



Survey Results from the **F**irst **N**ations **L**abour and **E**mployment **D**evelopment Survey

Taku River Tlingit

Compiled by



First Nations Health Authority
Health through wellness





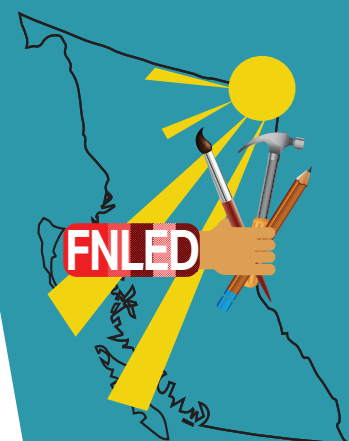
Survey Results from the First Nations Labour and Employment Development Survey



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Gunalchéesh

This document presents the community-specific highlights generated from the answers given to the questions asked in the First Nations Labour and Development Survey which was undertaken in Atlin from December 2020 until March 2021. This was a very long survey. At the very end there were two open-ended questions that were asked specifically at the request of Taku River Tlingit to solicit information that would be useful to the community.

The richness of the information indicates how highly engaged participants are with their First Nation and how eager to provide input. We thank them and many other individuals for their work in bringing us to this point.

Specific mention goes out to the following people.

Taku River ★ Leadership who invited the First Nations Labour and Tlingit: employment Development Survey into the community

- ★ Staff who helped make it happen, in particular Anne Campbell
- ★ Data Collectors Susan Carlick, Dana Mills and Nicole Gordon who going until the data collection target was met, despite meeting many challenges along the way
- ★ All survey participants, you are the best experts on your own situations and we are hugely grateful for all the time you gave us and your tenacity to answer all the questions

FNHA: ★ FNLED team who assisted with all elements of the data collection (Kathryn Berry-Einarson - Manager Surveys and Data Secretariat; Elena Szefer - Lead; Kyle Dolan - Admin; Helen Stappers - Data Analyst)

BCFNDGI: ★ Data Governance Champion Gwen Phillips for bringing this survey to BC and all her tireless work on data governance and meaningful data gathering for First Nations

FNIGC: ★ FNLED team for all their work to develop the questionnaire, provide funding for the data gathering efforts, server and survey equipment and who helped trouble shoot when there were glitches with the tablets

List of Abbreviations

BCFNDGI	BC First Nations Data Governance Initiative
FNHA	First Nations Health Authority
FNIGC	First Nations Information Governance Centre
FNLED	First Nations Labour and Employment Development Survey
TRT	Taku River First Nation

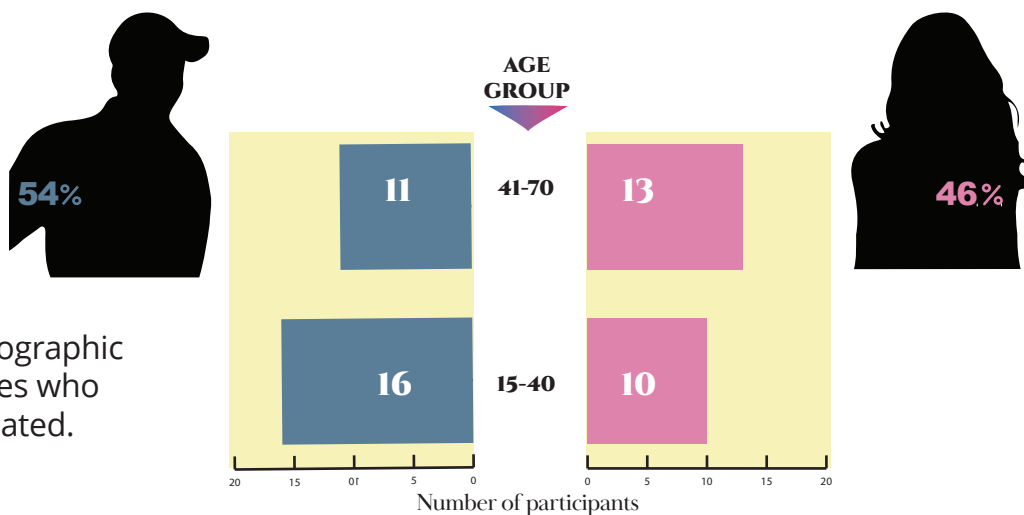
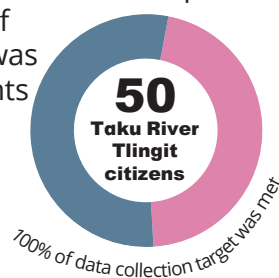
The Tlingit artwork was designed by Lorraine M. Wolfe, Yeikunasheen, Dakhl'awèdí Clan



Brief Background

The First Nations Labour and Employment Development Survey (FNLED) is a new survey initiative from the First Nations Information Governance Centre (FNIGC), conducted according to the First Nations principles of Ownership, Control, Access and Possession® (OCAP®). For more information on the meaning and importance of OCAP® for information gathering and governance please visit <https://fnigc.ca/ocap-training/>.

The FNLED is a cross-sectional survey of First Nations youth and adults living on reserve, and therefore presents a picture of this population during a specific time frame. The First Nations Health Authority (FNHA) took on the role of data collection for the FNLED in BC. At the time data collection started in the fall of 2019 forty-three First Nations communities in British Columbia were invited to participate. At least one community from each language region was selected so that the overall dataset generated from this survey would be representative of BC's diverse and unique cultures. COVID-19 interrupted the flow of data collection and halted the survey work for half a year. When FNLED data gathering activities restarted in October 2020 Taku River Tlingit accepted FNHA's invitation to participate and became the most Northern First Nation to be included. Susan Carlick, Nicole Gordon and Dana Mills, supported by Anne Campbell, undertook the data collection work for TRT and had 50 citizens complete surveys on a tablet or through an online link during the month of December 2020, and the months of January - March 2021. Fifty was the data collection target we set in dialogue with TRT. It represents all the TRT citizens who were between 15 and 70 years of age at the time of data collection and who resided in the Atlin area.



Purpose

The purpose of the FNLED is to gain a better understanding of employment and labour situations in BC First Nations communities by collecting information on important factors related to both Western and Traditional understandings of social and economic well-being.





Survey Results from the First Nations Labour and Employment Development Survey



Analysis Approach

We are fully aware that there are many elements connected to individual and community well-being and that our communities are made “richer” by citizens who can live in an environment that sustains our collective wellbeing with all living beings. This includes fishing practices that are regenerative, as well as hunting and harvesting that is done in a sustainable way. Families become socially healthy when they benefit from the passing-down of cultural values and language, receive education that is relevant, when they know that respect exists for traditions that value Elders and living Indigenous knowledge but also when the health care system is responsive to citizens needs, and meaningful employment opportunities exist and are created. The FNLED survey touches upon many of these important elements. For ease of presentation the findings are organized in fact sheets representing the themes in the survey.

Information about the Statistics

%

In this report, % refers to Response Rate (RR), calculated as:

$$\frac{\text{\# of identical responses to a question}}{\text{\# of total responses to that question}} \times 100$$

The data shown in the tables and graphs is shown as response rates presented as percentages. A response rate is an estimate calculated as the number of identical responses to a question divided by the number of individuals who answered the particular question and then multiplied by one hundred.

There are commonly adopted statistical rules that prohibit the release of estimates when a response count is very small (e.g. when less than 5 respondents gave the same answer). When this is the case the

% for that answer will be omitted and an “NR” (Not Reportable) will be placed on the suppressed category.

The larger the sample size the more likely it will be that all responses to a question will be shown. In the case of low response counts, as much as possible responses will be aggregated to allow for estimates to be presented.

Consent and Confidentiality

Participation in this survey is voluntary. Informed consent from each participant was obtained prior to them completing a survey. Participants responses to questions are confidential.

No personal information will be disclosed. The analysis that is conducted provides percentages for indicators related to social and economic well-being.

Only variables with sufficient answers (statistical power) are considered for analysis (see above paragraph for more explanation).



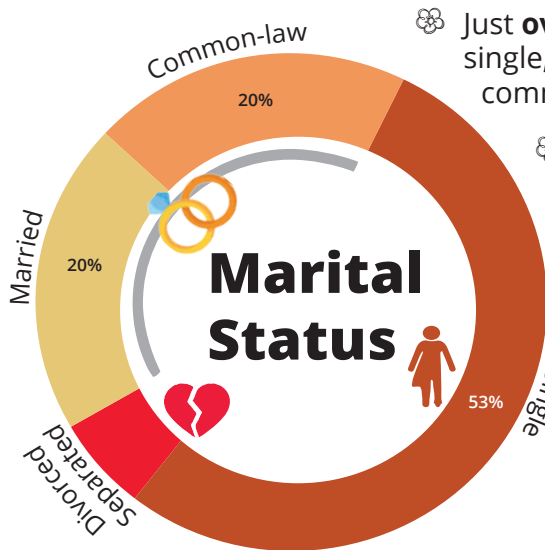
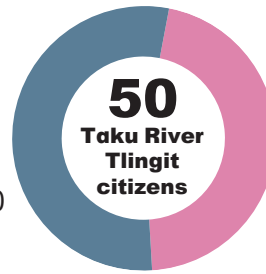
this icon represents one survey participant (male or female)



Demographics

The statistics below describe in a bit more detail demographic characteristics of the survey participants:

- ☼ Slightly more men than women participated
- ☼ Just over 1/2 of the participants were between 25-40



- ☼ Just **over half** (53%) of the participants were single, **about 2/5** (41%) were married or lived common law

- ☼ Basically **all** participants answered that they were part of a larger family group
- ☼ Basically **all** of the participants had valid government id and over half (54%) a driver's license
- ☼ **Very few** participants had served in the Armed Forces
- ☼ **84%** acknowledged that they belonged to a clan

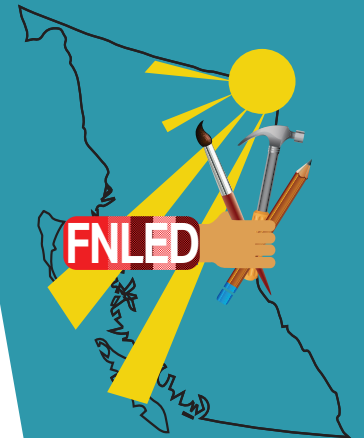
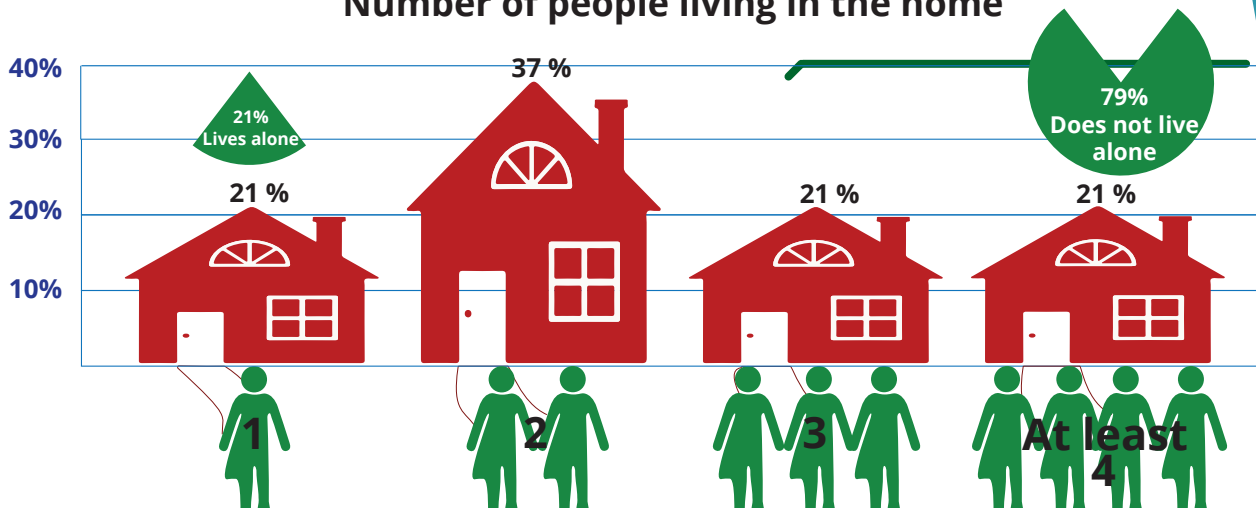


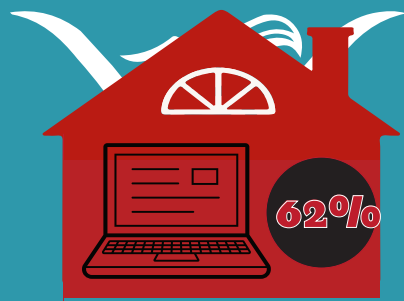
- ☼ **6 out of 10** participants participated in the community's cultural events in the past year

Household

4/5 of the participants does not live home alone, but lives with 1-4 other adults and with or without children. 31% of participants reported to have 1 child at home and 10 % lived with 2 children.

Number of people living in the home



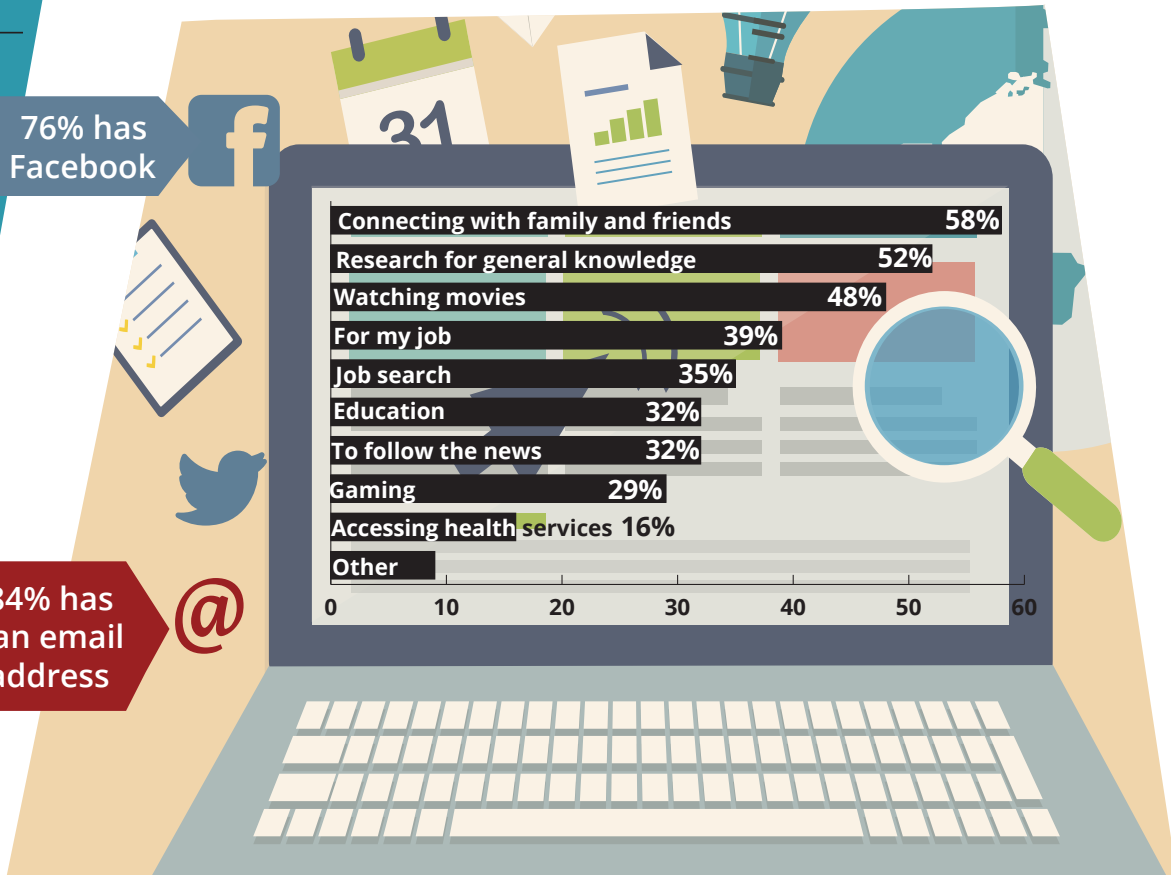


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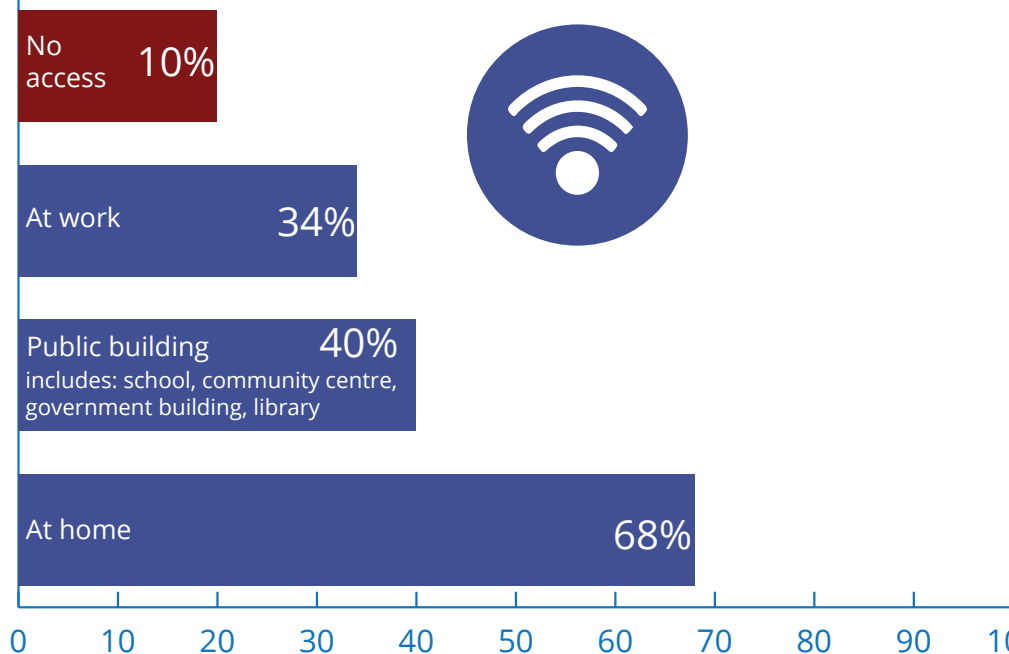
Computers and Internet

- 62% of participants mentioned that they have a computer at home.

The infographic below shows that the home computer is used for many purposes many of which require internet access.



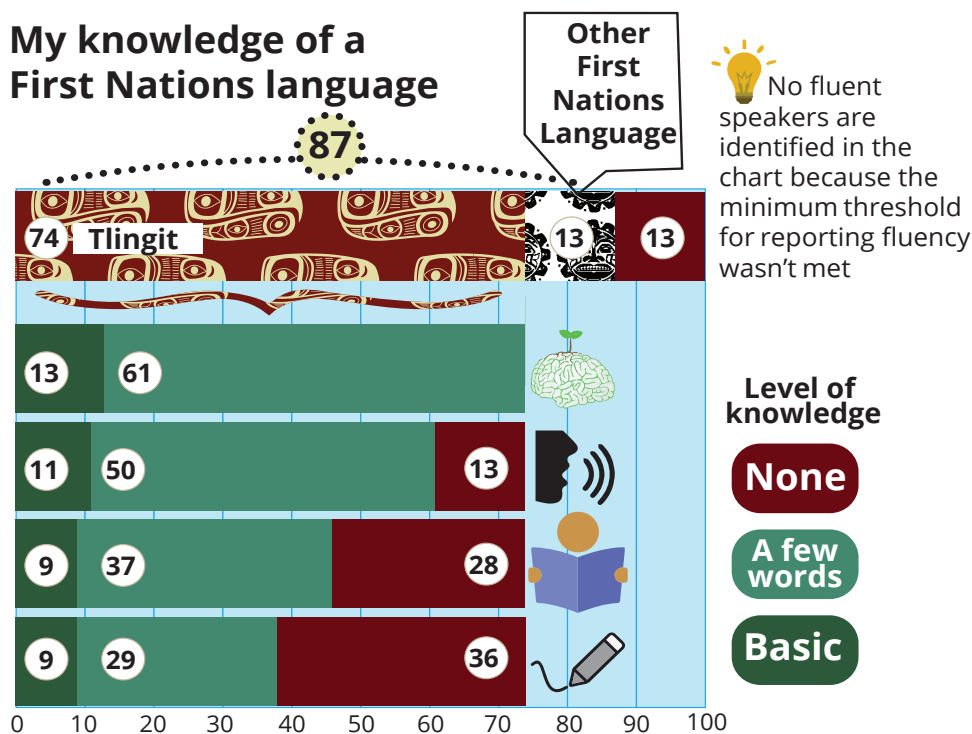
When asked where participants access the internet, **10%** emphasized they have no access and some even travel 2 hours to access faster internet. **Half** of the participants access the internet at different locations as shown here.



