

Adult Learning Needs Assessment

Your Community. Your Future. Your Voice.

[illegible]

October 2019



APATISIWIN ᐱᐱᓂᕈᔭᐅᑦ
SKILLS DEVELOPMENT



The Roundtable on Capacity Building Journey

Developing a shared vision and plan





The diagram features a central text block surrounded by six colored circles. The circles are: 'Family Life' (olive green, top-left), 'Motivation & Goals' (teal, top-right), 'Perception of Education' (purple, middle-right), 'Employment Experiences' (light teal, bottom-right), 'Programs of Interest' (dark grey, bottom-left), and 'Available Jobs' (dark teal, middle-left). In the background, there is a faint illustration of several hands reaching upwards and a group of birds flying.

Family Life

Motivation
& Goals

When we know the mindset,
opportunities, challenges and
goals of our people, we can build
solutions that truly support their
success.

Perception
of
Education

Available Jobs

Programs
of Interest

Employment
Experiences

What is the Adult Learning Needs Assessment (ALNA)?

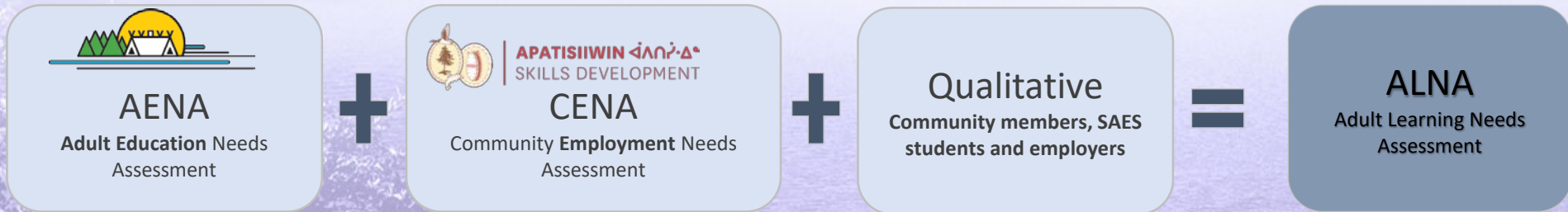
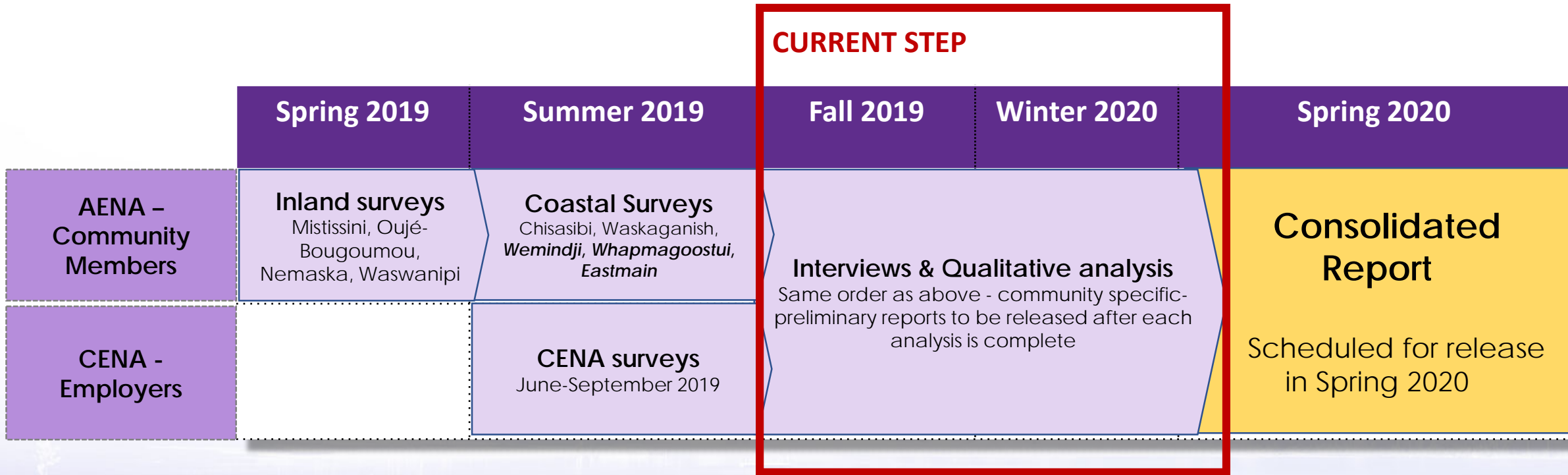
The Adult Learning Needs Assessment is a wide-scale consultation and data collection effort that seeks to understand community needs in order to **develop an overarching strategy for adult education programs and services** across Eeyou Istchee.

