



# Labour Market Gaps Research:

## Overview and Preliminary Recommendations

Prepared by Quality of Life Department:

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**Nisga'a Lisims Government**

**Sayt-K'ilim-Goot**

one heart, one path, one nation

# Agenda

1. Background
2. Labour Market Survey Findings
3. Literature Review Research Findings
4. Preliminary Recommendations
5. Case Study Recommendations
6. Discussion





# 1. Background

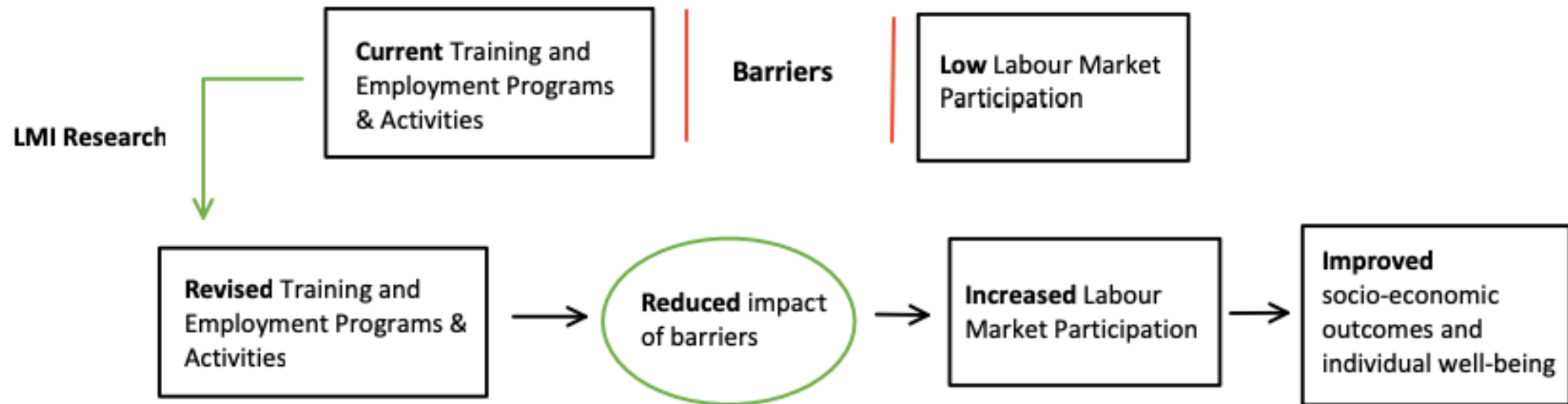
The Nisga'a Lisims Government secured funding from the Province of British Columbia's Ministry of Advanced Education, Skills and Training (MAEST) to conduct a detailed review and analysis of labour market conditions, gaps, opportunities, and best practices in northwest British Columbia (NWBC).

The findings from this research will inform the priority training and employment activities of the Nisga'a Nation. More specifically, they will support Quality of Life initiatives for the Nisga'a Nation, and inform the work of Nisga'a Employment Skills and Training (NEST).