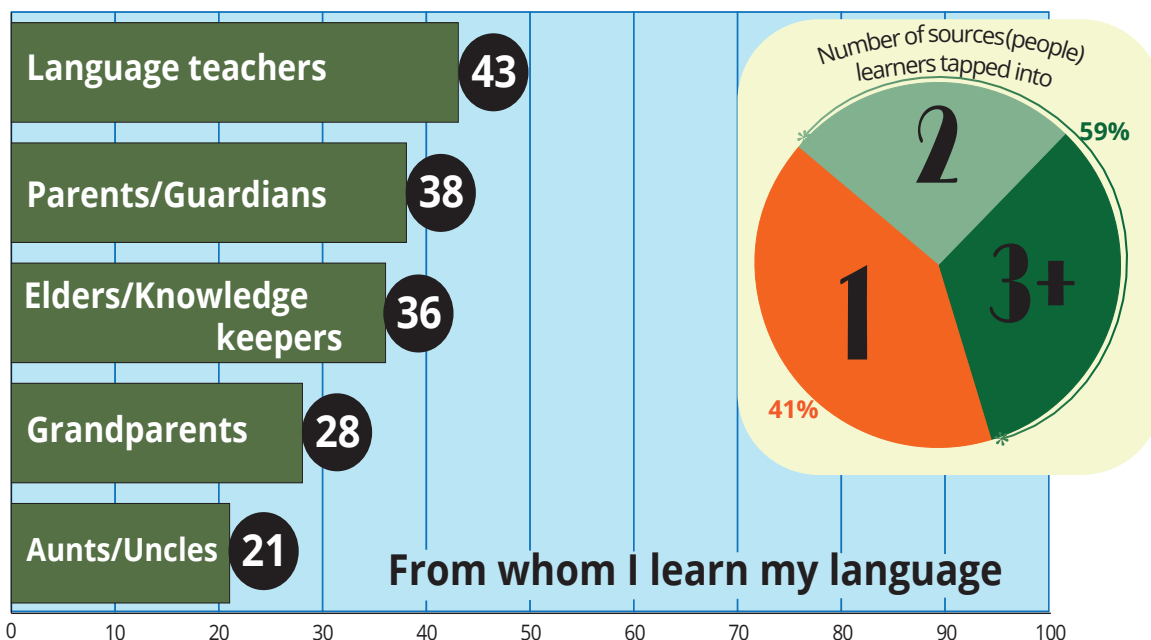
Language

When asked if they had **any** knowledge of a First Nations Language, **87%** of the survey participants responded yes and the majority indicated Tlingit. Participants knowledge of their language is assessed with four questions asking them how well they understand, speak, read and write their language. When looking at these 4 areas for those who indicated some knowledge of Tlingit, as to be expected “writing” is the most difficult and “understanding” the easiest to do.

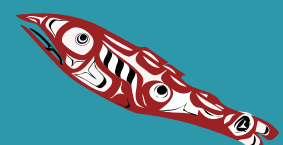
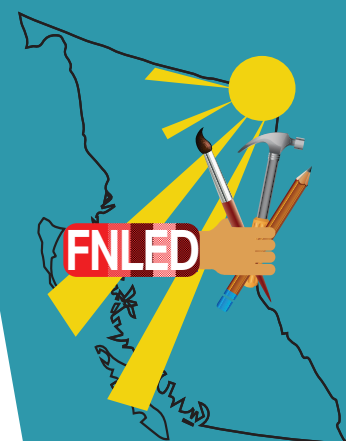
My knowledge of a First Nations language



Participants also told us from **whom** they learn their First Nations language. Based on the answers of all TRT participants, language teachers (43%) were mentioned



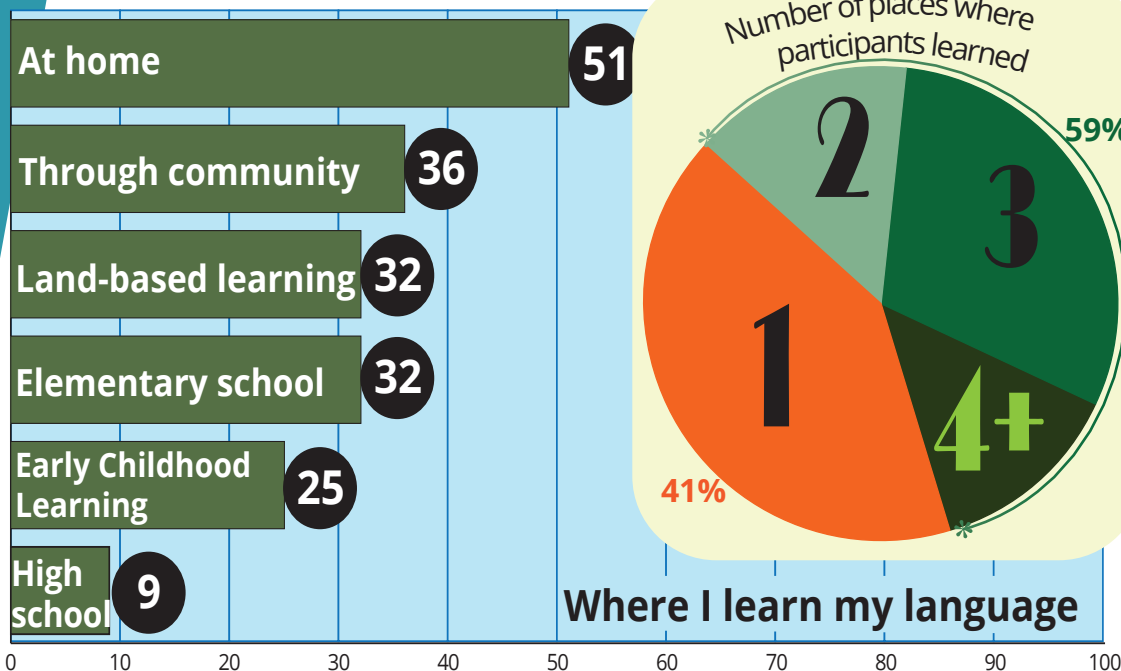
most often, followed by parents/guardians (38%), elders /knowledge holders (36%) and grand-parents (28%). Just about two out of ten respondents learned from their aunts and uncles. Over half of the language learners tapped into more than one source of teachers as outlined in the chart above.



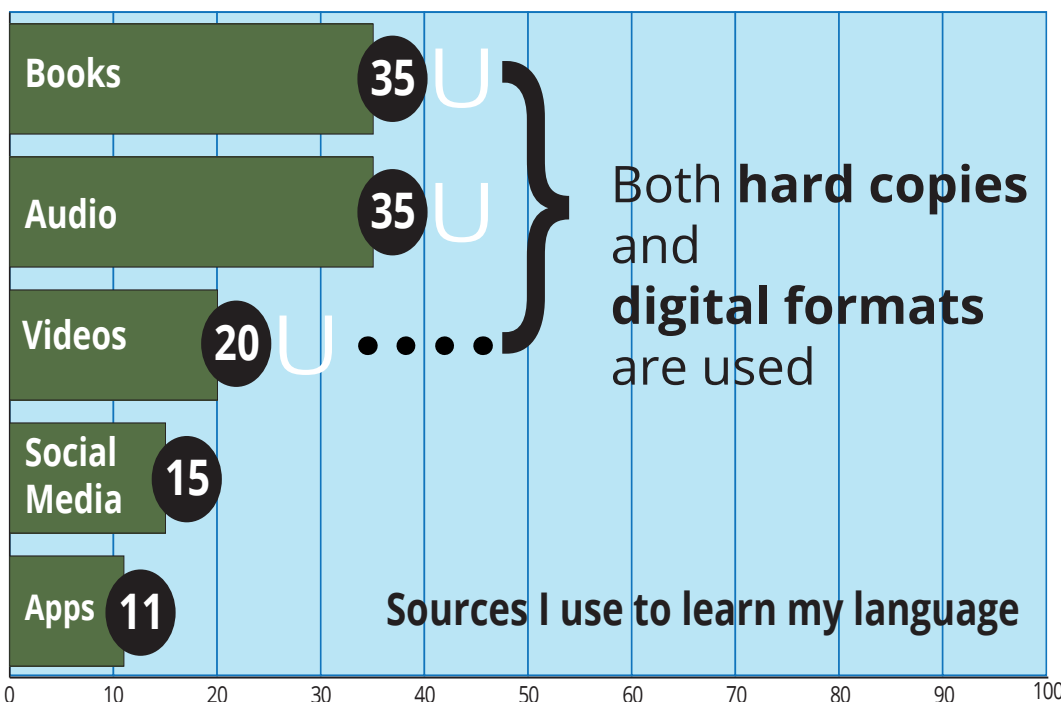


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In regards to **where** people learn, home was the most important place, followed by community processes such as lessons by language teachers. The fact that land-based learning options including culture and language camps scored third highlights the important role that learning on the land plays in peoples lives. Offering the First Nation's language classes/teaching at schools is also important. Close to 2 out of 3 participants used more than one place to learn. A few participants emphasized that for true language revitalization to happen there needs to be a community developed language program and a way to "earn and learn" so that more citizens can dedicate the time it takes to learn their language.

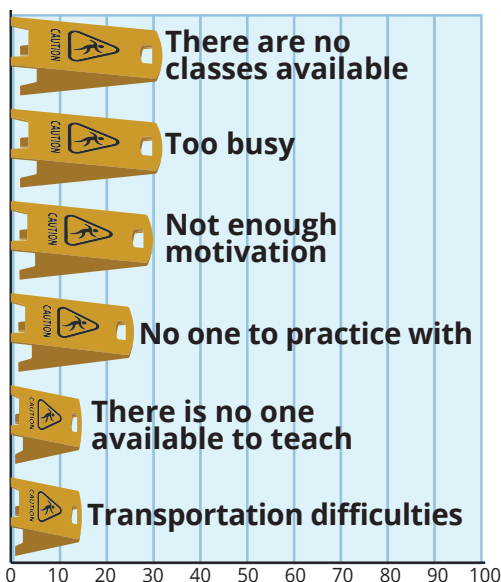
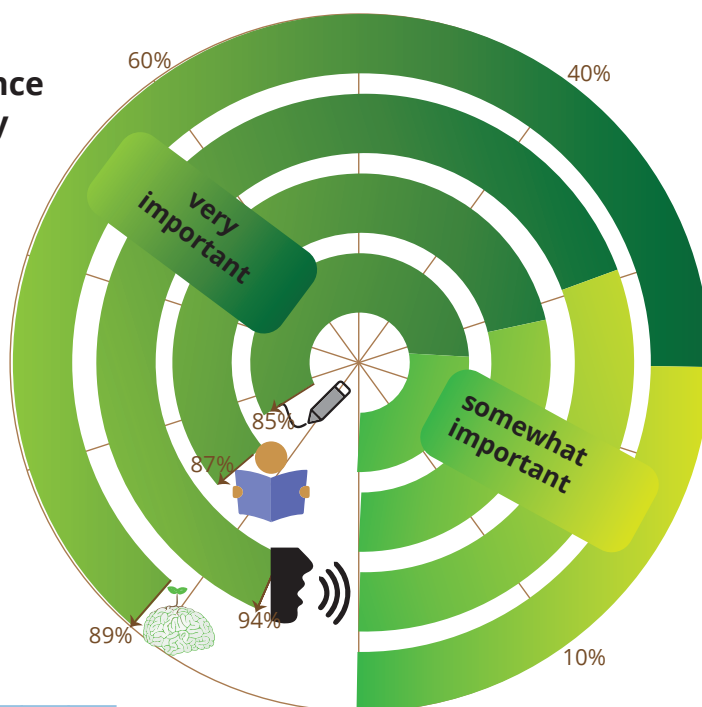


The chart below shows what other sources survey participants used to learn their First Nations language. Books and audio were the most used, but videos were also important, followed closely by options through social media. Apps were also a choice for about 10 percent of all participants.



When we asked participants how important it is for them to understand, speak, read or write their language, far more people replied **very** important to **somewhat** important compared to not important/a little important as shown below. Being able to **speak** one's language was felt to be the most important area of competence. Participants also listed what issues are standing in their way to become more fluent. From their answers it became clear that besides teaching opportunities great commitment and determination are needed, which would be easier to do if there were no money worries.

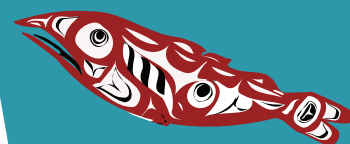
Self rated importance of language fluency



Top issues standing in the way to learn/improve one's language



- 92% of participants told us that English was the first language they learned at home in childhood
- 98% uses English most often in their daily life

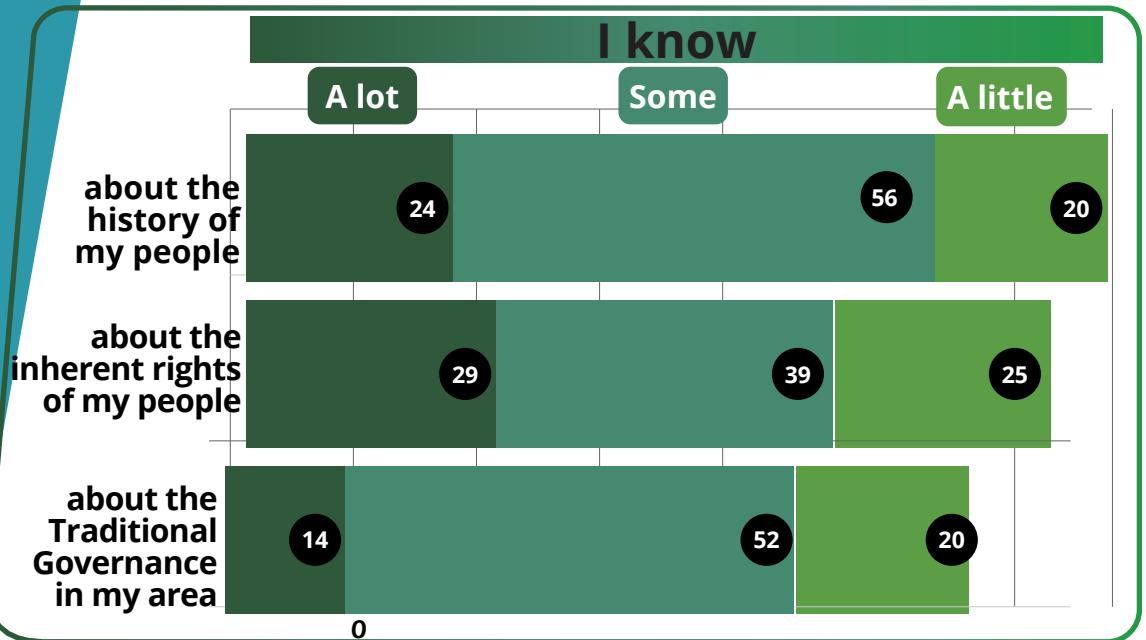




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History and Traditional Knowledge

The following chart shows how much participants **know** about their history, inherent rights and traditional governance



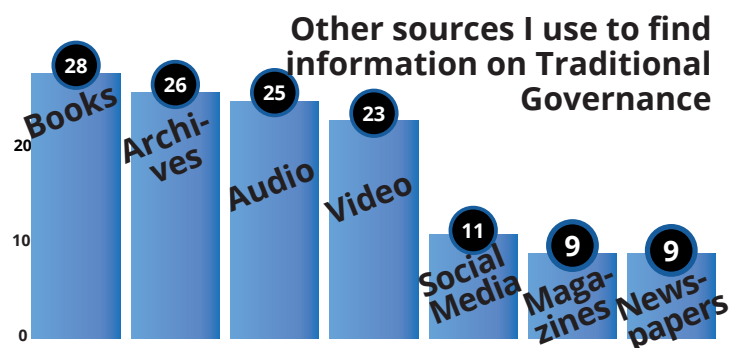
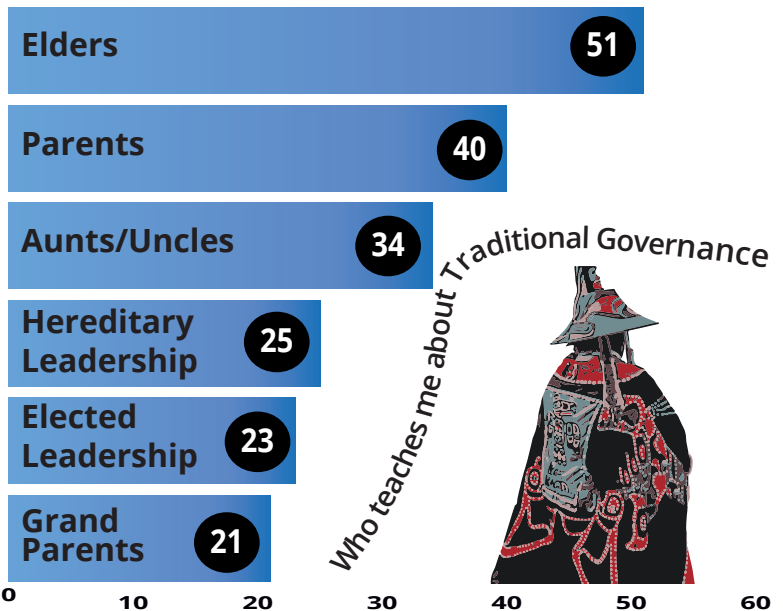
Participants were most knowledgeable about their inherent rights. Over half of the participants had some knowledge about their history and traditional governance.

The chart on the right illustrates who taught the participants about Traditional Governance. For **about half** of the participants **Elders** played the most important role in this knowledge sharing.

The most important way for learning about Traditional Governance is through teachings **on the land**



Other important sources of information on Traditional Governance include books, material found at archives (including online portals), audio and video recordings and to a lesser extent social media, magazines and newspapers.



Exposure to Traditional Teachings and Cultural Practices

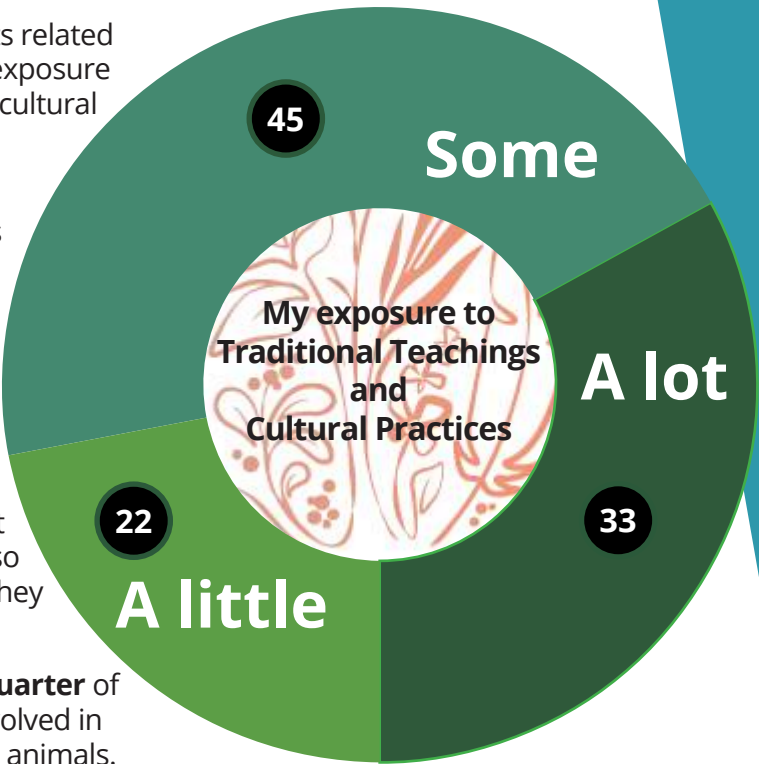
One third of the participants related that they have had **a lot** of exposure to traditional teachings and cultural practices.

Basically **all** participants report that they have access to **traditional medicines**.

All participants report that they depend on traditional foods for part of their food supply (**8 out of ten say often or always**).

8 out of 10 say that they not only do the hunting, they also trap and process the meat they harvest.

