

# A4) Targets for Indigenous Training and Hiring on Infrastructure and Economic Development Projects

Mover: SEED Winnipeg Inc.

**The Province of Manitoba** should implement Indigenous training and job targets, in consultation with local Indigenous representatives, for the training and hiring of First Nations, Metis and Inuit people on all projects it negotiates, funds, or sets policies. It should also put in place the means for equitable access to jobs, training, and education opportunities so corporate and government sectors can meet the targets. The Province should align this priority with sector councils, with a provincial Social Enterprise Strategy, and with any social procurement policies to ensure education and employment pathways are well supported.

**Because:** Indigenous people, businesses and governments contribute over \$9 billion per year to the Manitoba economy, with over \$1 billion paid in worker wages and salaries.<sup>1</sup>

**Because:** Despite similar labour market participation rates (64.1% and 66.3%) amongst Indigenous and non-Indigenous people, the unemployment rate for Indigenous people is almost double that of non-Indigenous people in Manitoba. (11.6% versus 5.9% in 2021).<sup>2</sup>

**Because:** Many economic development and employment initiatives in Manitoba do not require targets for the numbers of Indigenous people to be trained or employed, nor ensure that job accessibility initiatives are co-created with local Indigenous people.

**Because:** The Government of Manitoba legislated the Path to Reconciliation Act of 2016 which includes a strategy to enact actions responsive to the needs of Indigenous people as set in the Truth and Reconciliation Commission (TRC) Calls to Action and foster the involvement of all sectors in reconciliation.<sup>3</sup>

And, because TRC Call to Action 92 calls upon the corporate sector to, among other actions, *“Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.”*<sup>4</sup>

**Because:** The co-creation with Indigenous people of training and job initiatives strengthens local Indigenous control to build the capacity of Indigenous community members to benefit from future economic opportunities in Manitoban communities.

**Because:** Establishing training and jobs-access initiatives with Indigenous peoples in their communities (including Manitoban cities and towns), and the creation of jobs is community-led development for a local and fair economy.

## How this Resolution will be Advanced:

- CCEDNet Manitoba will lead education of its members on the Manitoba Path to Reconciliation Act through coalition work and educational events like the Gathering.
- The *We Want to Work Coalition*, through its existing advocacy for social procurement and social enterprise development at the municipal level includes Indigenous co-created training and jobs targets on government purchasing, along with accessible jobs and training for Indigenous people. In planned provincial advocacy, the We Want to Work coalition will advocate for similar goals through social procurement and social enterprise development advocacy.

<sup>1</sup> Indigenous contribution to Manitoba economy [https://www.gov.mb.ca/looknorth/resources/indigenous\\_contributions\\_report.html](https://www.gov.mb.ca/looknorth/resources/indigenous_contributions_report.html)

<sup>2</sup> Manitoba rate of unemployment 2021 Indigenous vs. non-Indigenous [https://publications.gc.ca/collections/collection\\_2022/servcan/SG3-7-2021-eng.pdf](https://publications.gc.ca/collections/collection_2022/servcan/SG3-7-2021-eng.pdf)

<sup>3</sup> Manitoba Path to Reconciliation Act <https://web2.gov.mb.ca/bills/40-5/b018e.php>

<sup>4</sup> Truth & Reconciliation Commission Calls to Action [https://publications.gc.ca/collections/collection\\_2015/trc/IR4-8-2015-eng.pdf](https://publications.gc.ca/collections/collection_2015/trc/IR4-8-2015-eng.pdf)