

Banking on the Future - A Discussion About Indigenous Employment in the Banking and Financial Sector

Dialogue 3

Collaborative Efforts to Grow the Talent Pipeline

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Sue Butchart,
Manager, Policy
Policy Research and
International Division

Nigel Istvanffy,
President and Chief Executive Officer,
Kettera

Adam Saunders,
Program Auditor
Employment Equity Division
Proactive Compliance Branch
Canadian Human Rights
Commission

Sean St-John,
Executive Vice-President,
Managing Director and Head of Fixed Income,
Co-Head of Risk Management Solutions,
National Bank of Canada

Kelly Lendsay,
President & CEO
Indigenous Works

Craig Hall,
Chief Operating Officer
Indigenous Works

Today's Webinar ~

Exploring the feasibility of co-developing a technology platform which can act as a resource for employers and Indigenous career candidates.

Help grow and attract a larger pool of Indigenous talent with the skills and motivations to succeed in the banking and financial sector.



York University Photo

A Discussion about Design and Specifications i.e., (Content and functionality)

- ⇒ A virtual central platform for Indigenous students from post-secondary institutions that may be looking for careers in banking and financial services and want to learn more.
- ⇒ Also serving the collective needs of employers in the Banking and Financial Sector that are looking for improved access to the talent pool.

So today we will...

- 1. Review Labour Market Issues and Needs (5 supply and 5 demand).**
- 2. Describe options for content and functionality for employers and candidates.**
- 3. Test interest in the platform, potential users (employer side).**



Canadian
human rights
commission

Commission
canadienne des
droits de la personne

The Canadian Human Rights Commission has supported these dialogues and the work that is yet needed to increase Indigenous employment in the banking and financial sector

Commentary

Reviewing the Issues

1. In the last two dialogues we analyzed some of the main issues which are contributing to the current status of Indigenous employment in the banking and financial sector.
2. It's not just a few issues and barriers that need to be addressed, it's a whole complex of choke points.
3. The issues and barriers cut across supply and demand side dimensions of the labour market.

Our thanks to Professor Merridee Bujaki, Carleton University and Professor Camillo Lento for their insightful analysis presented in Dialogue 2

Five supply side issues we covered

1. Not enough Indigenous youth are pursuing post-secondary programs and attaining credentials especially in business.
2. Indigenous youth need more culturally relevant career information.
3. More work integrated learning activities needed i.e., early exposure to the banking and financial sector
4. Help needed to decolonize and indigenize business schools.
5. Mentorship programs needed for Indigenous youth. More employer emphasis on training and professional development.

Five demand-side issues

1. Rethinking job and Career Attraction - Drawing the benefits of a career in the banking and financial sector back to community needs and development.
2. Job/candidate fit - Introduce new tools and approaches to better understand the alignment between Indigenous candidates and what they can offer in relation to the realities of working in the sector, career paths, and typical workplace environments offered by the sector.
3. Adopt Indigenous-specific recruitment activities.
4. Adopt Indigenous-specific on-boarding activities - clarity on professional development assistance.
5. Indigenous experience on the job - Workplace culture (work/life balance etc).

If we were to build a virtual platform which could be accessed by banking and financial sector employers and Indigenous candidates...

⇒ **What kind of information would be important to employers to help grow Indigenous interest in careers in the banking and financial sector and provide opportunities for Indigenous candidates to access work integrated learning opportunities, mentorship programs, financial literacy, and so on?**



Options for Content

1. Not enough Indigenous youth are pursuing post-secondary programs, especially in business
 - ⇒ List and info about bursaries/ awards
 - ⇒ List and info about of business schools
 - ⇒ Skills needed to apply for business schools
2. More culturally relevant career information
 - ⇒ 'Day in the life' career information
 - ⇒ Information about career progression
 - ⇒ How to apply to Work Integrated Learning opportunities (WIL)
3. More work integrated learning activities needed
 - ⇒ WIL opportunities offered by employers
 - ⇒ Stronger Indigenous business curricula
4. Decolonize and indigenize business schools
 - ⇒ Grow the position of Indigenous business in school curricula and pedagogy
5. Mentorship programs
 - ⇒ List of mentorship programs offered by employers and how to apply

Options for Content

1. Rethinking job and career attraction
 - ⇒ Professional development assistance
 - ⇒ A new attraction narrative.
 - ⇒ New diagnostic tools to better understand candidates' skills and fit in relationship to job needs etc.
2. Job/candidate fit
3. Indigenous-specific recruitment activities
 - ⇒ Best practices community on Indigenous recruitment
 - ⇒ Best on-boarding activities
4. Adopt Indigenous-specific on-boarding activities
 - ⇒ Indigenous employees' interviews - why their on-boarding worked
5. Workplace culture (work/life balance etc)
 - ⇒ Policy examples on workplace inclusion
 - ⇒ How to keep Indigenous employees engaged?



