



APRIL 2019

# TRC92: YOUTH EMPLOYMENT

## Update to the Community

### Sharing Progress

Welcome to the Winnipeg Poverty Reduction Council (WPRC) Update. The purpose of this Update is to share progress on key developments in the WPRC's 'TRC92: Youth Employment' initiative.

The 'TRC92: Youth Employment' initiative is guided by the **92nd Call to Action (CTA) in the Truth and Reconciliation Commission of Canada Report (2015)**. This CTA is directed toward corporations, and calls on them to take specific actions related to employment as part of the journey toward Truth and Reconciliation.

The **three strategies** that make up the 'TRC92: Youth Employment' initiative (see sidebar) are derived directly from CTA #92. WPRC views this initiative as a truth and reconciliation-based journey of learning, relationship-building and social innovation, with the goal of increasing opportunities for Indigenous employment in Winnipeg's private sector.

The role of WPRC in 'TRC92: Youth Employment' is to facilitate connections between business and community, convene opportunities for relationship-building and learning, identify systemic gaps, facilitate cross-sectoral problem-solving efforts, and track progress..

WPRC uses an '**Employer Consortium**' approach where groups of private-sector employers work together in a peer-to-peer environment, on the three strategies. Currently, WPRC is working with two Employer Consortia and ten community organizations that train Indigenous job seekers.