Our Goals:

- Crystalize ideas, opinions and needs into concrete data to provide **recommendations for programs and services**
- Identify **areas of expertise** for learning centres across Eeyou Istchee.
- **Create a sustainable methodology** and knowledge transfer to conduct future needs assessment.



ALNA Timeline



Adult Learning Needs Assessment Survey Status report



AENA

- Conducted since **February 6th, 2019**
- **3 068** surveys were collected
 - 412 in Mistissini
 - 208 in Nemaska
 - 336 in Oujé-Bougoumou
 - 330 in Waswanipi
 - 445 in Chisasibi
 - 375 in Waskaganish
 - 368 in Wemindji
 - 319 in Eastmain
 - 218 in Whapmagoostui
- **2 563** surveys were analyzed (focus on 15-45)
- The analysis and additional sub-analysis were done by:
 - **Gender**
 - **Education/diploma**
 - **Occupation**



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SKILLS DEVELOPMENT

CENA

- Conducted since **July 8th, 2019**
- We spoke with **346 Cree and non-Cree companies** and collected data from **238 surveys were collected**
 - 15 in Whapmagoostui
 - 40 in Chisasibi
 - 25 in Wemindji
 - 13 in Waskaganish (20 surveys outstanding)
 - 24 in Eastmain
 - 33 in Nemaska
 - 27 in Waswanipi (16 surveys outstanding)
 - 18 in Ouje-Bougoumou
 - 49 in Mistissini

