outlined below.

1a. How did you hear about MB?

- Heard through other clients
- Family member, brother, father
- Walked in
- Sent from work
- School
- Referrals like George Brown College
- Networking
- Telephone book, First Nations House
- Education department
- Word of mouth
- Website, the internet
- Advertisement through transit
- Native Women's Resource Centre
- Carpentry for women
- Another Native agency
- The creation stage, family friends and through the community
- Anishnawbe Health Toronto

1b. Why did you first go to MB?

- Computer, research/resume updates
- To use computers, IT resources
- Seeking employment & training
- Connect to the community
- Mostly transportation funding
- For people to get off OW to seek employment
- To meet people and to network
- To take advantage of services
- Take the WHMIS, First Aid, Smart Serve
- Start-up, capital, tokens
- To hire Indigenous people, subsidized training, post-secondary, placements
- Employment, more access to job boards
- Fund Native Child & Family programs
- Funding for books and TTC
- Tutoring for students who were overwhelmed, this would help students succeed, help with math
- Career advancement, resume assistance, programs, etc.

2. How has MB served you thus far? How can it be better?

- They have helped me with many things such as: referrals, using computers, employment & training programs, funding and transportation
- It could be better for social media & advertising, get the word out there!
- Helped me to acquire a training program, I like it, maybe more social media appearance
- MB has been great, couldn't be better, more social media
- They have been helpful every time I needed support, social media could be better
- Should take walk-ins, TWS offset employment costs, job readiness, first opportunity for young people to get employment experience
- Open doors to mainstream business opportunities, government jobs
- Training led to permanent job, more bank positions
- Transportation funding
- Financially, TTC tokens, computers, job postings, training, job email, could be better for construction program for 8 months at George Brown college instead of 4 weeks, more food, secure more funding to improve
- They helped by supplying me with work boots, better advertising
- Helped me with support request, approved, email me info sessions, gatherings, communication improved
- The process time for approval could be better
- Sense of community, training, funding, coaching, mentoring
- It can be better by: follow up with client, ongoing portfolio, maintenance, quarterly community update, dinner and seeking feedback, business development
- Employment Counselling; take walk-in clients

3. What are some of the barriers that Aboriginal people in Toronto face in terms of employment & training?

- I think Aboriginal people face barriers with self-confidence and discrimination for those that are non-status
- Not enough funding, self esteem
- Being able to speak up and be confident, open to sharing personal vision, status & non status
- Not enough funding, prejudice, more counselling, availability, status, self-confident skills, events, activity e.g., mountain climbing
- Transportation costs, housing, racism, education, experience, subsidy for daycare at all income levels "isms" ageism
- Housing service cuts, sexism, ageism, education, to gain experience, subsidy for daycare (middle class income)
- Better advertising, job fairs, start advertising beginning of month not the day before, racism, physically, lack of self-esteem, employers need cultural awareness training
- Lack of education & experiences, mental health addictions
- Lack of employment & housing
- Special skills - employability skills
- Communication skills, may come from small community
- Dealing with inter-generational programs
- Lack of resources for clients and access assistance i.e., mental health issues

4. What is your vision of economic development and self-sufficiency for Aboriginal people in the GTA?

- Create part of Toronto as Indigenous “reserve” for business, more social media presence, more private incorporations, training for small business i.e. forecasting, budgeting, more support within the community, marketing, i.e. love people supporting our people, training per neighborhood, food sustainability-HUGE!, self-sufficiency, traditional farming, food system, retail, building our own housing, showcase your culture under our terms, a language network, self-sufficiency, economic dependency, franchising, indigenous banks
- How can MB be involved? Proposal writers, endorse it, employment: support services, management, mentors, partnerships, help identifying business opportunities, encourage & promote youth partnerships, to provide referrals to fund & share positive & successful Indigenous business stories
- Expand the resources
- Satellite locations
- More partnerships with employers
- Paid employment
- Expand training opportunities (new)
- More small business, more mural projects, on site carpentry, some shelters, have them on site, and off site (satellite)
- More counselling support/check in for buy one for requesting it/outreach
- The youth to finish school and continue onto college/university and seek employment
- I think MB is great for helping seek employment
- Business courses/Entrepreneur, one stop shopping, self-determination
- More non-Aboriginals in the GTA wouldn't only focus on the fact that they are Aboriginal. So discrimination and racism, I would love it if we were not overlooked when it comes to employment skills/experience, training etc.
- Creating an Aboriginal union or a company that employs Native people and that has holistic values and runs by them
- An Aboriginal labour agency, to other companies to build a workforce
- Create our own Indigenous College, clients can get training in Hospitality, Nails, etc. and non-status would get access to funding for school