# 1. Background (continued)

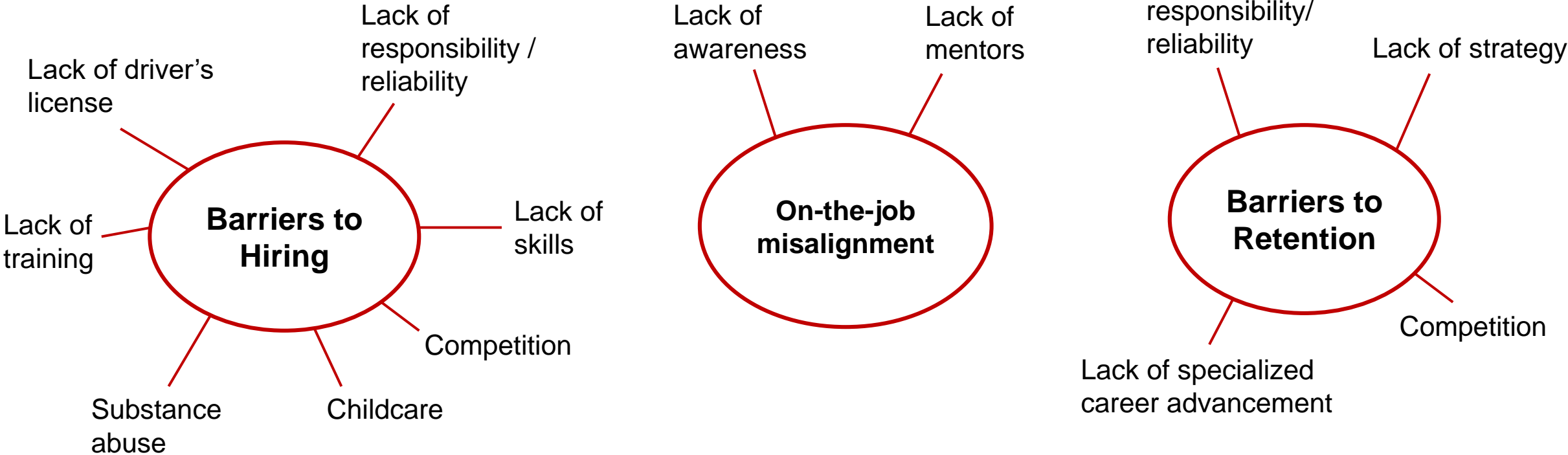
Figure 1: Theory of Change



# 2. Labour Market Survey Findings

## Barriers to Labour Market Participation

### Employer Perspectives

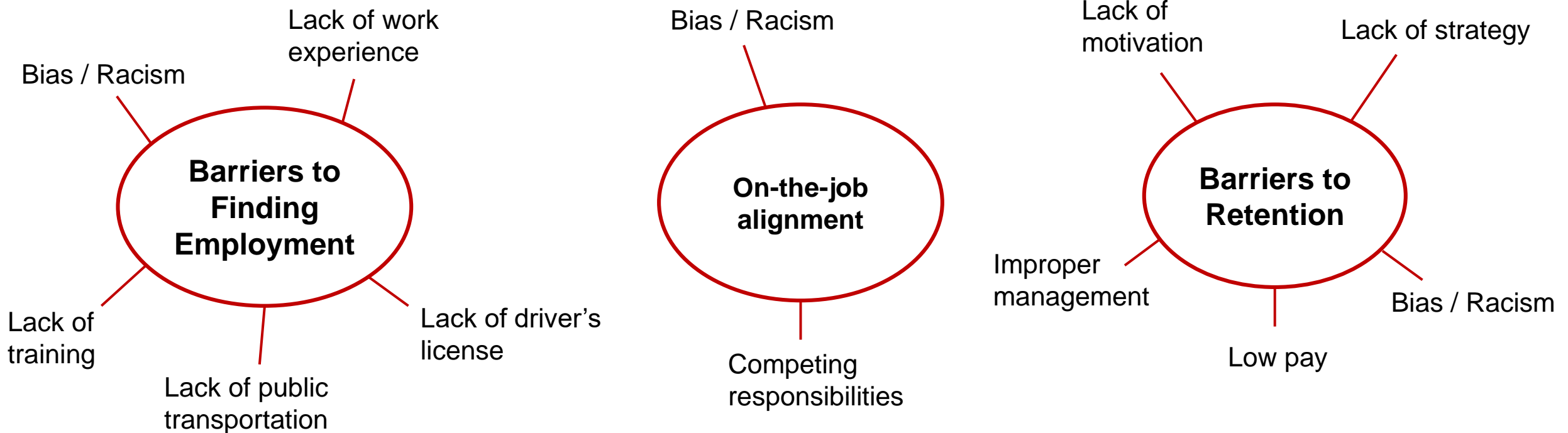




# 2. Labour Market Survey Findings (continued)

## Barriers to Labour Market Participation

### Employee Perspectives





### 3. Literature Review Findings

Increasing Indigenous employment in NWBC **requires a coordinated effort and a firm commitment from all stakeholders**: Indigenous government, provincial and local government, NEST, Indigenous communities, local businesses, and Indigenous people themselves.

Active labour market policies (ALMP) exist within the scope of NEST mandates, and can be as simple as job search assistance, or as complex as a fully guided education-apprenticeship-employment model.

Literature Review findings indicate considerable evidence that, for ALMPs to be successful, the needs and characteristics of the target group(s) need to be carefully considered during the design and delivery of an intervention (Martin and Grubb, 2001; Brown and Koettl, 2015).



# 3. Literature Review Findings (continued)

Further findings show that:

- Higher cost interventions yield the highest returns in the long-run.
- Incentives work.
- Investment in training programs is not enough.
- Targeted wage subsidies are an effective strategy for shorter-term gains in employment and employment income.
- Increasing awareness and understanding of Indigenous cultures is critical.
- Networks, Impact and Benefit Agreements (IBAs), jobs that appeal to Indigenous workers, cultural accommodations, adapting company culture, formal corporate vision statements, and community outreach are all found to be important and effective strategies to recruitment and retention.





# 4. Preliminary Recommendations

***Note: The recommendations listed in this report were compiled from the literature review and the preliminary findings report, but their relevance and applicability is conditional on NEST committee feedback and discussion.***

## 4.1 Hiring Employees / Finding Employment

- Job search assistance & program awareness
- Networking
- Training & Education
- Transportation

## 4.2 On-the-job Alignment

- Development of materials

## 4.3 Retention

- Mentorship



# 5. Case Study Recommendations

## **5.1 Pretivm Resources Inc.**

- Collaboration with local employment agencies
- Fitness testing support
- Travel options
- Snow removal roster

## **5.2 Progressive Ventures Construction (PVC)**

- Provision of more complex and critical job skills
- Driver's licensing
- Impact Benefit Agreements
- Alternative building options

## **5.3 Prince Rupert Lawn & Garden**

- Driver's licensing
- Wage subsidy programs
- “Soft” skills training



## 6. Discussion



- Are the barriers to labour market participation outlined in section 2 aligned with NEST's understanding of the region?
  - What barriers are most important / should be prioritized?
  - What barriers are missing?
  - What barriers fall within NEST's scope of activities?
- Given NEST's understanding of these barriers, are the recommendations outlined in this document relevant?
  - Are there any gaps?
  - What recommendations are most important / should be prioritized?
  - What recommendations fall beyond the scope of NEST influence?