Adult Learning Needs Assessment

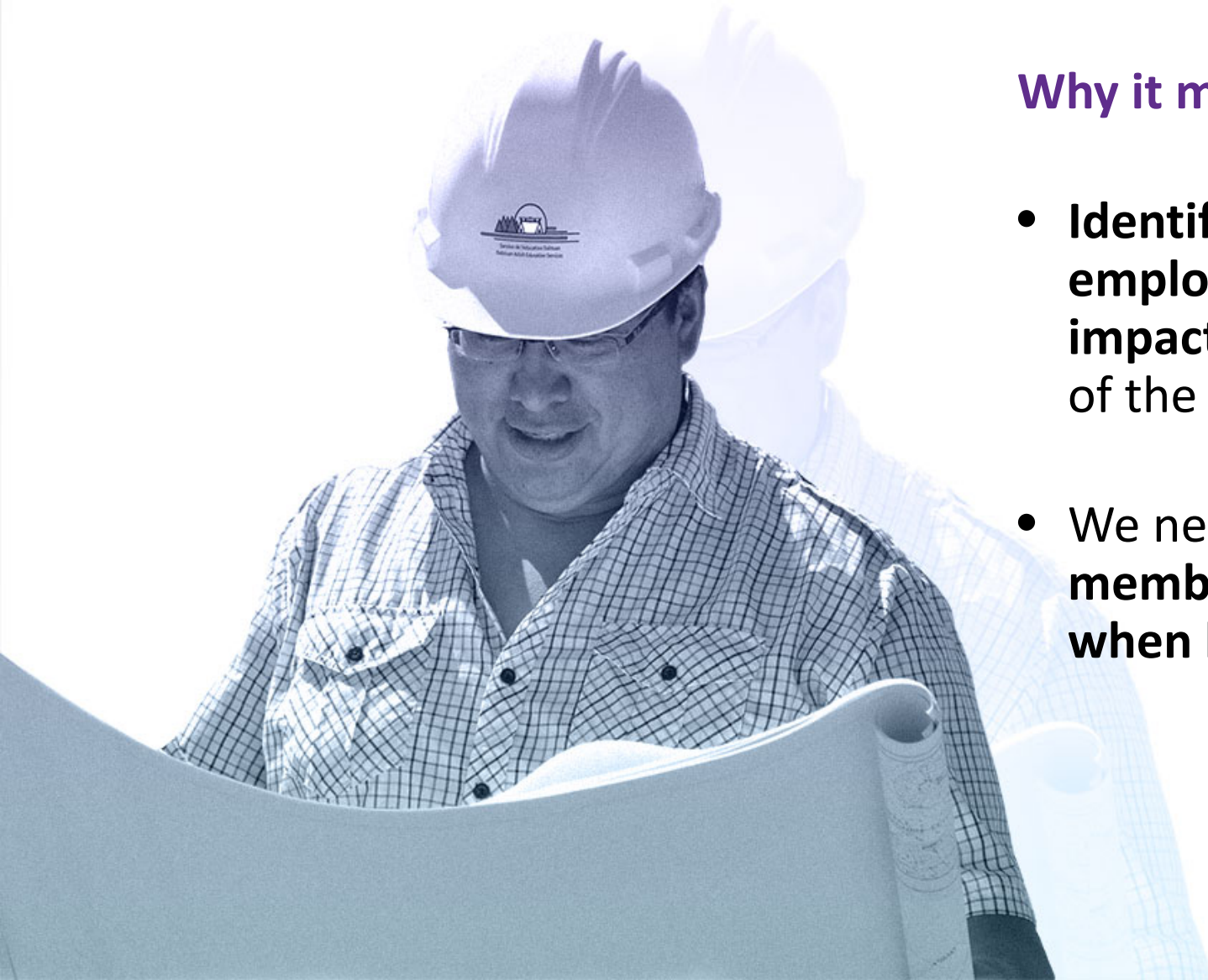
Preliminary Results



Programs of Interest & Jobs

Why it matters

- **Identify community interest and employment gaps that can have an impact on the economical development of the community**
- **We need to understand community members interests and employer needs when building our programs**



- 12

5. Professional cook/chef
6. Carpenter
7. Entrepreneur/ Starting a business
8. Early Childhood Educator & Assistant
9. Construction Business Manager
10. Heavy Equipment Operator
11. Elementary or High School Teacher
12. Heavy Machinery Mechanic
13. Accountant
14. Office Assistant/ Secretary

5. Heavy Equipment Operator
6. Professional cook/chef
7. Truck driver
8. Carpenter
9. Heavy Machinery Mechanic
10. Office Assistant/
Secretary
11. Accountant
12. Construction Business
Manager
13. Project Manager
14. Northern Building
Maintenance

5. Heavy Equipment Operator
6. Professional cook/ chef
7. Emergency Medical Technician
8. Project Manager
9. Carpenter
10. Heavy Machinery Mechanic
11. Accountant
12. Car Service Technician
13. Construction Business Manager
14. Truck driver

Waswanipi

- # Oujé- Bougoumou

5. Emergency Medical Technician
6. Project Manager
7. Heavy Equipment Operator
8. Social Services Worker
9. Accountant
10. Nurse
11. Doctor
12. Construction Business Manager
13. Dental Hygienist
14. Professional cook/chef

Community Employment Needs Assessment



Mistissini

1. Educators
2. Carpenter
3. Security
4. Nurse
5. Labourer
6. Janitor
7. Cashier
8. Teachers
9. Heavy Equipment Operator
10. Housekeeper

1. Secondary Teachers
2. Cashier
3. Educators
4. Cook
5. Grocery Clerk
6. Local Administrators
7. Janitor
8. Carpenter
9. Earth Workers/Road Workers
10. Maintenance

1. Educators
2. Carpenter
3. Trades, Transport
4. Maintenance
5. Cashiers
6. Truck Driver
7. Teachers
8. Team Member Front of House
9. Cook
10. Clerks

Are there gaps that can be identified?



1. Carpenter
2. Security Guard
3. Patrol Officer
4. Fire Brigade
5. Gas Station Attendant
6. Cooks/Cashiers
7. Janitor
8. Cashier
9. Stock Clerk
10. Administrative Officer

1. Nurse
2. Teachers
3. Patrol Officer
4. Pharmacist
5. Cashier
6. Computer Analyst
7. Medical Technologist
8. Computer Network Technician
9. Manager
10. Finance Officer

5. Accountant
6. Professional cook/chef
7. Emergency Medical Technician (EMT)
8. Office Assistant/
Secretary
9. Carpenter
10. Project Manager
11. Social Services Worker
12. Early Childhood
Educator and
Assistant
13. Elementary or High
School Teacher
14. Heavy Equipment
Operator

On the qualitative we are investigating the next 3 and 5 years HR plan.