Furthermore about **three quarter** of participants (77%) is also involved in butchering and skinning the animals.

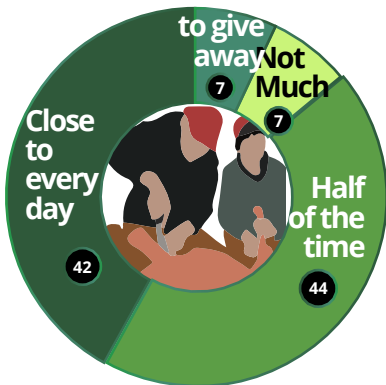


Moreover about **half** of the participants mention that they are regularly out on the land and water to fish, pick berries, harvest medicine and mushrooms.

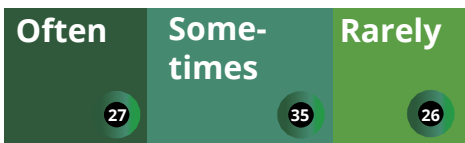


8 out of 10 hunt often, trap, and process the meat harvested. This meat is then widely shared with family, elders, community members and donated for community functions

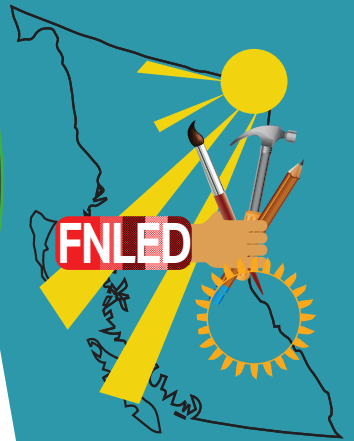
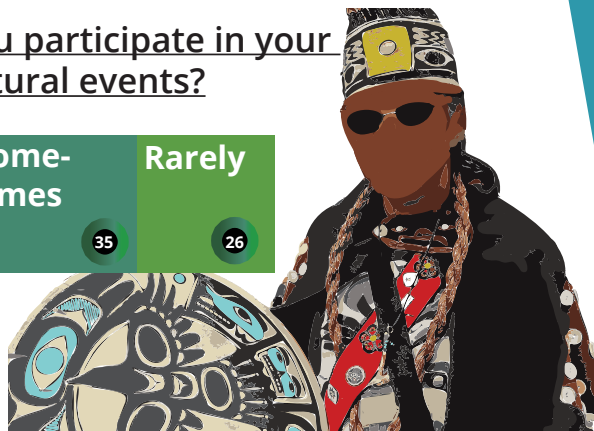
How much do you depend on this food source?



How often do you participate in your community's cultural events?



88% participates in the community's cultural events





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Skill Sets

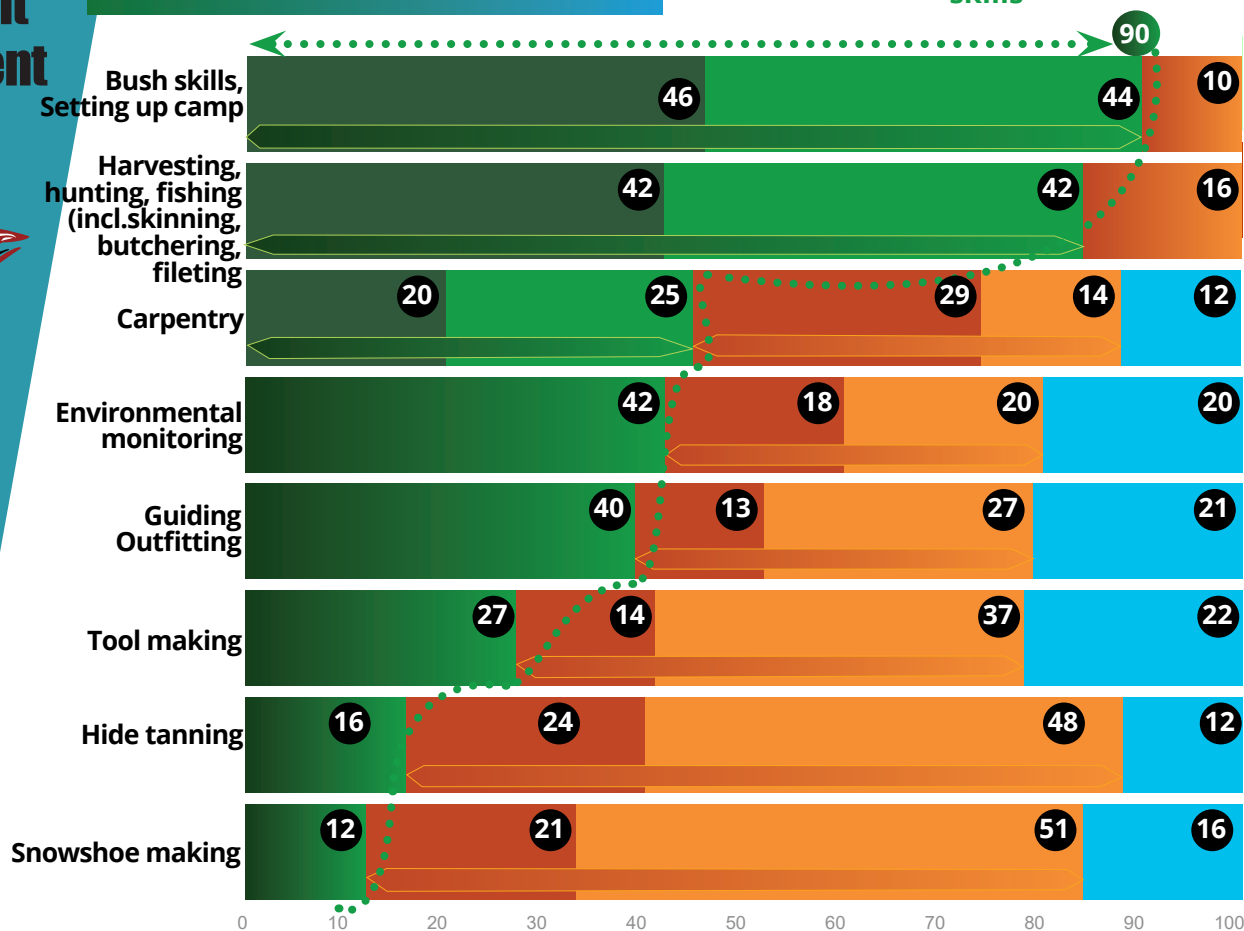
The FNLED differs from other surveys because it dives much deeper into areas of traditional skills that are important for First Nations people and that have not been paid much attention to in previous surveys. Participants were asked to rate their skills into different areas by using four answer options: 1. Very good; 2. Good; 3. Not so good and 4. Not developed. In many cases answer options had to be combined for reportability reasons. When two answer options are combined into one, these combined answer options have been given a gradient colour as pictured here.

Legend: (Combined) Very good/good Not so good/not developed

On its own Very good Good Not so good Not developed Not applicable

Skills in the area of Land/Water

..... Showing strong skills



The large areas that show green colours indicate how well developed participants' skills are in many areas pertaining to being on the land and water. Very well developed skills are shown in the first 2 areas that ask about competency around being out on the land, being active hunting, fishing and being involved with all areas of harvesting. Participants have more mastery in activities they can do all year round. **Half** of the respondents had **at least 4** areas they felt very good/good at. Participants mentioned the following other skills they also had, reinforcing the strong ties they have to the land and water:

- ✿ Berry picking
- ✿ Picking and making medicine
- ✿ Harvesting edible foods
- ✿ Making dry meat and fish

- ✿ Tagging fish
- ✿ Canoeing, driving a boat
- ✿ Trapping

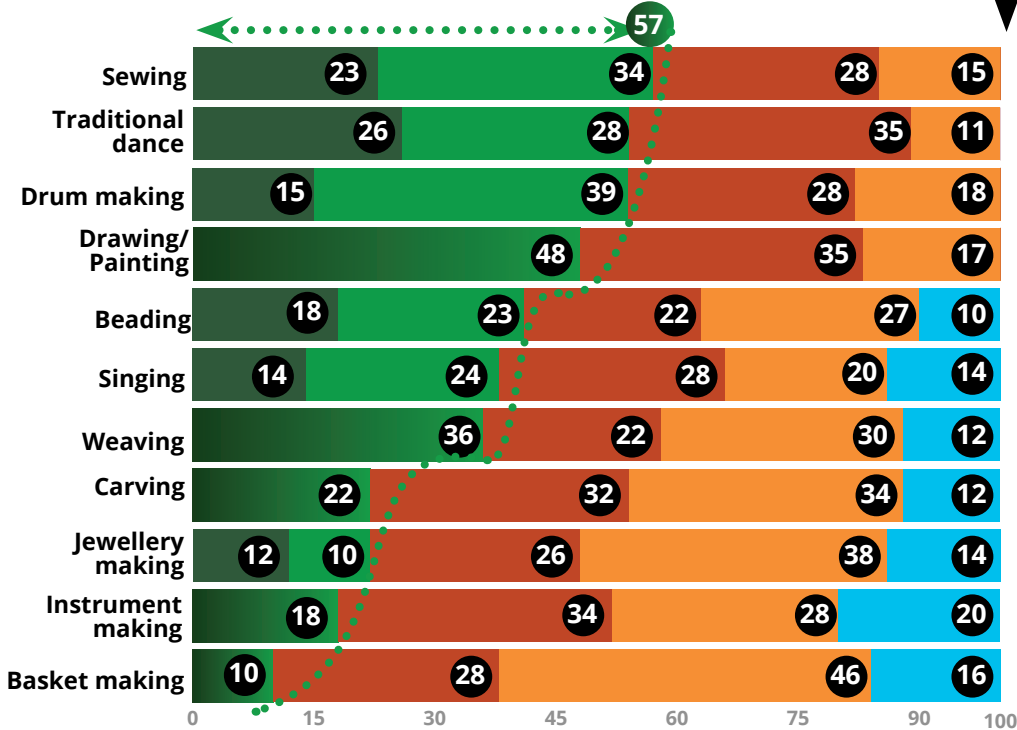


ARTS/CRAFTS/MUSIC

Below are the skills participants have in the areas of arts, crafts and music, showing a wide interest.

Additional skills that were mentioned include:

- Digital filming/filming with green screen
- Bentwood box making
- Regalia making
- Quill work
- Photography
- Tye dye



Half of the respondents had at least 4 areas they felt very good/good at.

Legend:

Very good/good

Not so good/not developed

Very good

Good

Not so good

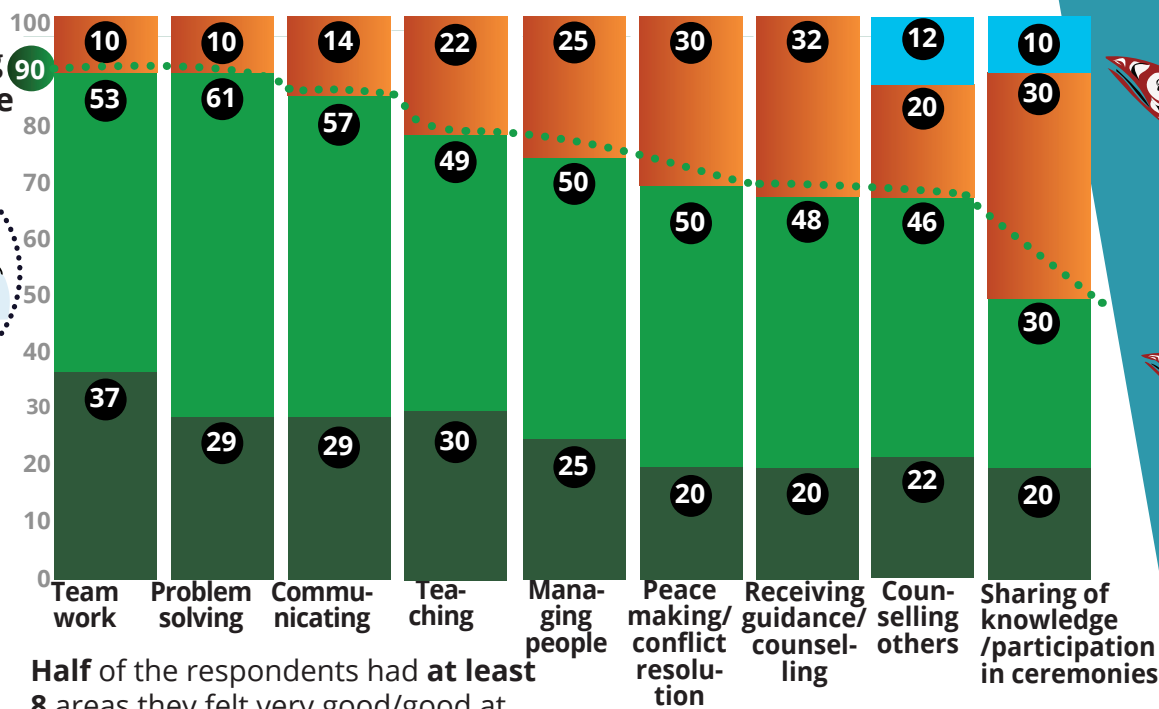
Not developed

Not applicable

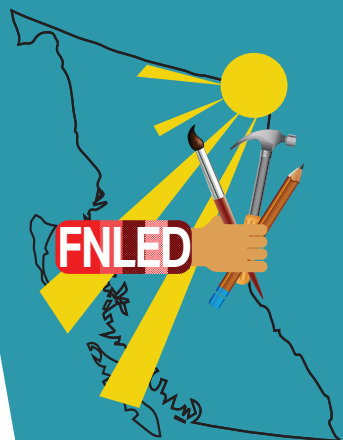
Interacting with people Skills



Participants are showing strong skills in the "interacting with people" area



Half of the respondents had at least 8 areas they felt very good/good at.

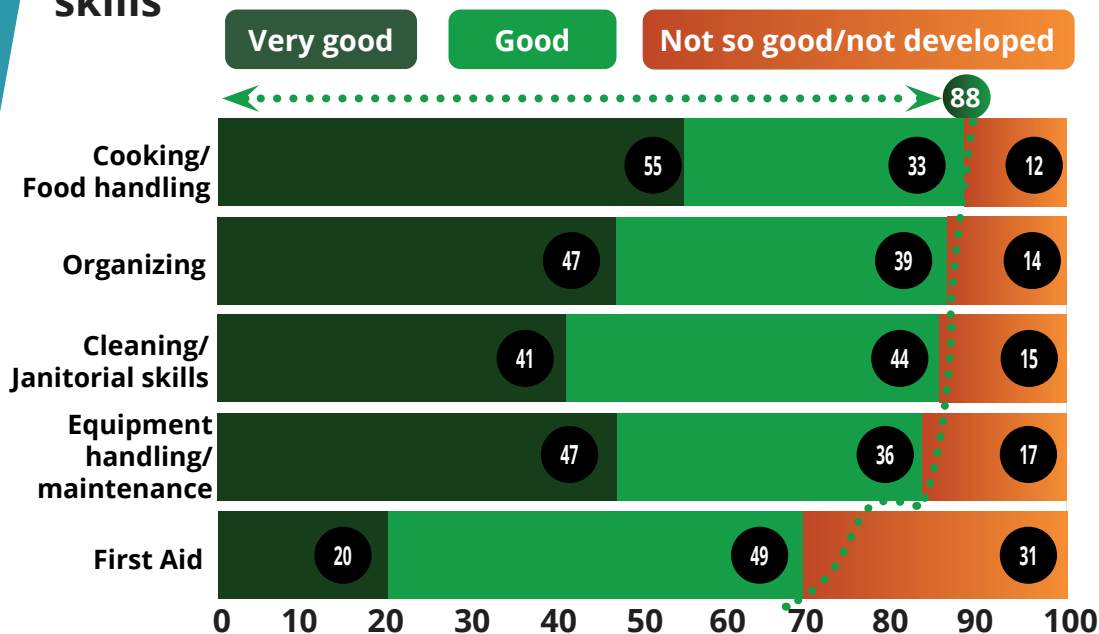




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The skills we are reporting on next are all hands-on ones ranging from handling food to operating tools and equipment. A high proportion of participants (ranging from 9 to 7 out of 10) felt they had very good to good skills in these areas. **Half** of the respondents felt very good/good at **all 5** areas presented below.

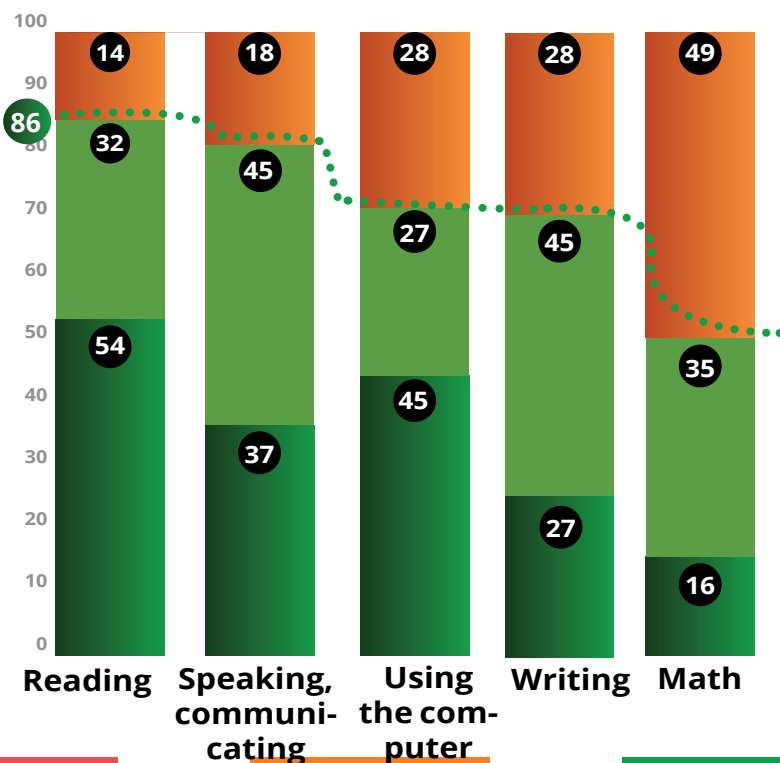
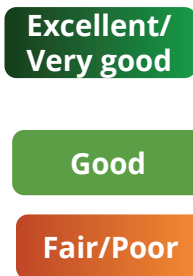
Practical skills



Similarly, a high proportion of participants (ranging from close to 9 to 7 out of 10) felt they had very good to good skills related to basic literacy, skills that school curricula very much focus on. Math skills were a little less high rated, half of the participants (5 out of 10) felt they had very good to good mathematical abilities which include using formulas to solve problems, interpreting graphs or tables, or using math to figure out practical things in everyday life.

How would you rate your ability in the following areas:

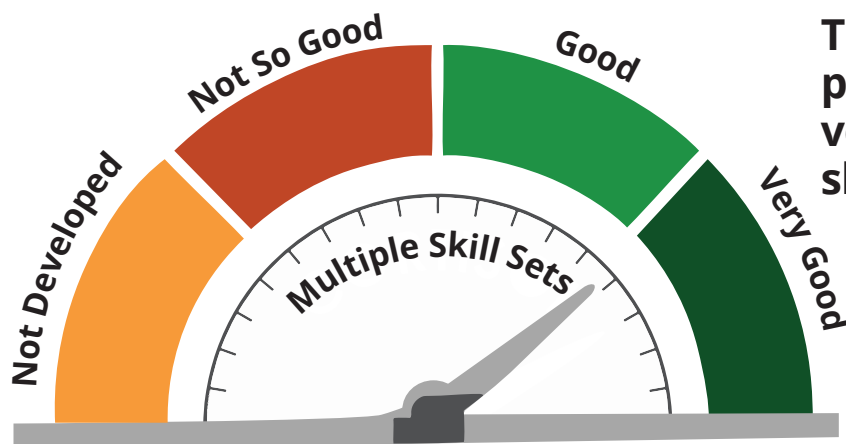
Basic literacy skills



The last area of the skills questions was handling money. As shown below participants showed the highest competence in working with budgets and felt less confident in the area of money investments.



In conclusion, the majority of participants in the FNLED showed well developed skills in the multiple areas covered in this fact sheet. When applying a gender lens, ability ratings for most skills were fairly equal between male and female participants except for a few. Mastery in carpentry was significantly higher for men. A significantly higher proportion of women (compared to men) listed very good to good skills in the areas of sewing, beading, weaving, basket making, jewellery making, counselling, receiving emotional support, sharing knowledge about ceremonies and protocols, cooking, organizing and oral communication (explaining ideas to others, speaking to an audience, or participating in discussions).