5. What supports are needed to gain and maintain employment? Who would deliver these?

- Long term case management
- Transportation
- Shelter/housing
- Childcare
- Mentorship program
- Educational support
- Elders group to support younger clients
- Clothing bank (Dress for Success) in the downtown area
- Mediation with clients prior to employment, refer clients to other resources: disability & addictions
- Expand services more than employment to other resources, agencies
- Practical work experience
- More work placements
- Self-esteem building; how to deal with failure
- More follow-up with clients

6. If you were to enter a training program, what type of supports would you need?

- Funding (financial)
- Transportation funding
- Childcare
- Elder involvement (Grandma)
- Clothing allowance
- Clothing bank
- Educational tutoring
- Employment counselling & follow up and employers
- Books and supplies
- Co-op training program
- Work boots
- How to write business plans, access grants & bursaries
- Senior peer group
- Weekly sharing circles
- Livable housing supports
- Tutoring for High School students
- Incentives for completing High School

7. What types of training services do you require to advance your career?

- Multi-year contracts
- Computer training, introductory to advanced
- Funding to be able to take night courses in your chosen field
- Suicide awareness
- Networking
- Promote APAC
- Indigenous associations
- Employment opportunities
- Credit management & credit counselling
- Job coach, business coach
- Transportation funding, references letters, referrals, family & friends for support
- Experience and skills
- Funding for memberships & license
- Specialty schools, training associations, fees
- In-depth training for frontline workers
- Expand your skills, upgrade skills, learn new technologies, additional training
- More specialized training
- Mentorships for entrepreneurs

"Funding to be able to take night courses in your chosen field"

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*"More specialized training"*

## 8. What role can MB play in helping you advance your career?

- Making a referral in your name, keeping contact, sending people to conferences outside of Ontario as well
- Career counselling, help myself and others with funding
- Letters and referrals
- MB can send me to job fairs or job training, banks
- Send clients to places where job developers will speak with us
- Provide programming
- Market research where business opportunities lie
- Provide a meeting space
- Expand housing program i.e., ownership
- Client follow up, case management until full time employment is attained
- Financial wealth management, intro, intermediate, advanced
- Develop more programs, maintain your current career
- MB fund additional career training and updating
- Further your education-specialized i.e., ECE training (early childhood education)
- Trades -Carpenter

## 9. What kind of introductory courses would you like to see offered?

- Multi-year contracts
- Temp program
- Cleaning & maintenance services
- Landscaping training course
- Day labourer course/business
- Basic car mechanic course
- Intro to I.T. courses, upgrade hardware, multimedia ipad
- Green technology, the environmental, solar wind panels
- Health & wellness, GED, sewing, more personal and youth programs for recreational purposes
- Credit courses, money management
- Indigenous cultural competency training
- Transition courses for all groups
- Computer training programs, advanced, photo-shop, graphic design, how to set up a website, office program, communication, public speaking
- Office etiquette, in person, online, how to dress, self-esteem social skills, etc.
- Life skills training
- Introduction to first time job
- Dress for success, networking/communication skills
- Mental Health First Aid
- Personality differences/Conflict resolution
- Stress management, safer spaces
- Basic report writing
- Office Hierarchy
- Basic grammar skills
- Sport fitness, Driver education, Animal control, Dog care services

## 10. Are there any other programs or services you would like to see out of Miziwe Biik?

- I would like to see MB put the Smart Serve training course back into place
- Introduction to Pow Wow organizing, cultural traditional programs
- Temp service
- Cleaning and maintenance
- Landscaping
- Indigenous day labour, 1 job fair
- Basic mechanics
- Tokens/transportation
- Child care services
- Volunteer mentorship opportunities
- Essentials market for indigenous people only
- Facilitate inter-tribal trade
- Office procedures, etiquette, telephone, wardrobe
- Life skills (age appropriate)
- Networking skills, communication skills, personality differences
- Mental health
- Office hierarchy
- Stress management
- Report writing skills
- Safer spaces training (LGQBT)
- Actual office set up for training purposes for one month before sending to employers
- Environmental politics/policies
- More earth friendly awareness!
- A coach for clients
- Rent a space for work spaces, vendor spaces, studios, run and Aboriginal Co-Op
- Offer Computer Training at Miziwe Biik

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### ADDITIONAL COMMENTS;

*We would like to see self-sufficiency, growing our own gardens in the GTA with indigenous plants, food, and medicines. Set up a dedicated piece of land/warehouse to call our own. Also to supporting our local artists, they would need canvas, paint, artist should get grants, how to apply for grants, walk them through it and to apply for grants and would like assistance from MB (start-up) for this, it would create jobs. Also get Small Business assistance perhaps from David Abbott. We also would like to see Senior based support for seniors. We get discriminated against with "AGEISM" physical handicaps etc. Would like to see help for young mothers, child care for moms that have evening jobs, MB to offer paying babysitters and make cheque payable to the babysitter. We can make partnerships with other groups for all of these listed...*

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