Are there gaps that can be identified?



1. Cashiers
2. Labourer/Carpenter
3. Dishwasher
4. Cook
5. Maintenance
6. Truck Drivers
7. HEO
8. Teachers
9. Crusher
10. Waitress

1. Teachers
2. Crusher
3. Carpenter
4. Excavator
5. Surveyor
6. Trades, Transport
7. Truck Driver
8. Cook
9. Retail Management
10. Shift Supervisor

5. Professional cook/chef
6. Heavy Equipment Operator
7. Truck driver
8. Office Assistant/Secretary
9. Project Manager
10. Heavy Machinery Mechanics
11. Carpenter
12. Accountant
13. Construction Business Manager
14. Automobile Service Technician

On the qualitative we are investigating the next 3 and 5 years HR plan.

Are there gaps that can be identified?



1. Cashier
2. Grocery Clerk
3. Carpenter
4. Heavy Equipment Operator
5. Elementary School Teacher
6. Elementary School Educator
7. General Labourer
8. Nurses
9. Social Workers
10. Casino Attendant

1. Secondary Teachers
2. Nurse
3. Earth Workers/Road Workers
4. Dishwasher
5. Life Guard
6. Social Workers
7. Cashier
8. Cook
9. Carpenter
10. Education Support Professionals

5. Heavy Equipment Operator
6. Early Childhood Educator and Assistant
7. Professional cook/chef
8. Truck driver
9. Office Assistant
Secretary
10. Elementary or High School Teacher
11. Accountant
12. Heavy Machinery Mechanic
13. Electrician
14. Northern Building Maintenance

On the qualitative we are investigating the next 3 and 5 years HR plan.

TOP 3 CHALLENGES

FOR EMPLOYERS TO HIRE CREE WORKERS



1. TRAINING



2. EXPERIENCE



3. EDUCATION

All Communities

WOULD YOU CONSIDER GOING BACK TO SCHOOL?



Yes, to get
Secondary School
Diploma

37%



Yes, to get
Vocational
Diploma

16%



Yes, to get
Post-secondary
education

39%



No

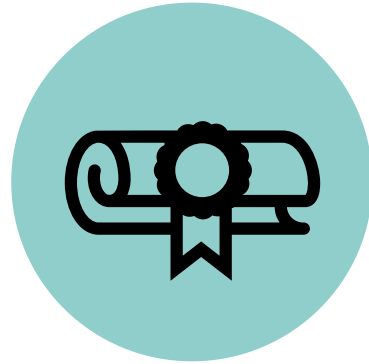
14%

TOP 3 REASONS

WHY PEOPLE GO BACK TO SCHOOL

Getting a diploma represents a sense of pride and accomplishment.

The impact of encouragement is key when it comes from family and friends



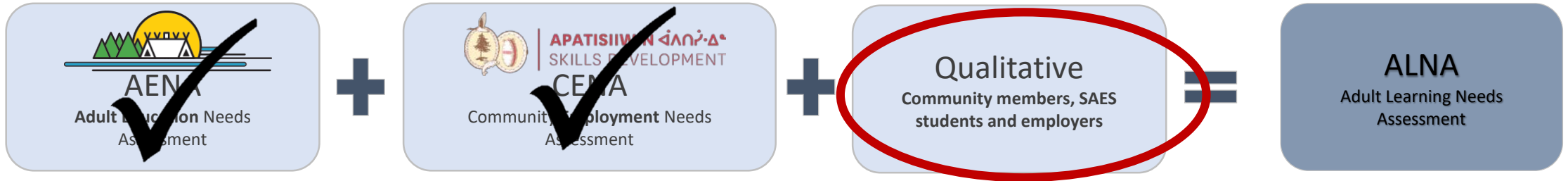
62% Get their diploma



36% Because they were encouraged by their family & friends



33% Get the qualifications required for career advancement



Next steps – Questions in the qualitative assessment



What skills/Educations level and competencies are employers looking for?



What is mostly valued Education or Experience?



What are the employers challenges in:

- Hiring
- Retention
- Succession Planning
- Training




What is their experience transitioning from school to work? Are there any challenges?



What motivates individuals to stay in school and graduate?



What was their educational journey like?



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 Sabtuan Adult Education Services
 Service de l'éducation des adultes Sabtuan



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