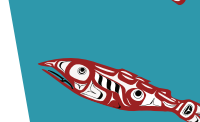
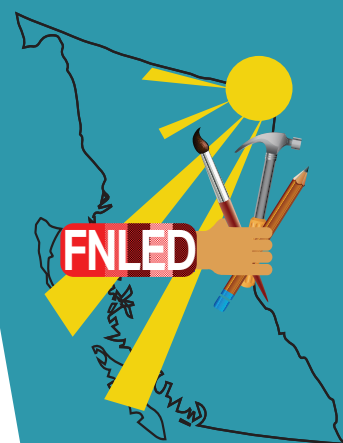


The majority of participants indicated very well developed skills in the areas of land and water, arts, crafts, music, interacting with people, hands-on tasks and basic literacy.

The following gender differences were observed in skill-sets:



Higher skill-set in: sewing, beading, weaving, basket making, jewellery making, counselling, receiving emotional support, sharing knowledge about ceremonies and protocols, cooking, organizing and oral communication

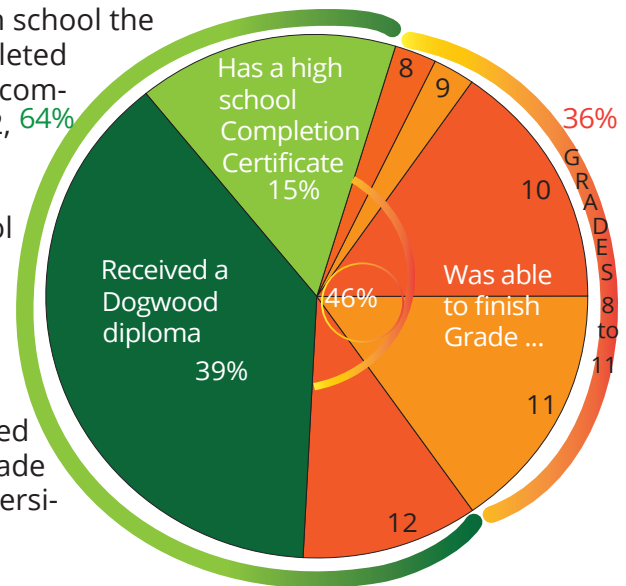


Education/Training

The adults who participated in the survey were no longer enrolled in school with the exception of one university attendee.

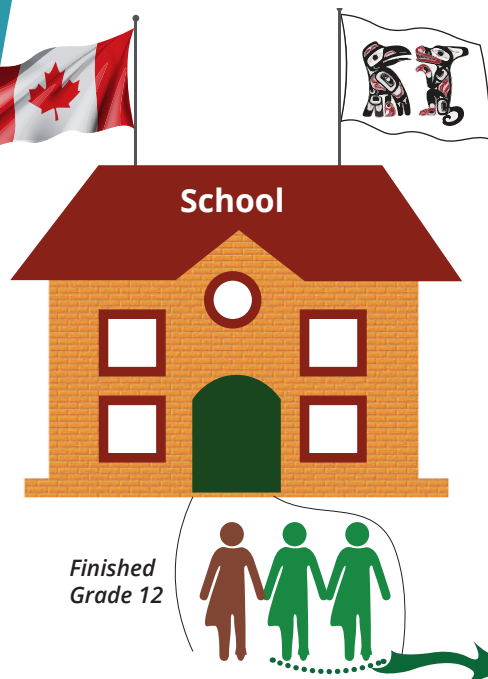
When asked how much high school the adult participants had completed close to two third (**64%**) had completed all the way to grade 12, **64%** of whom **39%** had graduated with a Dogwood diploma and **15%** had received a high school completion certificate.

When the adult participants were asked what education they had pursued later, **53%** had not pursued any, but **47%** had pursued either apprenticeships, gone to trade school, community college or university.



Of those who had finished all grades of high school **two thirds** had gone on to pursue further training/education, indicating that completing high school is one enabler for further training/education.

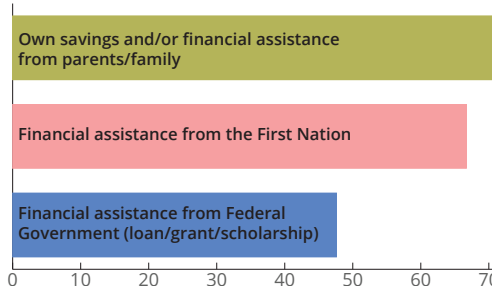
The chart below shows how this training/education was funded, with personal resources and assistance from the First Nation being the most important sources. Less than **half** of the students used more than one source of funding.



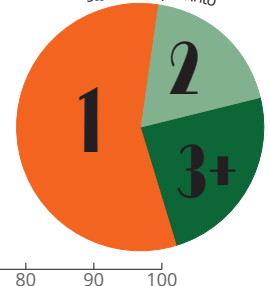
Almost **one third** (30%) of the participants had taken (in the past 12 months) some form of training related to a future or current job. The following types of training were taken:

- Job specific training such as occupational health and safety, equipment handling
- Personal development training such as time or stress management
- Computer training
- Resume writing or interview skills training

Where money to pay for studies came from



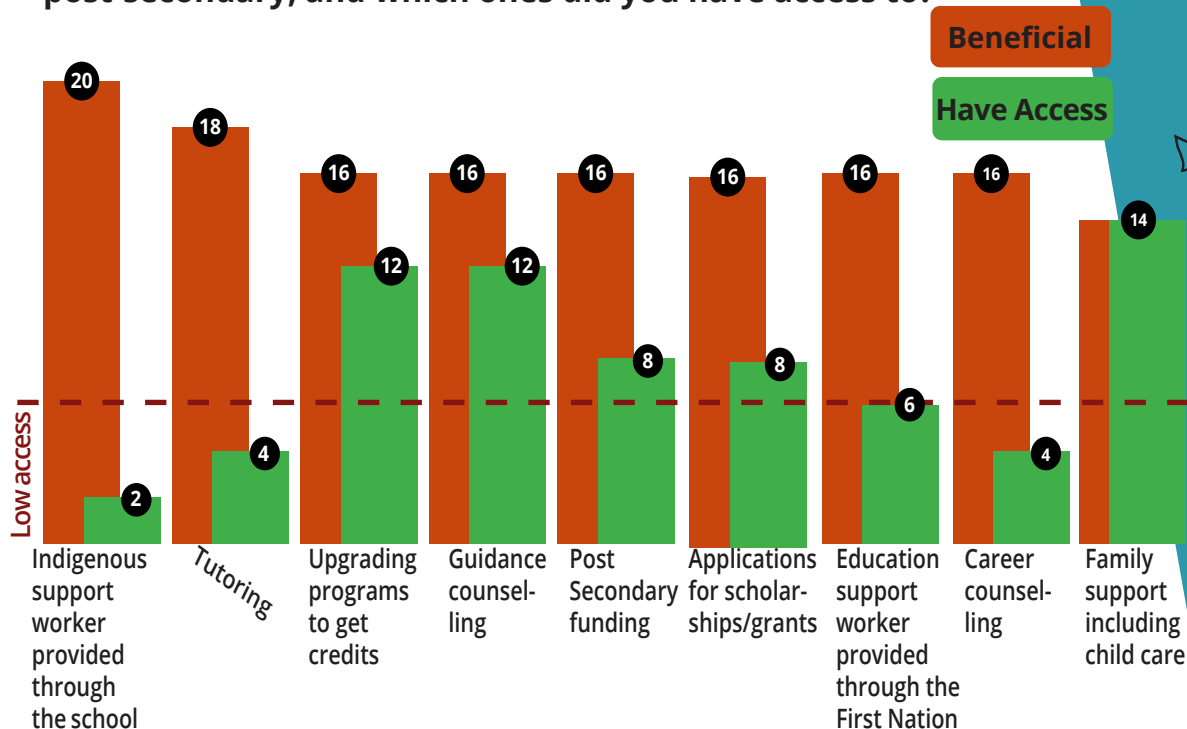
Number of funding sources student tapped into



- Stewardship training
- Language course
- Basic reading, writing or math

Survey Results from the First Nations Labour and Employment Development Survey

Which services/programs/supports would have been/are beneficial to you in your transition from high school to post-secondary, and which ones did you have access to?



The chart above lists nine services, programs and supports participants indicated as beneficial to them and to which ones they had access. Education support workers provided through the school or the First Nation, career counselling and tutoring were seen as the most lacking services and supports.

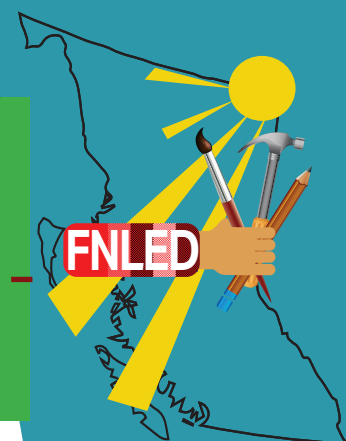
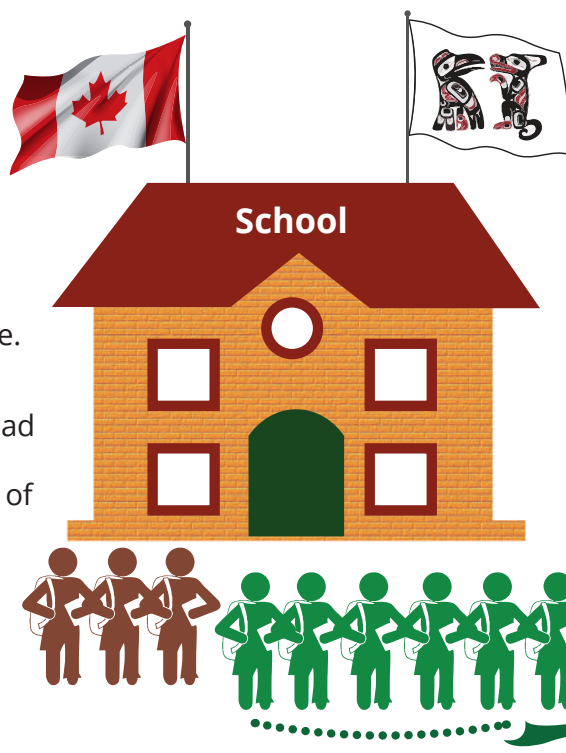
Participants also brought up that the following supports and services are needed:

- Mental health supports
- LGBTQ2+ supports
- Tablet skills/literacy
- Courses that cater to the elderly
- Recreation opportunities
- School photography

Only **20%** was aware of training benefits/supports available through Employment Insurance.

6 out of 10 participants (62%) had accessed the employment insurance program, **two thirds** of whom due to seasonal employment.

7 out of 10 participants (72%) believe that their schooling has helped/will help them to gain employment.





Survey Results from the First Nations Labour and Employment Development Survey

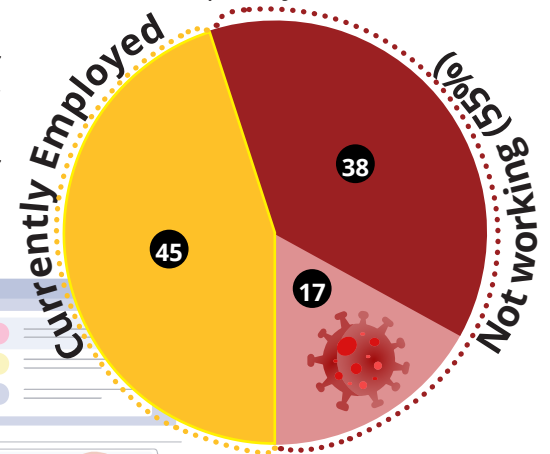
Employment

At the time of the survey **less than half (45%)** of the adult participants (over 18) were working at a job or business for pay, the far majority as an employee (very few are self-employed). The remaining **55% were not** working (for pay) and of this group **17%** was not working due to the COVID-19 pandemic. The following adjustments to worklife due to Covid were noted by participants: being laid off, working less hours, working more hours, working more from home, having duties shifted and changing jobs.

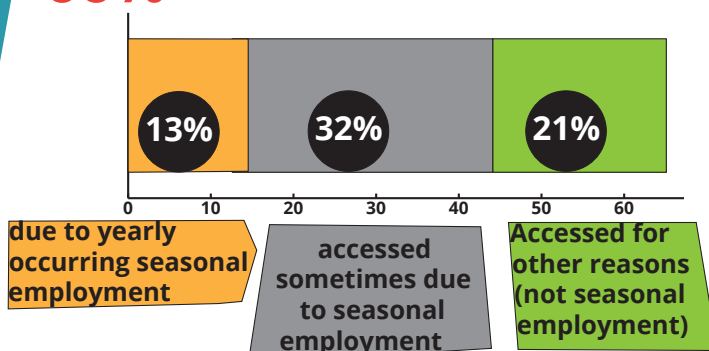
When asked about employment insurance, **66%** of participants mentioned that they had accessed this at some point and for two thirds of this group seasonal employment had been the reason. The majority of participants said that they prefer working year round above seasonal work.

Half of the currently employed noted that their job is a permanent one, and for the other half jobs were either seasonal, term, temporary or contract.

For **7 out of 10** the employer was either a First Nations Government or a First Nations organization. The majority (**76%**) worked in their own community. The other **24%** worked either for another First Nations community or outside the First Nation.



66% Has accessed Employment Insurance



7 out of 10 work for the First Nation or a First Nations organization

1/2 have a permanent position

3/4 work in the community

For those that were employed, the following benefits were noted. For nearly all the workplace was supportive of First Nations culture, although very few mentioned that their workplace offered cultural sensitivity or cultural competency training. Similarly participants did not think that their workplace had a human resource officer/staff.



To pursue a job I would:

Move to another community

52%

Move to another First Nations community

38%

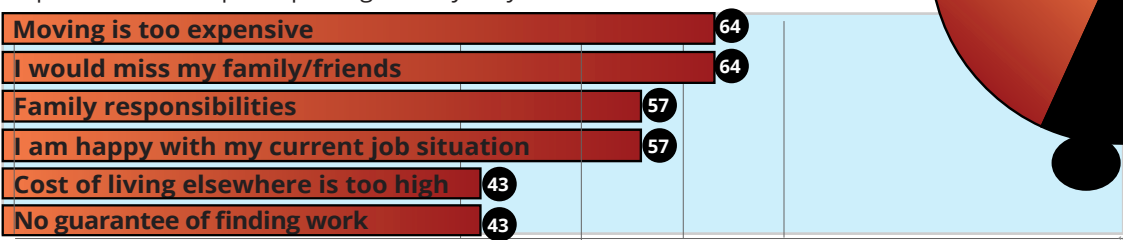
Permanently live off-reserve

28%

70%

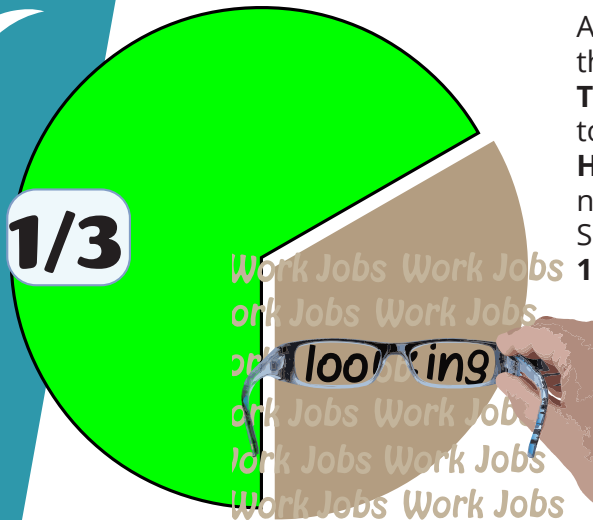
has moved at some point to live outside for work reasons

Important reasons participants gave why they would **not** move were:



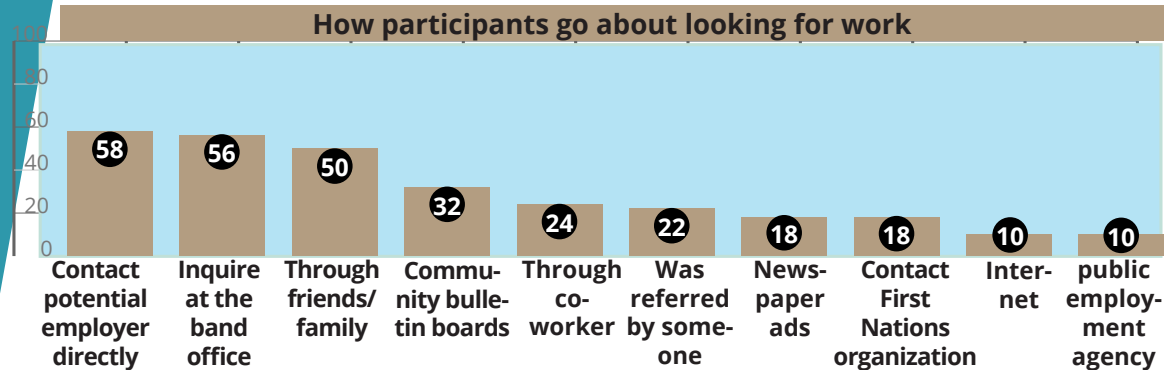


Survey Results from the First Nations Labour and Employment Development Survey

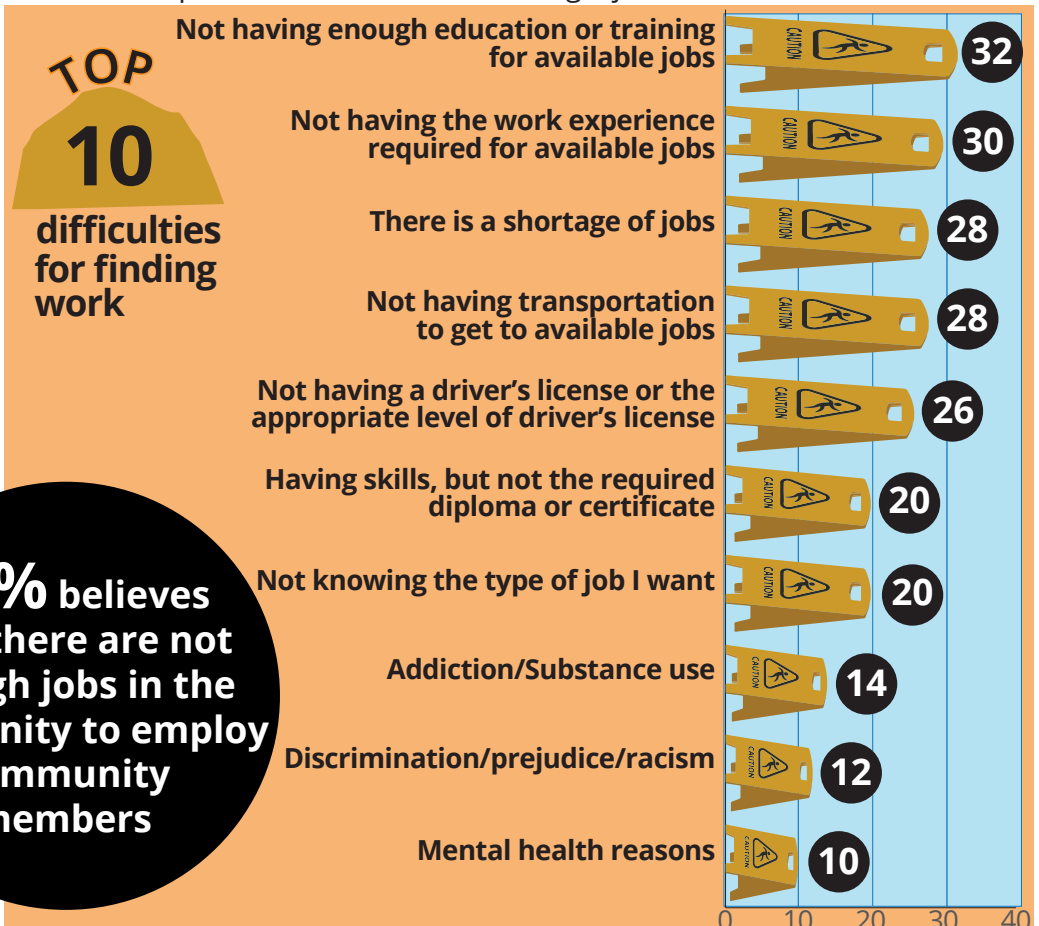


At the time of the survey **one third** of the participants were looking for work. **Two thirds** affirmed that they had access to a current job-listing for their area. **Half** of the participants knew where the nearest First Nations Employment Services agency is located and **1 out of 8** has used their services.