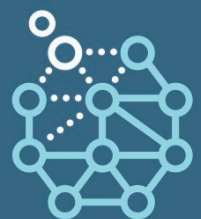
### 3 STRATEGIES



**Raising Employer Awareness**



**Workplace Education about Indigenous History & Experience**



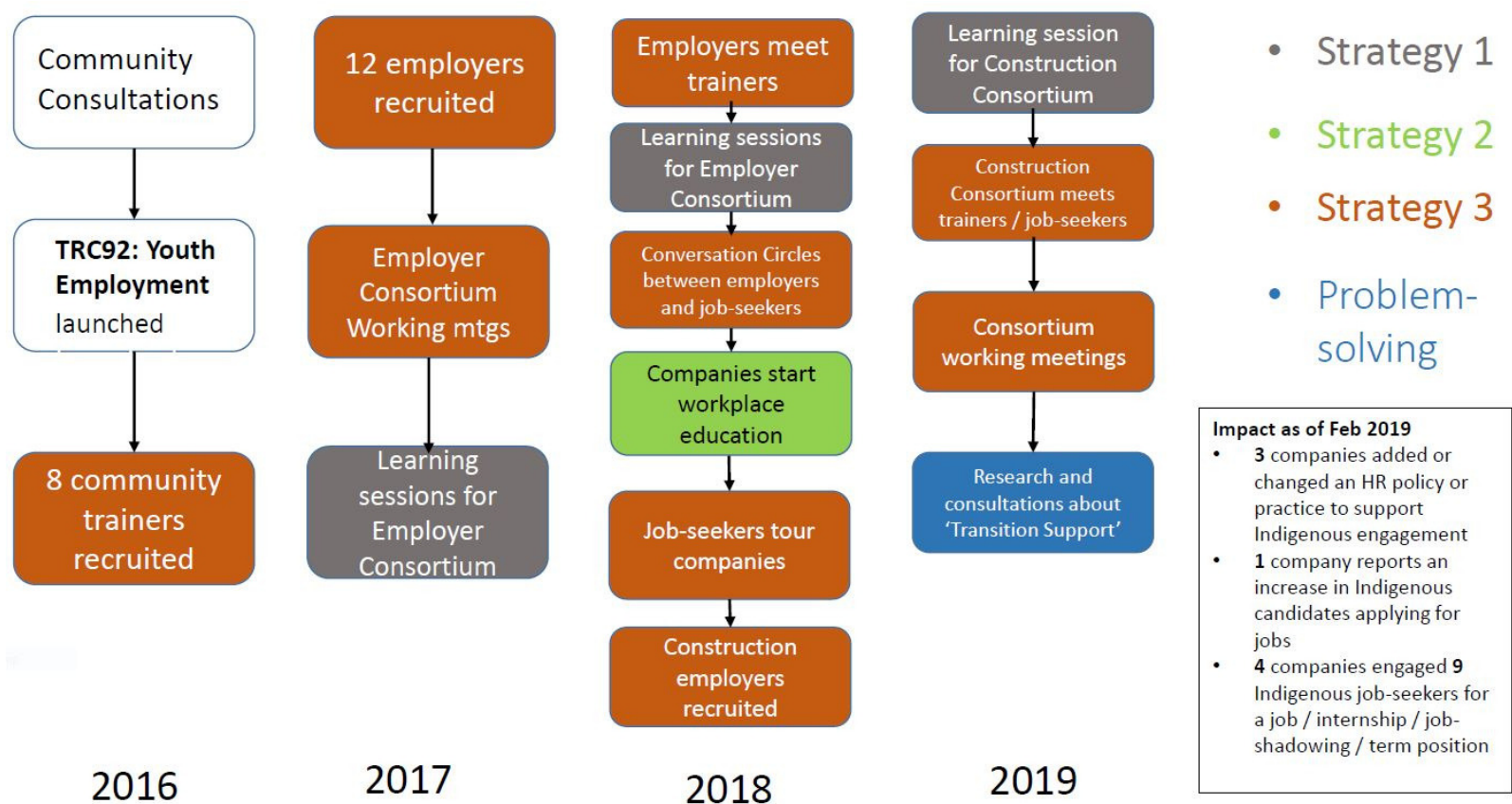
**New Connections for Employment**



## Step-by-Step

'TRC92: Youth Employment' is as much a learning exercise as an employment initiative. It is a **relationship-based, step-by-step** process, with actions building upon each other, learning-as-we-go. Along the way, both systemic barriers and promising practices emerge. They inform the path forward as we **build on what's working and attempt to collaboratively problem-solve systemic barriers**.

The diagram below depicts the flow of activities since 2016, colour-coded to the three 'TRC92: Youth Employment' strategies, and preliminary outcomes.







*'Conversation Circles' are one method WPRC uses to build understanding and relationships between employers and Indigenous job seekers. This one took place at BUILD. The photos on page 1 and 2 are from a Conversation Circle at Ka Ni Kanichikh.*

## Workplace Education

Since 2017, Employer Consortium members (mostly Human Resource personnel) and their CEOs have participated in numerous education sessions about Indigenous history and its impact today (Strategy #1). **Workplace Education about Indigenous history, its impact and anti-racism (Strategy #2) is also a key component of 'TRC92: Youth Employment', as directed by Call to Action #92.** An educated, culturally-sensitive work force is critical to providing an environment where Indigenous workers can thrive.

Employer Consortium members are discovering that **for many workers, this is new information** and often they come away troubled about a previously unknown history, but also motivated to act.

Some of the Employer Consortium workplaces are farther along than others in providing this education. Employers share successes and challenges at Employer Consortium meetings, as members learn from each other about how to effectively engage their work forces in this important work.

Winnipeg is fortunate to have resources to draw on for Indigenous education – **The National Centre for Truth and Reconciliation, the Treaty Relations Commission of Manitoba, AMIK, and the University of Winnipeg's Indigenous Insights program** to name a few.

**Workers often come away (from learning about Indigenous history in Canada) troubled about a previously unknown history, but also motivated to act.**



## Next Steps

- As the members of the Employer Consortium begin to engage Indigenous job seekers, WPRC is learning that **Transition Support** is critical for successful, sustained employment among job seekers with multiple barriers to employment. Consultations are underway to gain an understanding about Transition Support from the perspective of all relevant stakeholders. The consultation outcomes will inform cross-sector discussions about potential solutions. Transition Support is defined as '**Individualized, culturally-appropriate, wrap-around support through the transition from training to employment, and in the initial phases of employment**'.
- In coming months WPRC, in collaboration with the Winnipeg Chamber of Commerce and other groups, will be **reaching out to more employment sectors such as manufacturing, retail and hospitality**. The greater the variation in employment opportunities available, the greater the potential for good matches with Indigenous job seekers. **The Employer Consortium model has proven to be successful** for bringing employers together for business-to-business learning. It is a scaleable model that has potential to be applied to a number of employment sectors.

For more information about the WPRC and the  
'TRC92: Youth Employment' initiative:

[www.wprc.ca](http://www.wprc.ca)

(204) 924-4228

[ewiebe@unitedwaywinnipeg.ca](mailto:ewiebe@unitedwaywinnipeg.ca)

[@winnipegprc](https://twitter.com/winnipegprc)

To view a video about 'TRC92: Youth Employment' go to  
[www.wprc.ca/current-focus](http://www.wprc.ca/current-focus)