Purpose of the Survey

The Fort McMurray Métis Board of Directors agreed to work on a labour force plan to assess the training and employment needs of the community. This was completed with funding received from the Alberta Ministry of Labour and Immigration. The results of the labour force study can assist the community with a long-term employment and training plan and to partner with area industry.

Key Findings

- We heard from people from all ages, from high school students to retirees.
- About 6 in 10 adults are satisfied with their job or life. Youth have an even higher level of satisfaction.
- 68% of youth are currently enrolled in school and have high aspirations for education and for upgrading their education and skills. Funding is the biggest barrier to further education.
- Just over half of respondents are employed full-time, however, there are large disconnects between their current jobs and their desired jobs.
- Women, men and youth, older workers and those with disabilities have specific interests and need different supports.
- About 11% are Cree-speaking, and are primarily older. Many want to learn Cree and learn more cultural practices.

As a result of these key finding, our recommendations and next steps can be found on page 8.
WHAT YOU TOLD US

of 114 people:
- 61% were female
- Ages ranged from 18 to 65+, meaning we were able to talk to those still in high school, through to retirement.
- 46% are married.
- 81% live in Fort McMurray.
- Everyone is fluent in English. 11% speak Cree, primarily among an older population.
- 50% have dependents.

WHAT WE LEARNED

- Different approaches and strategies are needed at different stages of life.
- Child care is a bigger barrier for females and young people.
Education & Training

**What You Told Us**
- When compared to the rest of Canada, college and trade attainment are similar. Many more Canadians (28%) have a university degree, compared to 6% of those surveyed.
- Most would like to upgrade their education including obtaining a Masters and Phd.
- Most have a drivers' license.
- The most common training tickets held are WHIMIS, First Aid and Construction Safety.

**What We Learned**
- Youth seem to be less interested in the trades and more in university.
- Many more women than men are interested in advancing their education.
- Youth are very interested in more education.
- Funding is the biggest barrier to upgrading.
**WHAT YOU TOLD US**

- Employment status: The majority (65%) are employed,
- More than half (55%) are in full-time paid employment, 15% are unemployed, 9% are retired, the remaining 21% have another employment status.
- Most are not seeking employment at the moment (79%).
- There did not seem to be a dominant employment status that individuals work in.
- About half have seen their jobs be impacted by COVID.

**WHAT WE LEARNED**

- Many people would rather be in another job or sector, especially women.
- Top barriers for finding or keeping a job are: competition for jobs, age and business knowledge.
- Few said they were interested in starting a business. It's not clear if it's a lack of interest or information/support.
- Men, women, youth, retirement age and those with mental/physical challenges all need different supports.
ENTREPRENEURSHIP

Interest in starting a business

WHAT YOU TOLD US

- Only 4 of all respondents were interested in starting a business: Food truck, cannabis dispensary, property manager, hunter/trapper.
- Currently 4 people already own a business. They are in the fields of: contracting with an oil & gas company, farming, bookkeeping, and mechanic.

WHAT WE LEARNED

- We would like to know why the low interest in entrepreneurship, especially among women.
- The two biggest barriers to starting a business are:
  1. Business knowledge/business plan
  2. Financing and credit / downpayment
CULTURAL PRACTICES

The McMurray Métis are aiming to increase cultural awareness for community members.

WHAT IS CURRENTLY PRACTICED
The cultural activities most commonly practiced are:
1. Berry picking
2. Gun safety
3. Hunting
4. Boating Skills
5. Gloves, Medicine bags, Moccasins

WHAT YOU ASKED US TO OFFER
The cultural activities most requested are:
1. Knowledge sharing
2. Medicine knowledge and picking
3. Language classes
4. Beading, jewellery
5. Personal development
6. Smudging
7. Music
LIFE SATISFACTION

Are you satisfied with your life?

- Yes: 62%
- No: 38%

WHAT WE LEARNED
- Youth report the highest level of satisfaction
- 50% of youth say that mental health issues impact their satisfaction.
- Women report more mental, family issues
- Men report more physical issues

WHAT DECREASES YOUR SATISFACTION
- Unemployment
- Work that is too physically demanding
- Difficulty with child care
- Temporary positions
- Low pay
- Repetitive work
- Want to work while retired and/or disabled
- Mental, physical, emotional difficulties

WHAT INCREASES YOUR SATISFACTION
- Being employed
- Secure, long term work
- Good pay
- Getting experience
- Flexibility
- Great co-workers
Thank you to everyone who participated in the survey, and to those who supported the process. The information we collected will be used to improve the job and life outcomes for our members. As such, we have developed these recommendations:

1. Share this information with industry to develop or enhance partnerships such as on-the-job training and work experience opportunities.
2. Support educational attainment goals, including information on scholarships and grants, to increase your ability to reach your full potential.
3. Take a fresh look at our planning and programs, to see if we are meeting needs of youth, the (semi) retired, men, women and those with mental/physical limitations.
4. Promote entrepreneurship as a career option. Look at how we can address financial and knowledge barriers. Partner with existing organizations that can provide information and support.
5. Better understand the impact COVID-19 has had on you. Find ways to provide support and help adapt to changes in the work place due to COVID-19.
6. Continue to build on our cultural programs and offerings.

We like to consider this survey the start of an ongoing dialogue. If you would like to share your ideas, or to know more, please contact us.

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