The most common way through which participants look for a job was through contacting the potential employer directly. See below for all common ways. Being known and having relationships were important for a successful result.



Half of the participants could list at least 2 reasons why finding a job is often difficult. The top ten of difficulties for finding a job is listed below.



60% believes that there are not enough jobs in the community to employ community members

Well-being in the work environment

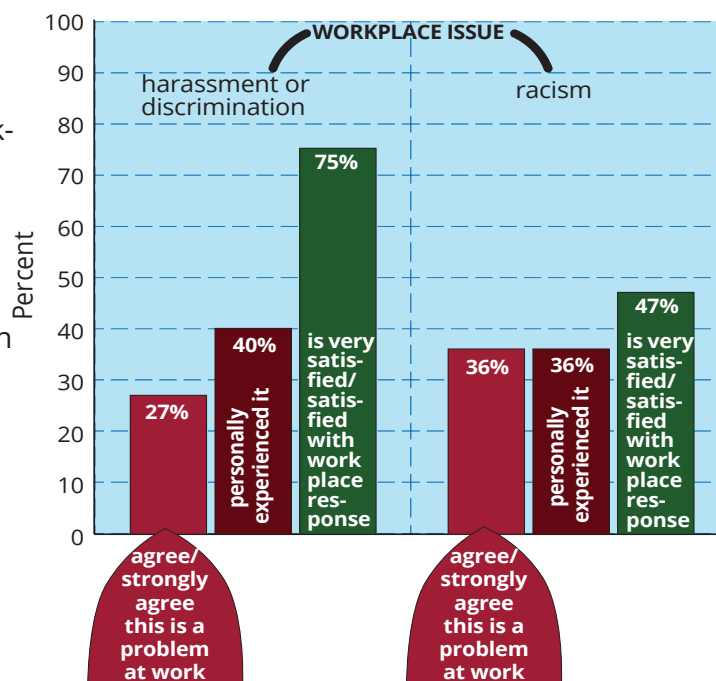
The questions in the FNLED that focussed on well-being were related to the work environment. The first series of questions asked employed participants how much they agreed with the following 9 statements. The chart below shows the percentage of participants who agreed or strongly agreed with these statements. The categories of "Agree" and "Strongly Agree" are joined when low response counts for one category would not permit release of the estimate.



These responses indicate that the majority of employed participants experience their work environment as a good one, although **2 out of 3** participants also find their work stressful.

Furthermore, as shown in the chart on the right, issues of harassment or discrimination and racism were reported as being present in the workplace. Over **1 in 3** of employed adults reported personally experiencing harassment or discrimination (**40%**) and racism (**36%**) in the workplace.

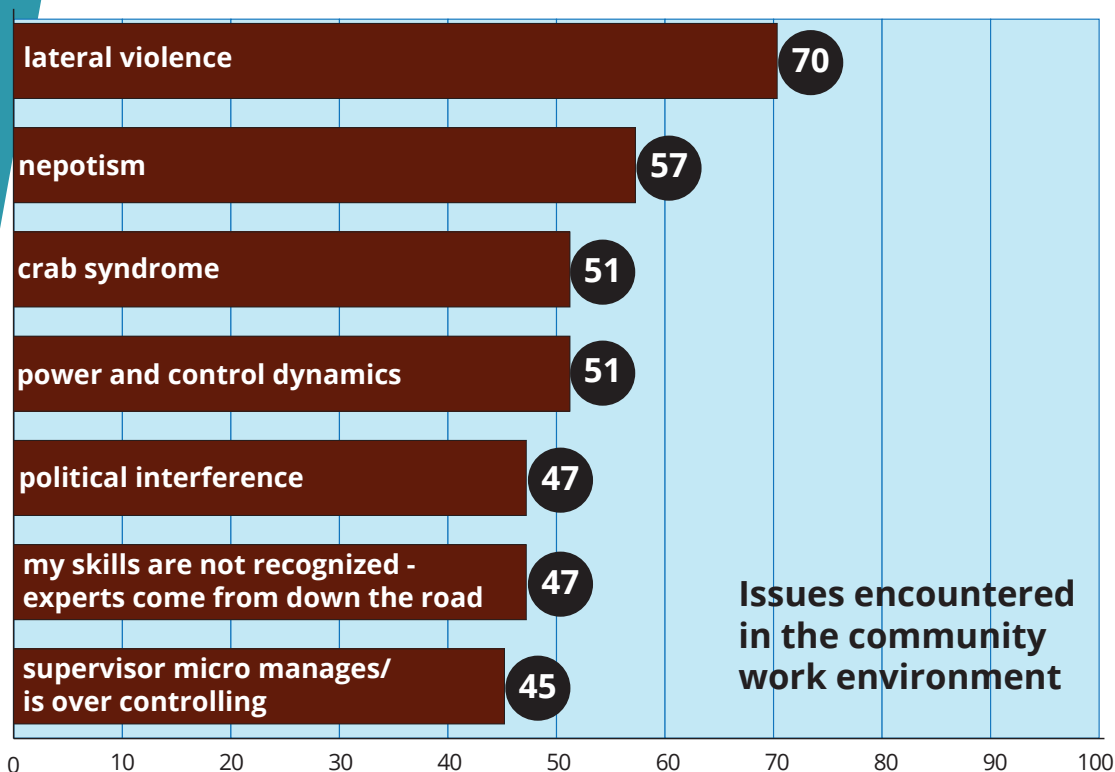
When asked about level of satisfaction with the way in which the workplace responded to these matters **three quarter** was satisfied/very satisfied with the handling when it came to harassment/discrimination and about half when it came to racism.



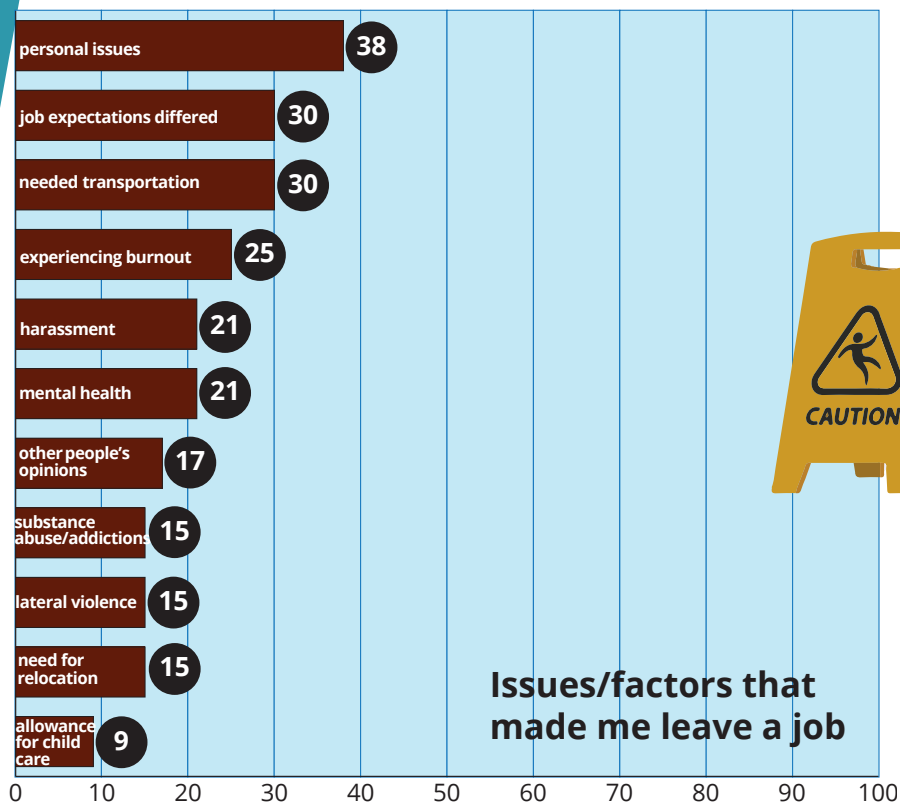


Survey Results from the First Nations Labour and Employment Development Survey

The section below reports what participants observed and experienced as serious issues encountered in the community work environment that impact individual, community and nation well-being. Lateral violence was reported by **7 out of 10** participants and the most reported issue.



Participants also identified important issues that were present at some point in their lives that made them leave a job. These are shown on below. Lateral violence was identified as a reason for leaving a job by **one third** of participants, but situations

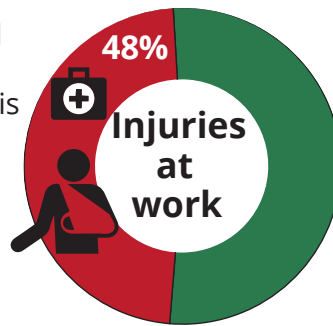


arising from substance abuse and addictions were the most common and reported by half of the participants who had left a job.

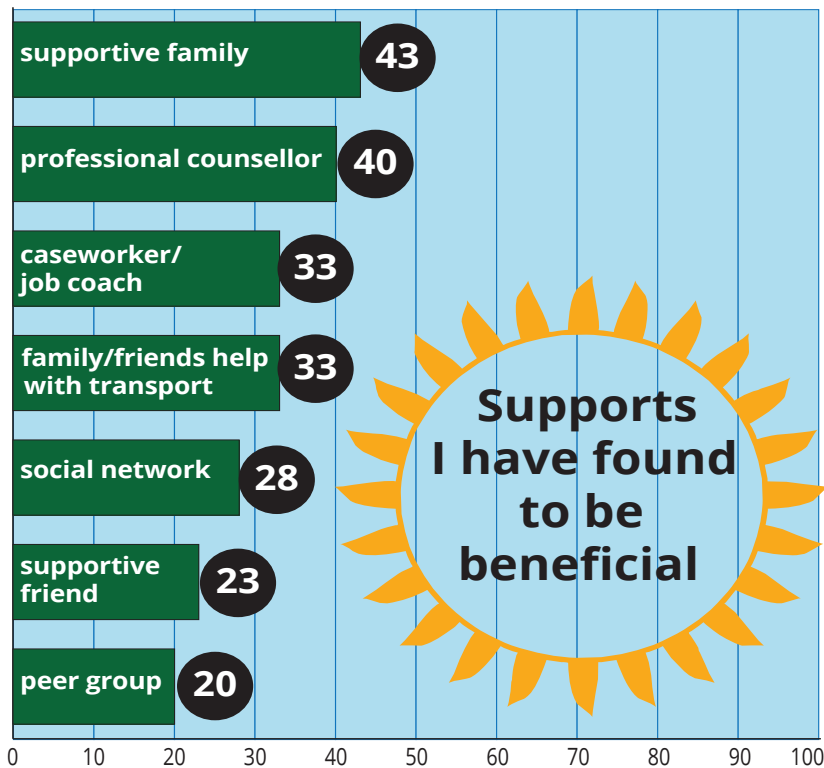


Lateral violence was identified as a significant issue in the work-place and in community environments

For **almost half** of the employed adults there had been an instance where they got injured at the workplace, making injury prevention an area that is worthwhile looking into further.



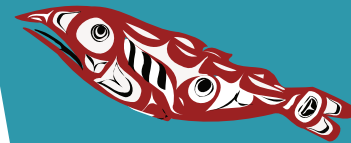
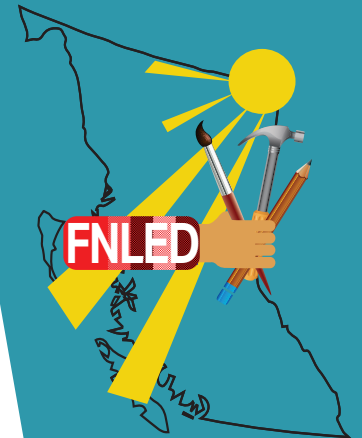
Participants also communicated what the most beneficial types of social supports are when they look for employment or want to do well in/keep their jobs. These supports are listed below.



The answers illustrate the highly important role **families** play in the lives of the participants not only for moral support but also in lending a hand for things like transportation.

About 1 out of 3 participants also listed how helpful professional counsellors are with addressing stress and fears.

In addition, participants pointed out the important place caseworkers and Job coaches have as motivators and navigators.

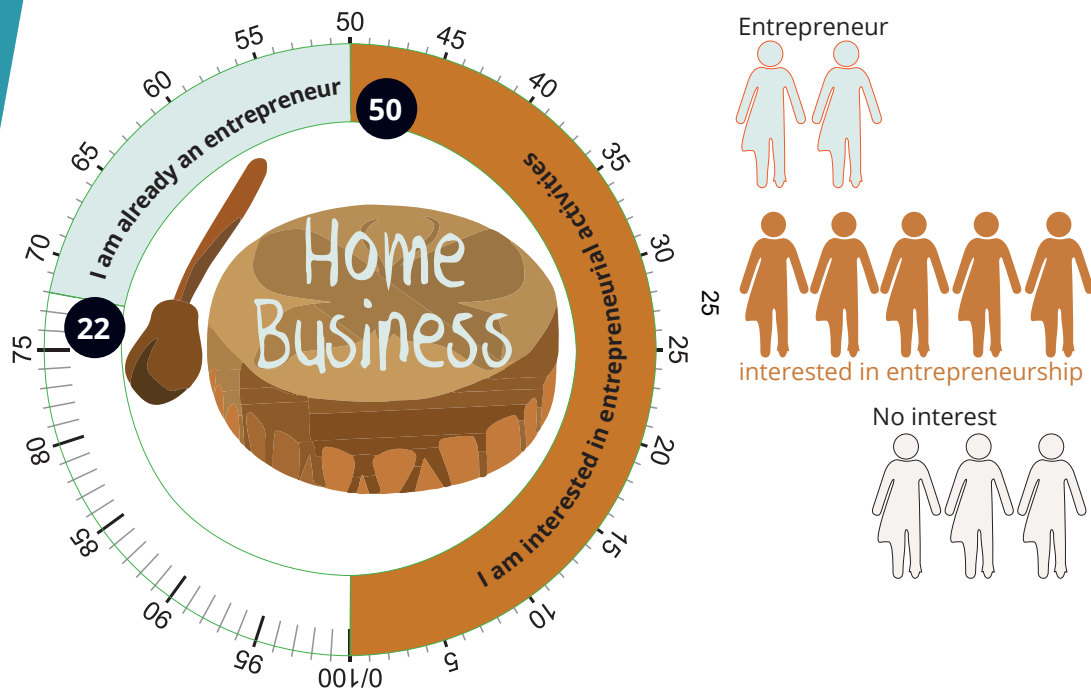




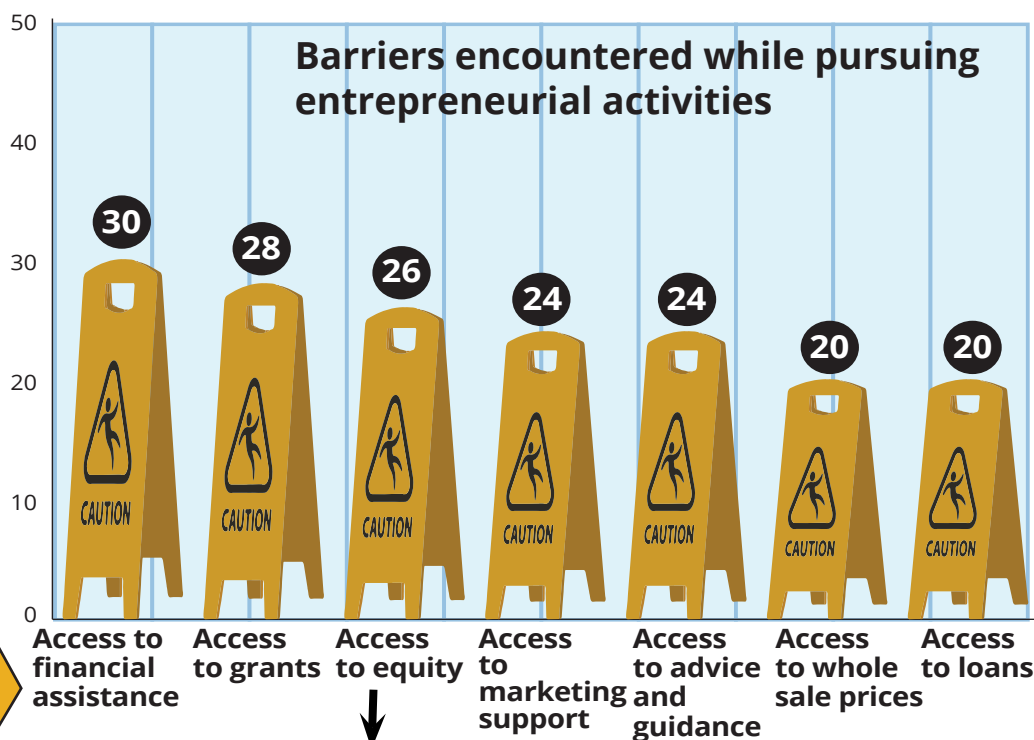
Survey Results from the First Nations Labour and Employment Development Survey

Entrepreneurship

The FNLED explored participants' interest and involvement in entrepreneurship. We defined entrepreneurial activities as "creating opportunities to make a living such as selling crafts, providing firewood, shovelling snow, running a concession stand and so on". **Two out of 10** participants said that they are already involved in entrepreneurial activities and **5 out of ten (half)** is interested in pursuing them.



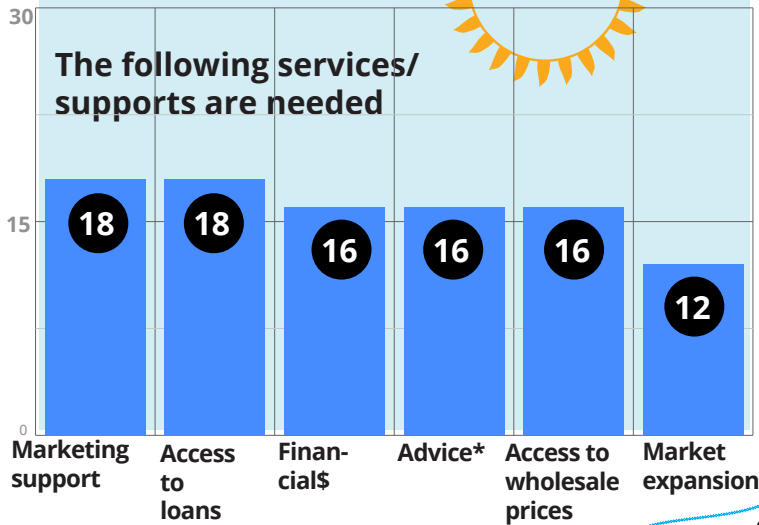
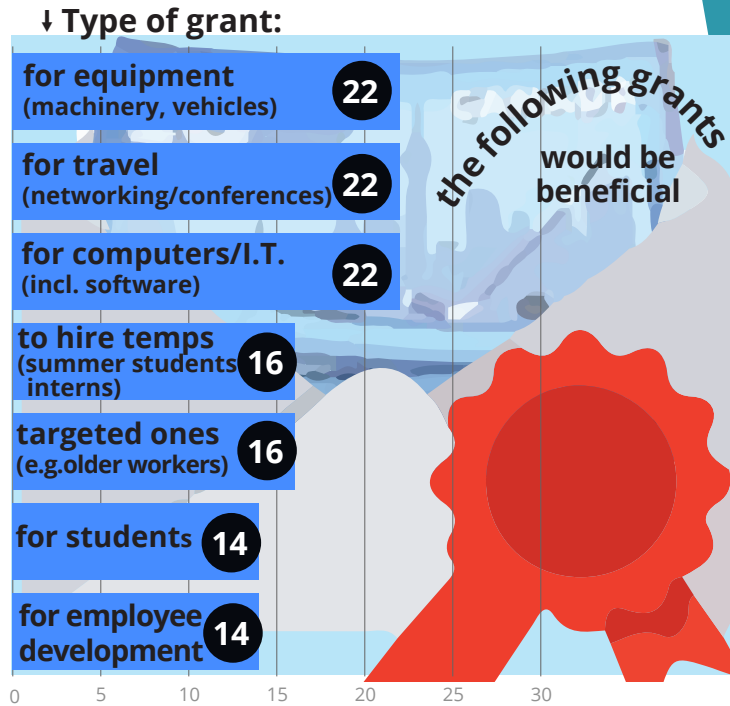
About **half** of the participants indicated that they encountered barriers while pursuing entrepreneurial activities which are listed below.



Lack of access to financial assistance (such as business plans, accounting services) and to grants were the greatest barriers participants experienced.

An example for equity is having to provide money up front to access grants or loans

About **one third (30%)** believe that having access to **one or more** of the grants listed here would be beneficial in their pursuing of entrepreneurial activities. One **quarter (24%)** would like access to at least three types of grants, **12%** access to at least six. Grants for equipment, travel and computer related things were mentioned the most as needed items.



\$ includes financial literacy and planning, business plans, accounting, budgetting

* includes advice, guidance and mentorship from specialists

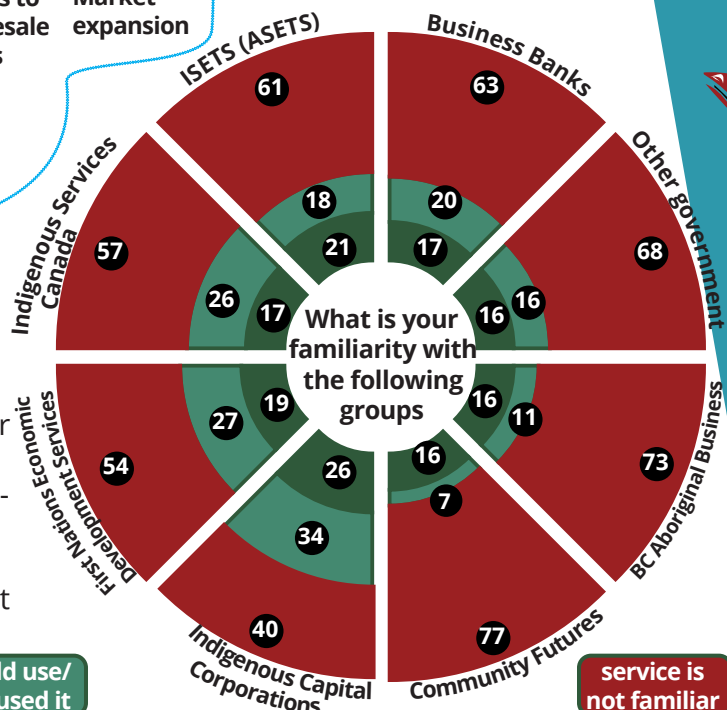
When asked what services and supports they would need to be successful as an entrepreneur similar items were identified as in the previous question (page 1) about barriers. They were all related to running and financing a business.

A few groups/organizations provide services related to entrepreneurial, economic and employment development. We asked how familiar participants were with these groups. Participants were the most familiar with Indigenous Capital Corporations such as TRICORP and ANTCO and the least familiar with Community Futures Development Corporations (CFDCs). Indigenous Capital Corporations were also named as the most used service.

I know the service

I would use/ have used it

service is not familiar

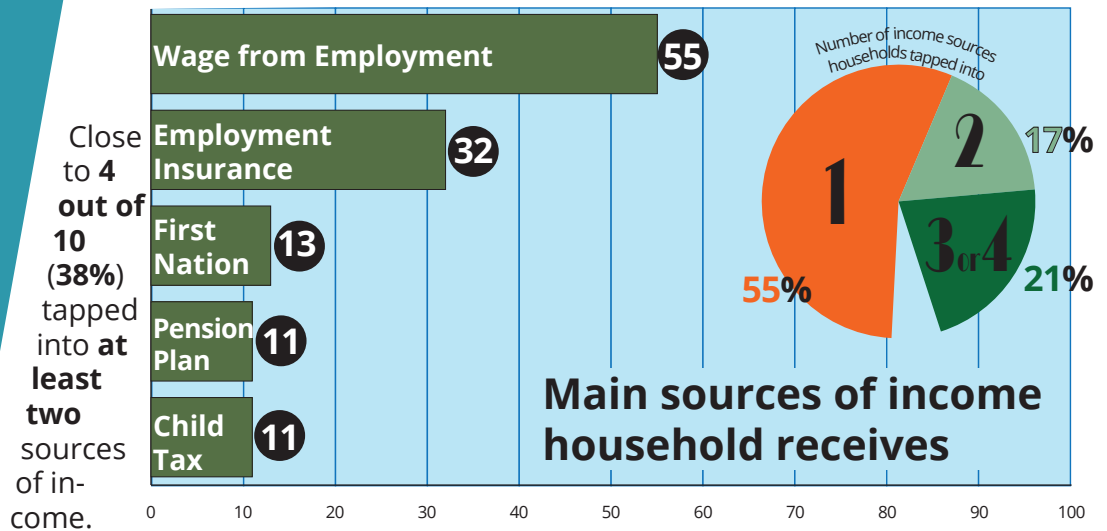




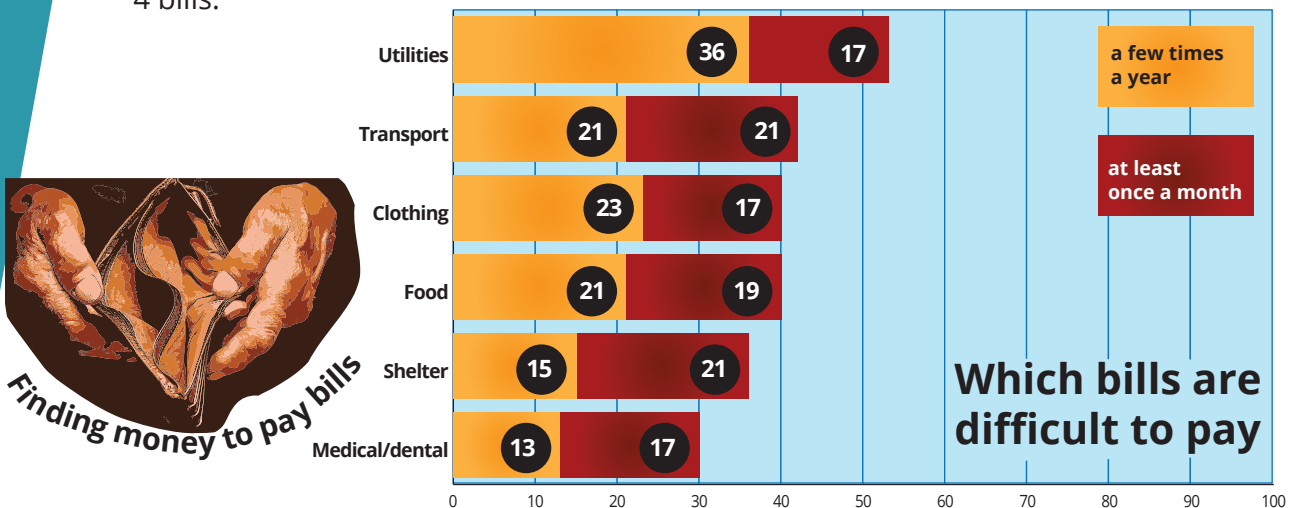
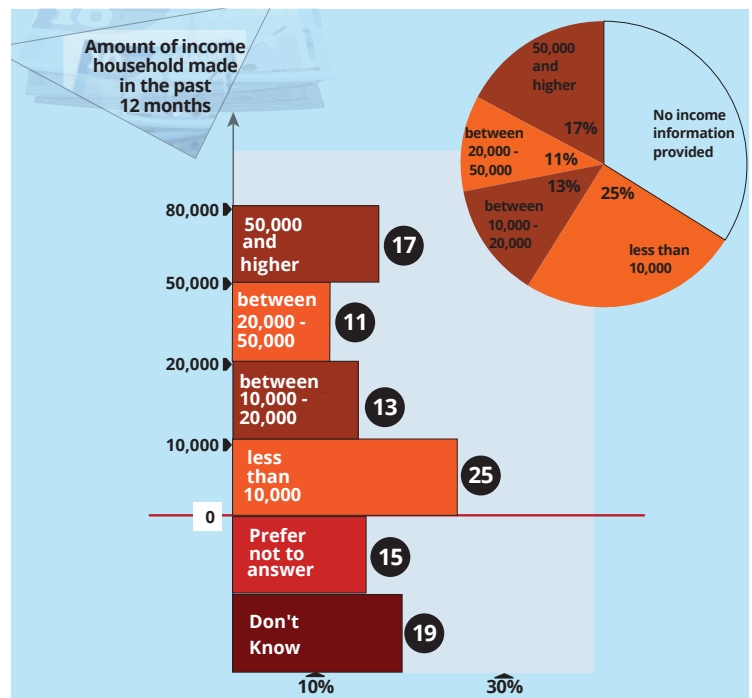
Survey Results from the First Nations Labour and Employment Development Survey

Income Sources and Income security

For just over **half** of the participants income from wages was the main source of household income and for about **one third** it was employment insurance.



In terms of total amount of income available to the household in the past year about two thirds of participants provided an estimate which is shown here. **One quarter** of participants indicated that their household made less than 10,000. On the other end of the spectrum, **one sixth** made at least 50,000 a year. Seven out of ten participants reported various levels of difficulty to pay all the bills one receives. Utilities were the most common bills that were hard to pay. **One third** struggled with payment of at least 4 bills.

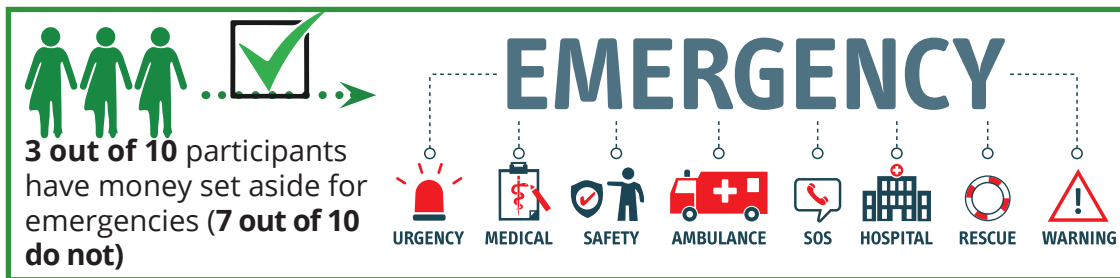
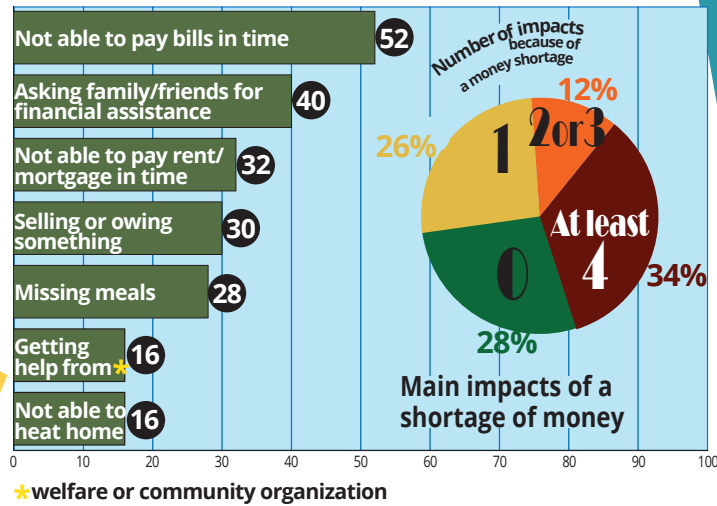


Finding money to pay bills

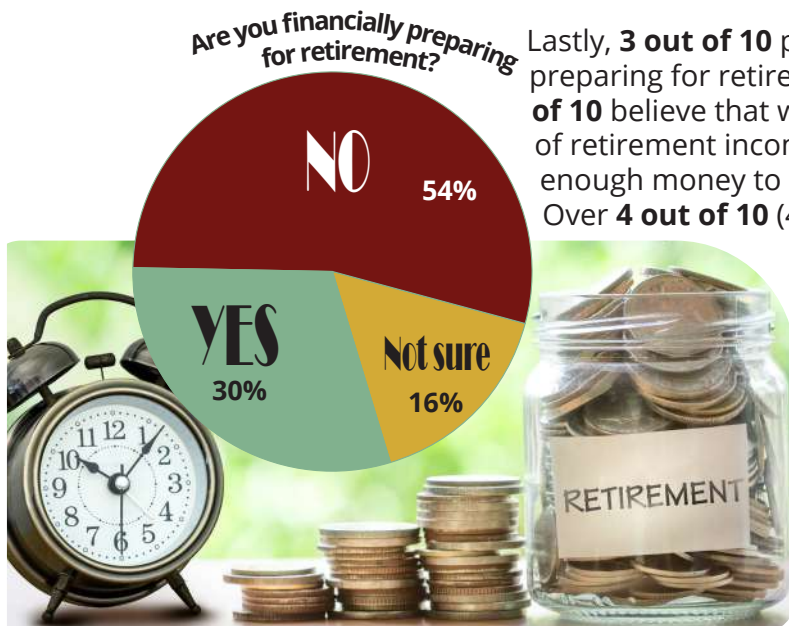


Two thirds of participants pay rent or mortgage. Of this group the following portions of monthly income are spent on rent/mortgage: for **20%** of rent/mortgage payers more than half, for **48%** half and for **32%** a quarter or less.

72% of participants experiences impacts from temporary shortages of money as shown here.

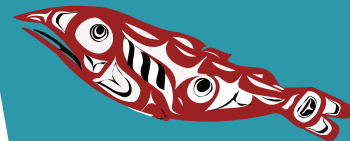
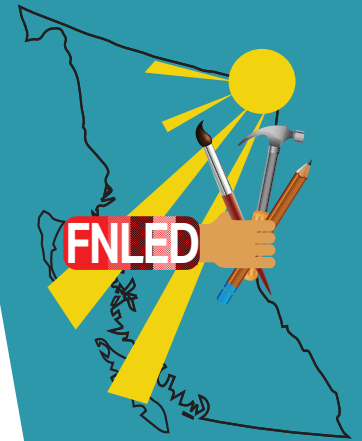


At the time of the survey (which was during the Covid-19 pandemic) **20%** of the participants were receiving income support. Main reasons for **not** receiving income support besides not needing it were: Not believing one is eligible (**30%**), Receiving income from sources such as employment insurance or pension plans (**23%**) and Not knowing about income support programs (**16%**).



Lastly, **3 out of 10** participants is financially preparing for retirement (or has done so). **2 out of 10** believe that when they take all the sources of retirement income into account they will have enough money to maintain their standard of living. Over **4 out of 10** (44%) are afraid that they will not have enough money set aside to maintain their standard of living in retirement.

Although 4 out of 10 believe that it is unlikely that they will lose an important source of income over the next 12 months, the survey information shows that family, friends and the First Nation are important sources of financial back-up in times of need.





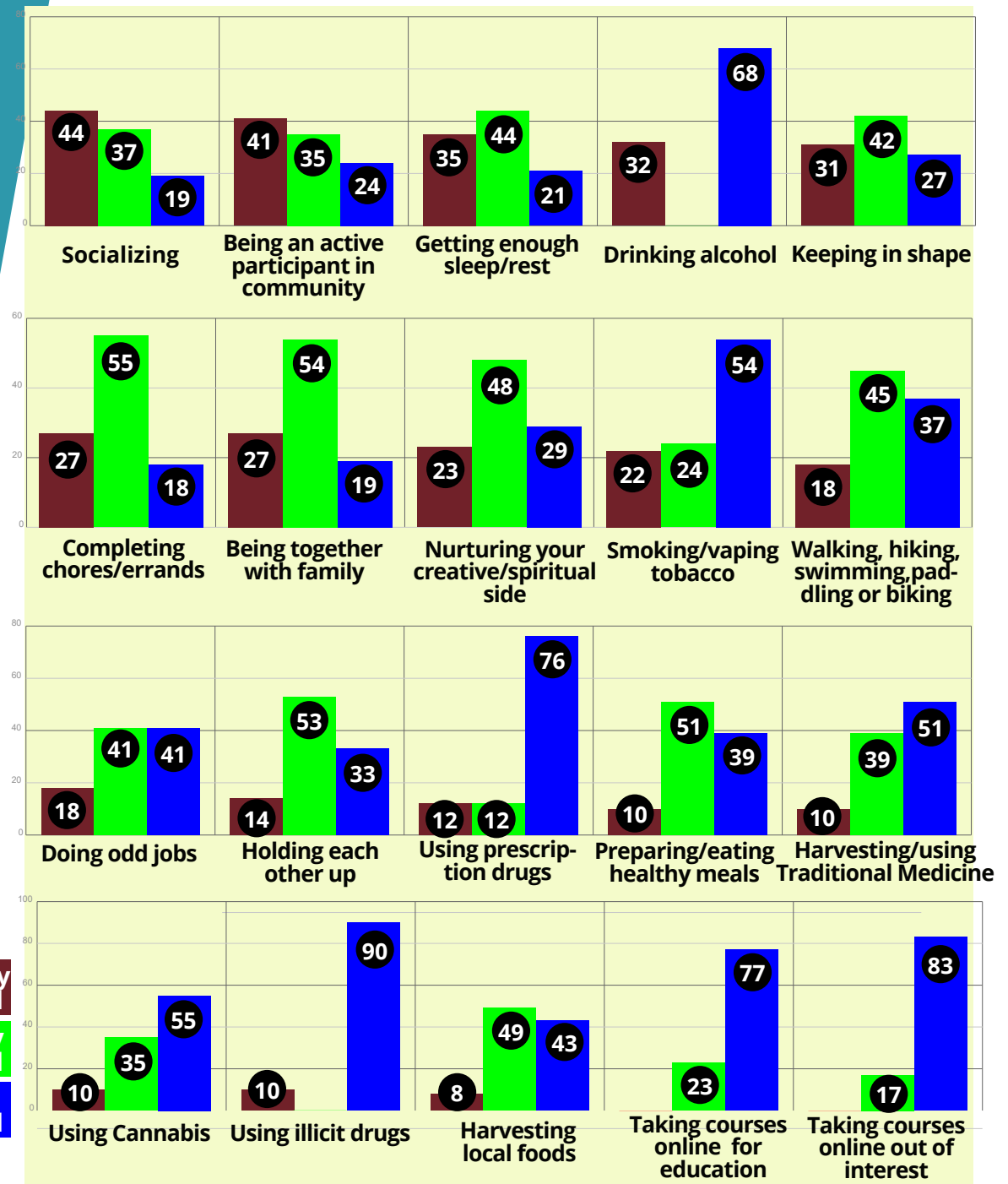
Survey Results from the First Nations Labour and Employment Development Survey

Impact of Covid-19

Data collection for the FNLED survey took place in the middle of the COVID-19 pandemic. The pandemic restricted mobility, impacted services, had economies falter and caused many other disruptions in people's lives.

To help assess how the pandemic has impacted mental, emotional, spiritual, physical, social and economic well-being of TRT citizens a few questions related to Covid-19 were asked.

The responses to the first question *"Compared to before Covid-19 pandemic, how have the following aspects of your life been influenced"* are listed below. Participants could answer 1. Negatively influenced; 2. Positively Influenced; 3. No Influence; and 4. Not Applicable. For ease of interpretation the categories "No Influence and Not Applicable" are combined into "Not impacted".

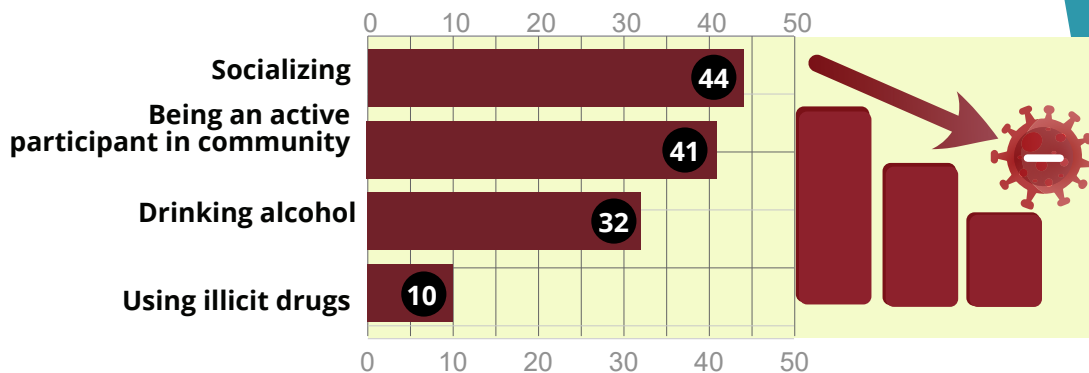


Negatively
impacted

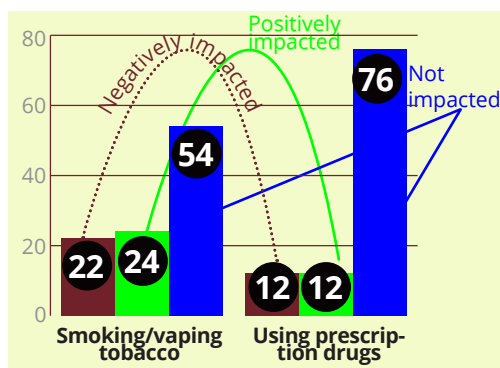
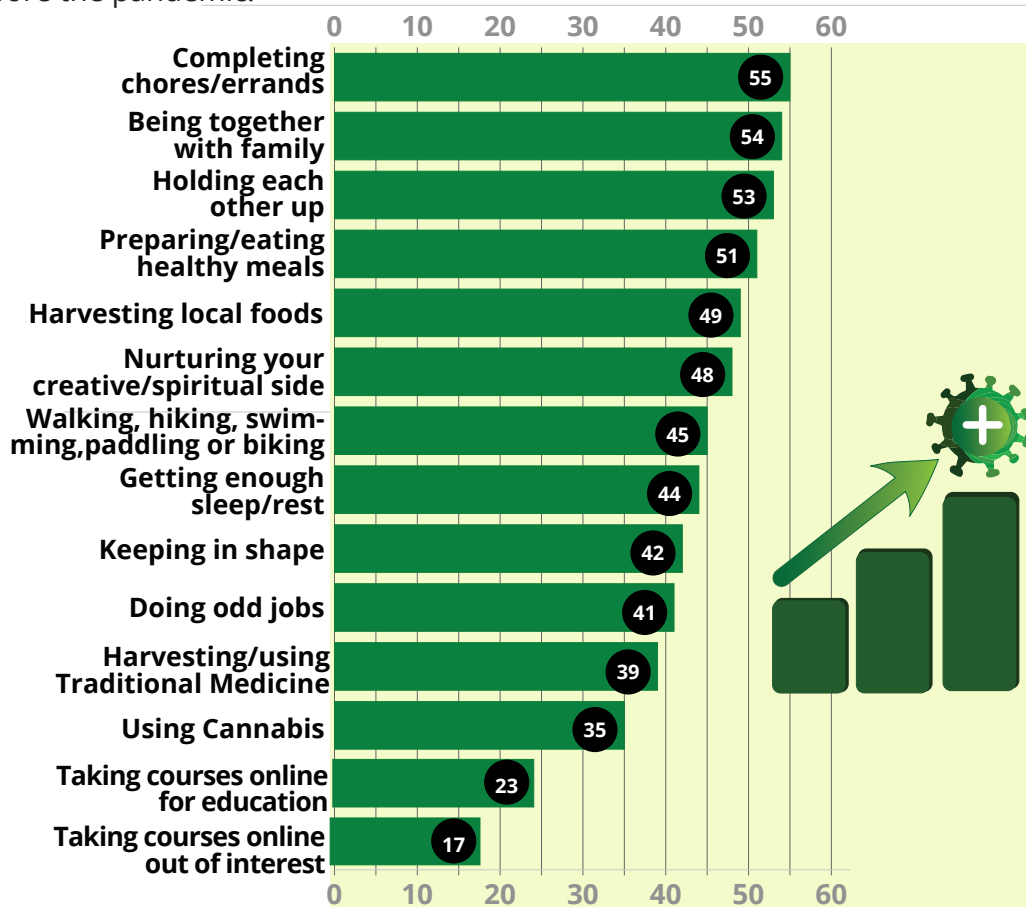
Positively
impacted

Not
impacted

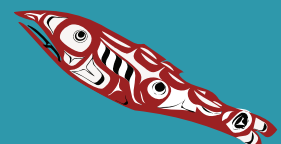
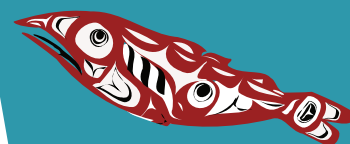
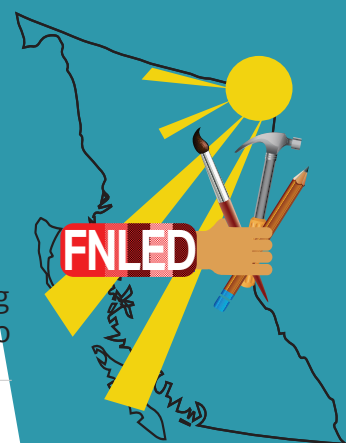
For the following situations a greater number of participants reported that these were negatively influenced, indicating a decline in socializing, being active in the community and a rise in the consumption of alcohol and illicit drugs.



In contrast, the pandemic created more time for participants to complete chores, be with family, check in with people around them, prepare/eat healthy meals along with the other things mentioned below. The use of cannabis also rose compared to before the pandemic.



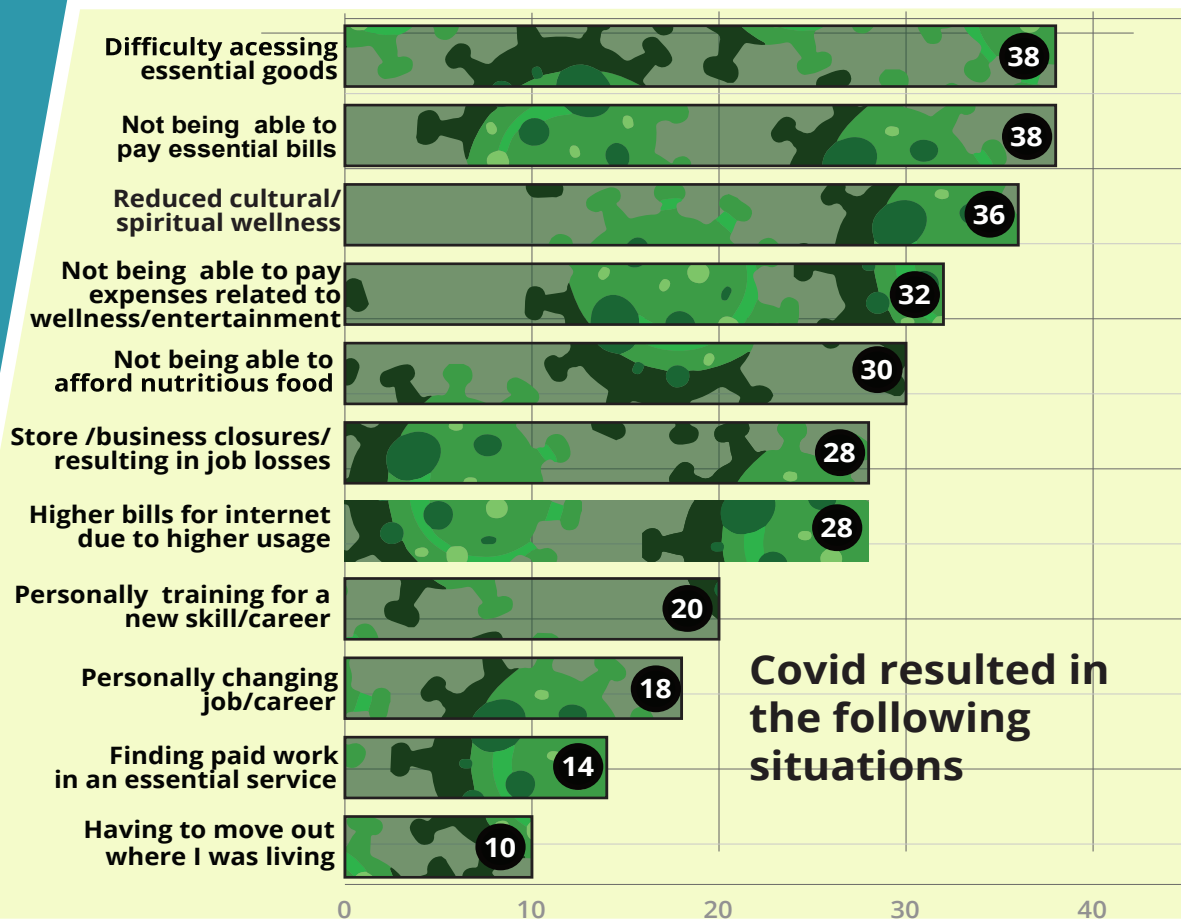
For "Smoking/vaping tobacco" and "Using prescription drugs" equal or close to equal numbers of participants described the action to be positively as well as negatively impacted by the pandemic.



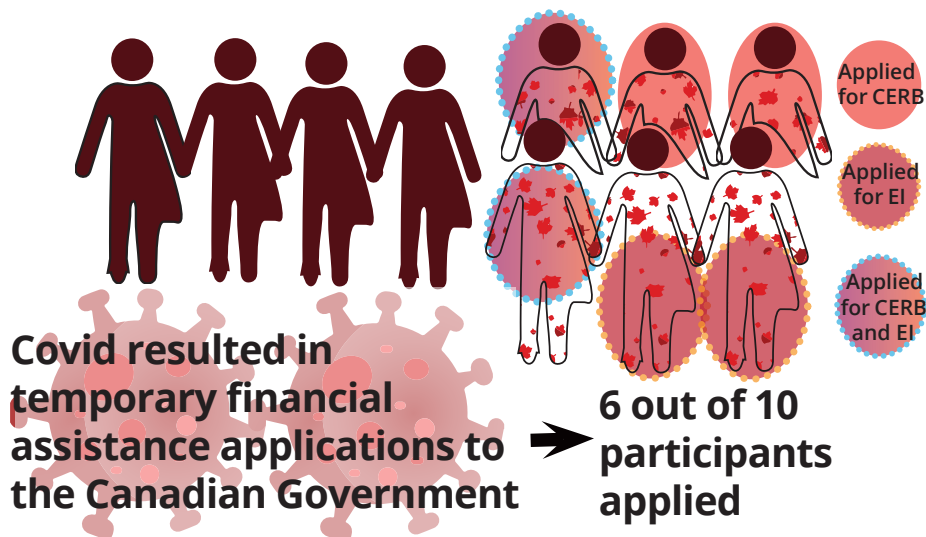


Survey Results from the First Nations Labour and Employment Development Survey

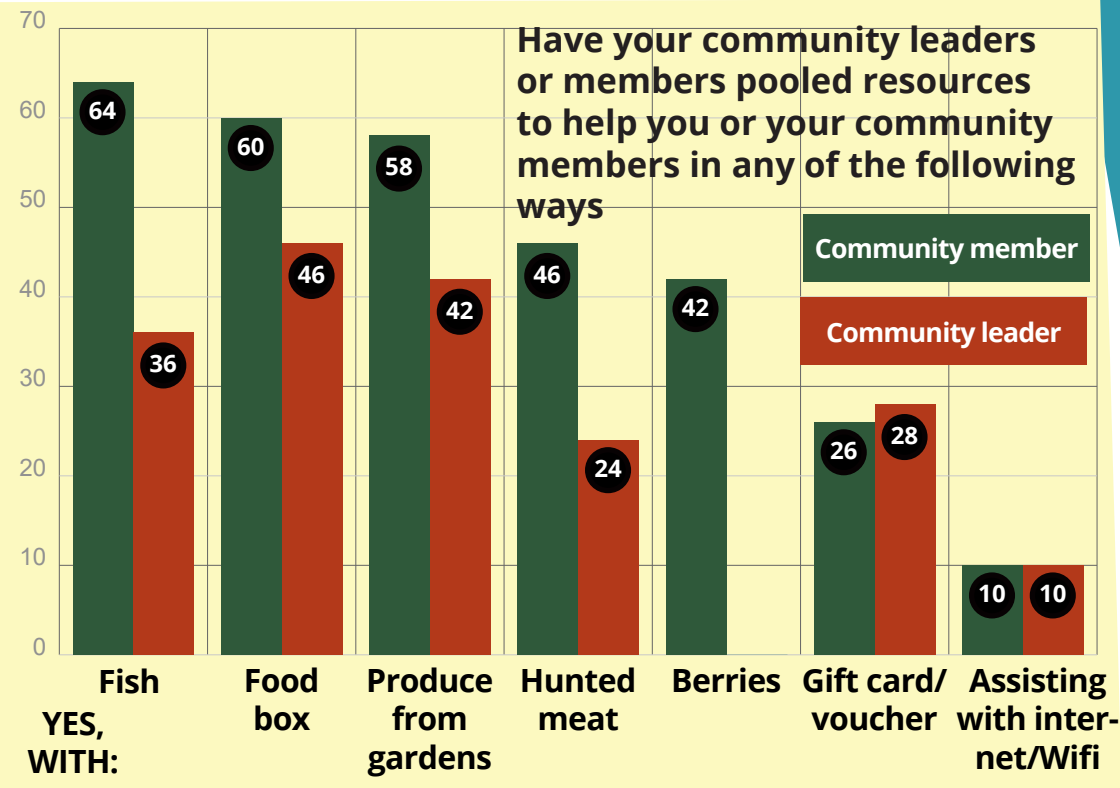
Two thirds of the participants had experienced at least one of the following situations as a result of the Covid-19 Pandemic.



As a result to changes in their financial situation due to the Covid-19 pandemic, close to **6 out of 10** (57%) adult participants applied to the Federal Government for temporary income assistance. **38%** applied for the Canada Emergency Response Benefit (CERB) and the same number applied for Employment Insurance.



90% of the participants noted that they have been helped in some way by community members and leadership who freely distributed food and assisted with internet bills. Community members in particular were most generous as illustrated in the chart below. Another resource that was mentioned as something necessary for citizens in Atlin was cell phone service as an essential service.



The data presented in this fact sheet showed clear impacts from Covid from changed patterns of behaviour to the need for financial assistance and in kind products such as fish, meat, produce and help with internet bills. It also showed that the community pulled through with great efforts to help each other.





Survey Results from the First Nations Labour and Employment Development Survey

Highlights from the Specific TRT Questions

In the survey that circulated in TRT two additional questions were included at the request of the First Nation that will be reported on in this document. These questions were developed in dialogue with TRT who wanted to make the survey extra useful by adding these questions of current relevance for governance:

1. What in your opinion are the most significant issues/barriers you are facing as a TRT citizen residing in the Atlin area. Please describe and be as detailed as you can.
2. What opportunities would you like to see created that make it more attractive to stay/live in the Atlin area. Please describe and be as detailed as you can.

Explanation about the use of exclamation marks in the data tables

There are commonly adopted statistical rules that prohibit the release of estimates when a response count is very small (e.g. when less than 5 respondents gave the same answer). Since the information presented in this report is qualitative in nature and we are interested in every piece of information that participants provided we are using exclamation marks to indicate levels of frequency. If there is one exclamation mark it means that the issue or insight in question was raised by at least one participant. If there are many exclamation marks it means that many participants brought up the same issue.

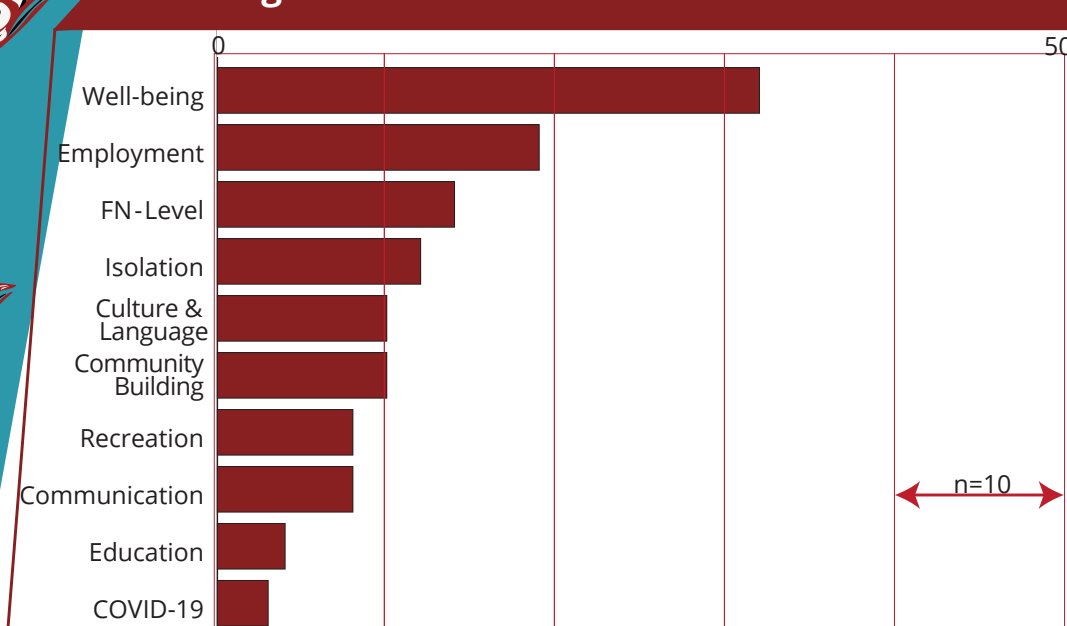
Limitations of Methodology

All topics/themes/issues/insights are presented according to the frequency of the “literal” responses (listing the highest counts first but giving every voiced concern a chance to be heard). Please note that this is not a reflection of the importance of the issue. It is simply a record of participants’ views at that specific point in time when asked to articulate what immediately comes to mind when thinking about challenges and opportunities, taking into account that they already answered many previous questions in the bulk portion of the survey, many of which relating to language and culture.

TRT citizens opinions on most significant issues/barriers

Many responses were provided to the question about what participants found to be the most significant issues/barriers they were facing as a TRT citizen residing in the Atlin area.

Most significant barriers TRT citizens face



The responses were organized in thematic categories, created based on the “literal” response. The graph shows the result of the thematic analysis by presenting the themes in order of mentioned frequency. This is not a ranking of the level of importance of the issues.

The following paragraphs contain a listing and scription of the issues brought forward by participants and are derived from the responses to the question "What are the most significant issues/barriers you are facing as a TRT citizen residing in the Atlin area."

Well-being

The barriers grouped under this heading all relate to issues standing in the way of achieving overall well-being. Although the role that culture and language play in achieving overall well-being was not always specifically mentioned it is clear from these insights that they have an important role to play. The following issues were identified (listed in order of frequency)

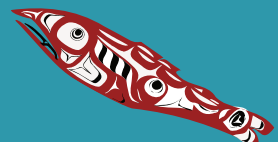
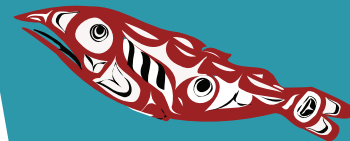
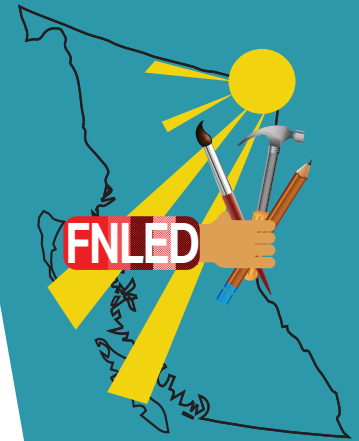
• The unavailability of desired services/options in the community to overcome addictions	!!!!!!!
• Lack of support to pursue/get suitable treatment to overcome addictions	!!!!
• Lack of support to find and use self-help services	!!!!
• Lack of support to pursue self-development programs	!!!!
• Lack of mental health services in community	!!!!
• Lack of support to work towards achieving higher overall well-being	!!!!
• The inexistence of a community healing and wellness strategy	!!
• The unavailability of financial assistance for citizens with disabilities	!!
• Lack of homecare services delivered at residents' homes	!!
• Lack of food vouchers (for those who need them)	!!
• Lack of support/services for end of life situations	!!
• Lack of outreach services	!!
• The inexistence of tax-free tobacco	!!

Bringing services/options to the community that help overcome addiction or reduce dependency on alcohol and drugs were identified by the most participants.

Employment

Issues around employment opportunities for TRT citizens were flagged as the second biggest area of concern. They are listed below in order of frequency:

• Lack of meaningful employment opportunities	!!!!!!!!!!!!!!
• Lack of jobs outside the First Nation	!!
• Lack of high enough wages for jobs	!!
• Lack of support for entrepreneurs in the community	!!
• Lack of interest to invest in cannabis industry to create jobs for TRT citizens	!!





Survey Results from the First Nations Labour and Employment Development Survey

First Nation - level

Dissatisfaction about competencies and responsiveness to requests for services at the First Nation level was voiced in the following statements:

• Leaders and staff lack professional skills	!!!!
• Leaders and staff lack cultural competency skills/cultural knowledge	!!!!
• Leaders and staff lack conflict resolution skills	!!!!
• Leaders and staff lack communication skills	!!!!
• Leaders and staff need to coordinate and streamline services better and work in more alignment with one another	!!!!
• Leaders and staff lack team/unity building skills	!!!!
• More personal involvement	!!
• Insufficient communication overall	!!
• There is excessive bureaucracy	!!

Isolation

The following concerns were raised in regards to TRT being a remote community:

• Isolated geographic location requires transportation (and access to fuel) to receive services and resources	!!!!!!!
• Our geographic location makes us isolated which impacts services, resources and expenses	!!!!!!!
• We are even more Isolated now than before COVID-19	!!
• The spread-out-ness of the community is a challenge	!!
• The vastness of the traditional territory requires access to quads, boats, snowmobiles to get out onto the land	!!

Culture and Language

In recognition of the vital importance of culture and language there are specific questions in the FNLED survey that delve deeper into this theme and will be reported on in a separate report. The following issues around incorporating culture and language into services and programming are the ones that were specifically articulated by participants (in order of frequency) but it does not mean that culture and language have no role to play in all the other categories that are presented.

• Insufficient use of culture in services and programming	!!!!!!
• Insufficient use of traditional teachings (medicine, hunting)	!!!!
• Insufficient efforts to revitalize/use our language (Tlingit)	!!!!
• Insufficient incorporation of culture, language and traditional teachings into existing education	!!!!
• Leaders and staff lacking cultural knowledge	!!!!
• Lack of land-based activities/initiatives	!!
• Lack of cultural infrastructure (eg. big house, clan house)	!!
• Absence of a cultural strategy	!!

Community Building

Concerns were expressed about the following community conflict situations:

• Existing community conflict and the need for resolution	!!!!!!
• Existing lateral violence and the need for the FN to address it	!!!!!!
• Leaders and staff lack interest/skills in conflict resolution	!!!!!!

Recreation

The following issues were brought up in regards to the importance of enabling recreation:

• Insufficient opportunities and infrastructure for recreation	!!!!!!!
• Insufficient extra curricular opportunities for children and youth in the community	!!!!!!!
• Lack of tourism infrastructure	!!
• The vastness of the traditional territory requires access to quads, boats, snowmobiles to get out onto the land	!!

Communication

The following issues were brought up in regards to lacking communication:

• Insufficient communication from Leadership with community	!!!!!!!
• Leaders and staff need to coordinate and streamline services better and work in more alignment with one another	!!!!!!!
• Leaders and staff lack communication skills	!!!!
• Absence of a solid communication strategy	!!

Education

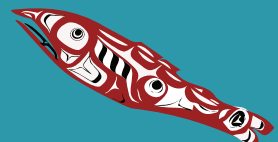
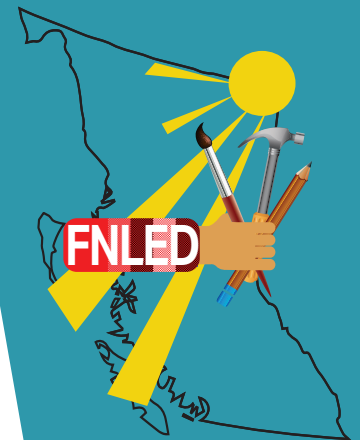
Access to educational opportunities came out as a need amongst other wishes for better and more relevant education:

• Lack of access to desired education	!!!!!!
• Difficulty to find relevant educational opportunities in the community	!!!!!!
• Difficulty to pay for educational opportunities of interest	!!!!
• Insufficient incorporation of culture, language and traditional teachings into existing education	!!!!

COVID-19

COVID-19 was mentioned a few times as a creator of additional challenges.

• Finding/keeping a job is more difficult in these times of COVID-19	!!
• Keeping in contact with one another and with family and loved ones is more difficult in these times of COVID-19	!!
• Travel has become more difficult in these times of COVID-19	!!



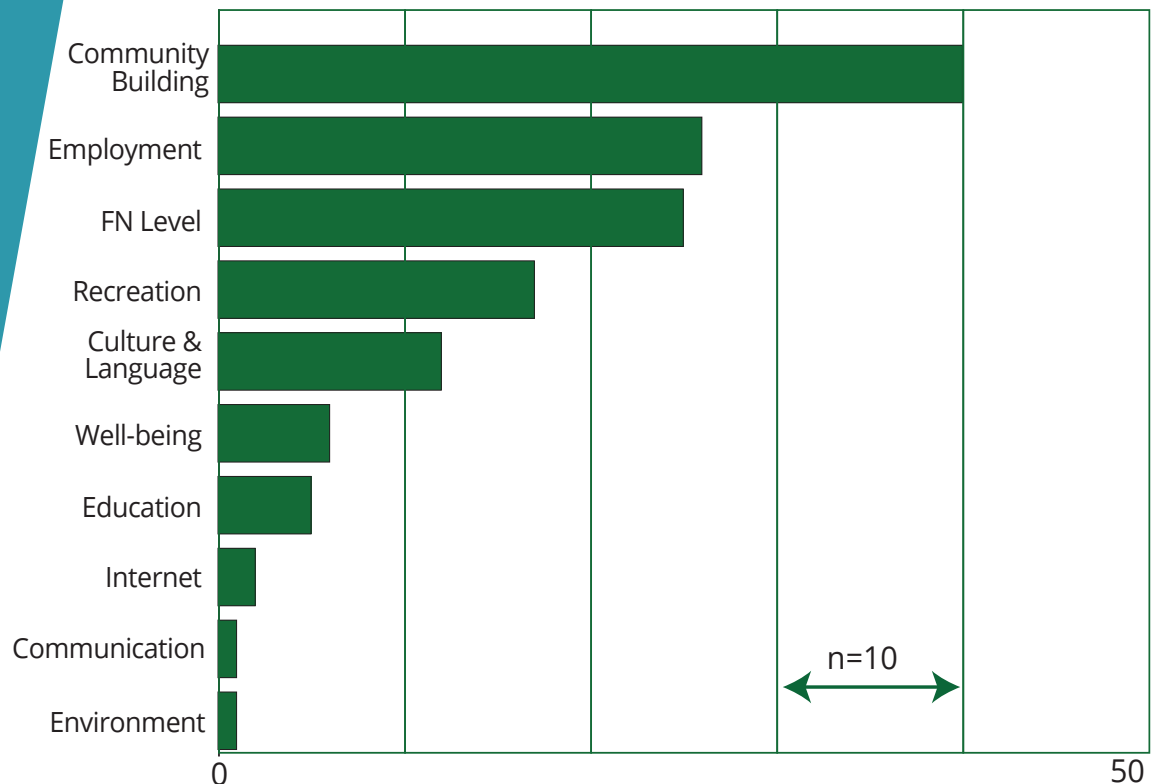


Survey Results from the First Nations Labour and Employment Development Survey

TRT citizens opinions on opportunities to be created

The answers that participants gave in response to “what opportunities they would like to see created that make it more attractive to stay and live in the Atlin area” were organized in thematic categories. The graph below shows the result of the thematic analysis by presenting the themes in order of mentioned frequency.

Opportunities TRT citizens would like to see created



Many of the themes that were identified as areas where opportunities could be created and expanded were similar to themes that were identified in the previous section that presented on the major issues TRT citizens encountered.

What specifically was mentioned under each “opportunity” theme will be described in the next paragraphs. The creation of categories is a bit artificial as many themes are inter-connected but the creation of this break-down does make the rich information easier to present so that we can make every voice heard.

Community Building

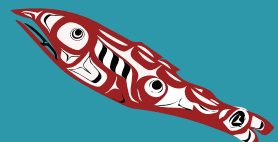
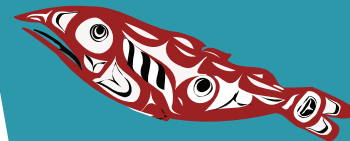
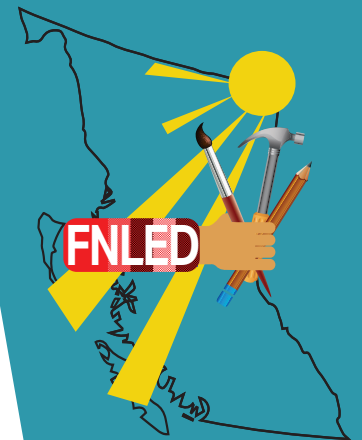
Many responses acknowledged that the future is determined by how we interact in the present together (look after each other and the traditional territory). The importance of giving youth a place in this process was also emphasized as was the need to make substantial efforts to revitalize culture and language.

• Interact in ways that are supportive and collaborative and result in positive outcomes for the whole community	!!!!!!!!!!!!!!
• Enable and support activities/programming on the land (and indoors) that incorporate culture	!!!!!!!!!!
• Involve the youth in planning and build youth capacity	!!!!!!!!!!
• Have regular check-ins/good communication with citizens	!!!!!!
• Involve citizens in planning	!!!!!!
• Enable more teaching and preservation of language	!!!!!!
• Organize regular get togethers/fun activities for community	!!!!!!
• Help citizens overcome addictions	!!!!
• Develop and implement a comprehensive community plan to tackle drug dealers	!!!!
• Pay more attention to Elders/organize specific Elder activities	!!!!
• Support TRT citizens businesses and prioritize community economic development	!!!!
• Have life skills/capacity building programs and access to upgrading in community	!!!!
• Build a long house/cultural facility in the community	!!!!
• Assist young families with housing	!!

Employment

The importance of having meaningful and secure employment was emphasized by many participants who also made suggestions where more opportunities could be created. The table on the next page includes descriptions of where participants saw potential for growth and improvement.

• Create jobs in the community	!!!!!!!!!!!!!!
• Have targeted job training and employment opportunities for youth	!!!!!!!!!!!!!!
• Support/Help develop a wide variety of businesses run by citizens including those that focus on sustainable development, food security (hydroponics) and tourism	!!!!!!!!!!!!!!
• Advocate for higher wages	!!!!
• Facilitate/Provide entrepreneurial training	!!
• Facilitate/Provide access to life skills training	!!
• Facilitate/Provide access to upgrading programs	!!





Survey Results from the First Nations Labour and Employment Development Survey

First Nation - level

Initiatives, ideas brought forward in this section are all associated with tasks related to governance and services that TRT provides

• Improving communication/transparency to citizens	!!!!!!!
• Expanding/solidifying support to local businesses/community economic development	!!!!!!
• Providing training to new leaders/directors/managers in regards to governance, cultural competency	!!!!!!
• Providing ongoing skill training to staff	!!
• Being more in-tune with the needs of elders and youth	!!
• Updating/amending of TRT Election code	!!
• Implementing TRT constitution and accountability measures	!!
• Have meetings facilitated	!!
• Close monitoring of mining industry	!!
• Implement a First Nation Hiring policy especially for managers and directors	!!
• Adopt/implement lateral kindness	!!
• Facilitate on the land activities (e.g. camping, hunting, fishing)	!!
• Tackle drug dealing in the community	!!
• Have regular Joint Clan Meetings	!!

Recreation

Many participants saw the benefit of having more opportunities for recreation in the outdoors and in the arts. TRT's 5 Mile sub-division was specifically mentioned as an area in need of more development.

• Create more opportunities for/promote activities on the land such as fishing, hunting and camping	!!!!!!!
• Build recreational infrastructure in 5-Mile (ice-rink, gym, park)	!!!!!!!
• Build recreational infrastructure all TRT citizens can access such as a gym, ice-rink, dirt-bike area and a facility where art can be taught and created	!!!!!!!
• Create an environment where creativity can thrive, traditional crafts creation promoted and taught	!!!!
• Build tourism infrastructure	!!

Culture and Language

Many participants emphasized the importance of investing in revitalization of traditional teachings/ways, language and the need to have a cultural facility in the community

• Create more on the land programming	!!!!!!!
• More incorporation of culture and language into programming and services	!!!!!!
• More teaching of culture/traditional ways especially to the younger generation	!!!!!!
• Build a cultural facility (such as a longhouse)	!!!!

Well-being

The following suggestions for investments in well-being were made:

• Programming to help citizens overcome addictions with a strong on the land component	!!!!!!
• Access to mental health services in the community	!!!!!!
• Tackling drug dealers and supply of drugs into the community	!!
• Continued work on healing the trauma stemming from Indian Residential School experiences/legacy	!!

Education

The role for more education/teaching was expressed as follows:

• More teaching with the younger generation on the land	!!
• More focus on capacity development for youth	!!
• Access to upgrading and life skill programs in community	!!
• Access to education and support to students	!!

Internet

The importance of having internet, especially in the 5 Mile subdivision, was emphasized by a few participants.

Communication

A specific mention was made about the value of a positive communication style through which citizens feel lifted up and space is created for openness.

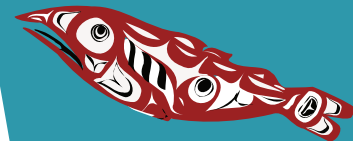
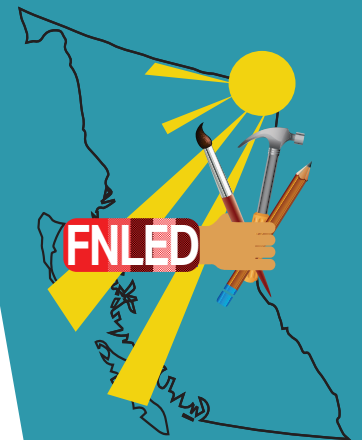
Environment

A concern was raised about the impact of the mining industry and the suggestion was made to have the local Development Corporation involved in monitoring all facets.

Participants' recommendations for collective action

Many profound wishes and requests were made in the responses to the very last question of the survey where we asked for any last wisdom participants had to offer. Below follows a summary of issues raised and requests for attention to areas where improvement is needed.

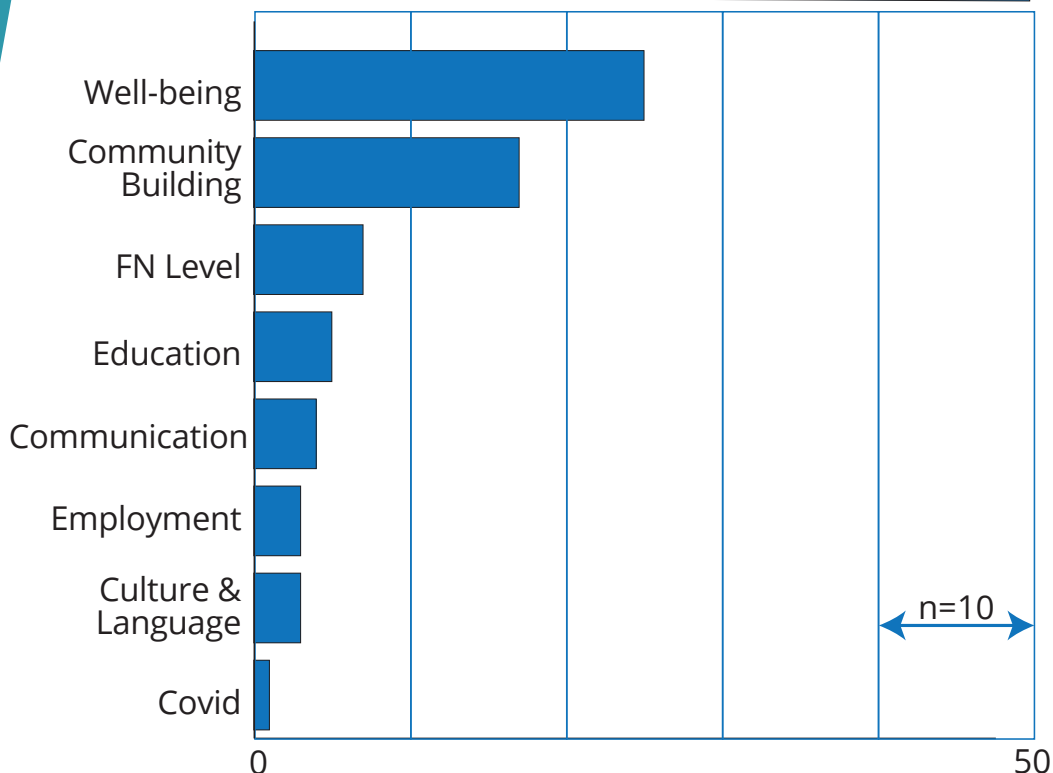
As in the previous sections where we reported on challenges and opportunities "Well-being" and "Community building" were important areas that participants identified. Their words also echoed their readiness to work together with Leadership and staff on tackling inner trauma and collective trauma from Indian Residential School at its roots and to build a community where no one is left behind and where communication happens from a positive motivational place. Although there is a specific category for Culture and Language, they do play a role in every area.





Survey Results from the First Nations Labour and Employment Development Survey

TRT citizens' recommendations for action



Well-being

The issues brought up under this heading are summarized as follows:

• Collective acknowledgement of the trauma the community has been through and more dialogue and action on how to access effective tools for healing	!!!!!!!!!!
• Finding more effective ways to overcome addiction, including on the land healing and time away opportunities "you can not heal in a place that makes you sick"	!!!!!!!!!!
• Establishing a helpful healing framework that acknowledges how trauma, negative emotions, addictions and mental health are all interconnected and can not be fixed in isolation	!!!!!!!!!!
• After care (following treatment) in the community	!!!!!!
• Address the fact that 5-Mile is a disadvantaged sub-division which needs significant investment in resources	!!!!
• Targeted care for/more attention for the elders in the community	!!

Community Building

Many expressed with their words their wish for the community to move collectively forward in a good way by really exploring what is present, addressing trauma that has occurred in the past, regaining a sense of peace and equanimity, taking responsibility for one's own actions and getting back to being excited about life and all the opportunities it brings.

• More investment in developing positive interpersonal relationships (emotional intelligence) in the community and more efforts to resolve conflict	!!!!!!!
• More in-tuneness with the younger generation, who also need positive role models	!!!!!!!
• Building a community in which everyone feels he/she is valued, can contribute and feels part of, in which gifts we are born with can be expressed, developed and shared	!!!!!!!
• Help citizens develop basic, specific job and emotional skills	!!!!!!
• More efforts to share jobs across families so that no one feels left out or disadvantaged	!!!!
• Decolonize practices and power structures that are oppressive and help bring awareness to hurtful history that still holds people back	!!!!
• Take good care of the elders in the community	!!!!

FN - level

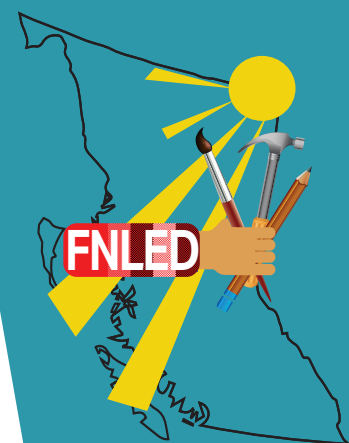
There are high expectations of First Nations Leadership and all working for the First Nation. They have to collectively and in alignment with one another address what is currently limiting the First Nation as a whole to move towards a goal of overall well-being that also can be sustained and looks after all life. The following suggestions about how this can go more smoothly were made:

• Reach out to get a greater understanding of what is needed, what options address these needs and seek cooperation for implementation	!!!!!!
• Build confidence that good information is acted on and everyone is treated equally (accountability/transparency)	!!!!!!
• Enable more teaching of First Nations history and traditional ways	!!!!
• Bring skills training of relevance to the community	!!!!
• Support, promote and fund language revitalization efforts	!!!!

Education

The following areas of education received specific mention:

• Access to education is a key element of personal growth and development	!!!!!!
• There should be ongoing educational and skills training opportunities to those in (or hoping to be in) workplaces	!!!!!!
• There needs to be more education and knowledge sharing about mental health and addictions	!!!!!!





Survey Results from the First Nations Labour and Employment Development Survey

Communication

These key components of communication were identified by many:

• Treat everyone with respect and kindness	!!!!!!
• Be cognizant of colonial ways of practice and communication and change these ways	!!!!!!
• Understand where conflict and distrust comes from, bring it to the open, and find good ways to address it	!!!!!!

Employment

Being creative and fully aware of community and environmental realities are drivers of helping to find and create employment opportunities. Those that have been stuck in situations of unemployment would most likely need extra help and motivational inspiration.

Culture and Language

Culture and language are at the core of everything and revitalization efforts should be taken on by everyone in the community.

COVID-19

COVID-19 has brought extra challenges to the community that cannot be minimized.

Closing Remarks

The chart below combines all areas into one, showing that most of them came up in the answers to all three questions. No one area is of more or less importance than the other. Although some areas were more frequently mentioned than others we believed they all deserve merit.

Thematic Summary of all open end questions