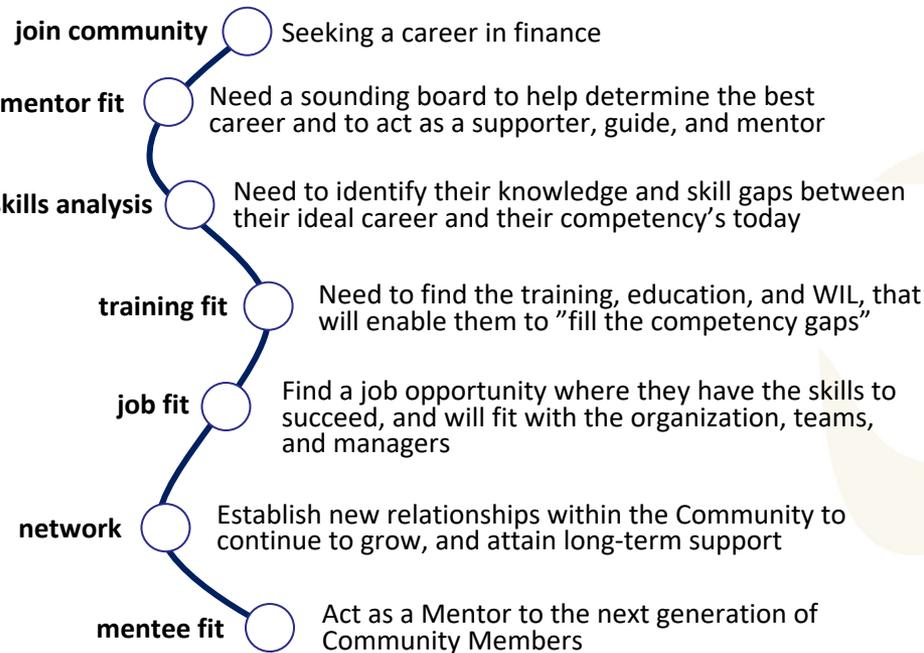
Building an Indigenous Talent Community

Kettera has built a digital Indigenous Talent Community. The community combines all the resources, support, and opportunities an Indigenous individual requires on their journey to finding a career and succeeding in the Canadian financial sector.

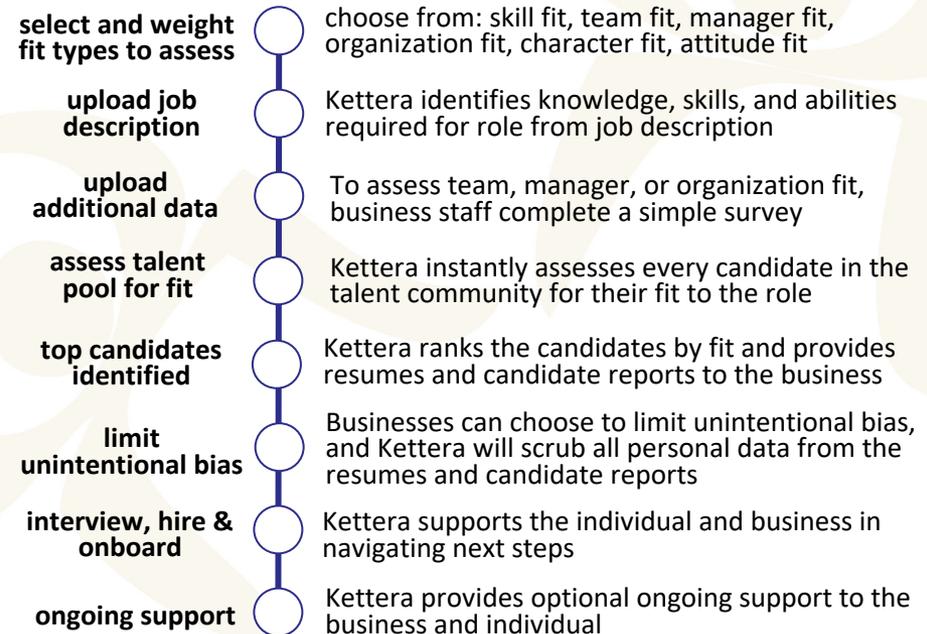
The Community is a digital environment that:

- brings together talent, mentors, supporters, educators, employers, products & services
- uses holistic, whole person analysis, and data-driven people analytics to match individuals to the people, resources, and opportunities that best fit, at every stage of of the journey
- provides the tools and support required to be successful at every stage of the journey

The Indigenous Talent Journey



The Employer Journey



Questions for you

What is the relative importance of each content area?

Pick your top five content areas.

- i. Bursaries/ awards info
- ii. Business schools info
- iii. Skills needed to apply for business schools
- iv. 'Day in the life' career information
- v. Career progression
- vi. How to apply to Work Integrated Learning opportunities (WIL)
- vii. Work Integrated Learning opportunities (WIL) offered by employers
- viii. Stronger Indigenous curriculum
- ix. Grow the position of Indigenous business in school curricula and pedagogy
- x. List of mentorship programs offered by employers and how to apply
- xi. Professional development assistance
- xii. Build a new attraction narrative
- xiii. New diagnostic tools to better understand candidates' skills in relationship to job needs etc.
- xiv. Best practices community on Indigenous recruitment
- xv. Best on-boarding activities
- xvi. Indigenous employees' interviews - why their on-boarding worked
- xvii. Policy examples on workplace inclusion
- xviii. How to keep Indigenous employees engaged?

Questions - Use the Likert Scale

As an employer I would use the platform.

1. Strongly agree
2. Mildly agree
3. Agree
4. Disagree
5. Mildly disagree
6. Strongly disagree

2. I would encourage our Indigenous career candidates to use the platform.

Questions - Use the Likert Scale

3. I would actively participate in communities of practice that were set up as part of the platform.
4. I would add content to the platform on a regular basis (e.g. 1x/month).
5. The platform should be available for post secondary and secondary school students.
6. There should be a dedicated job board included in the platform to provide opportunities specific to the banking and financial sector?



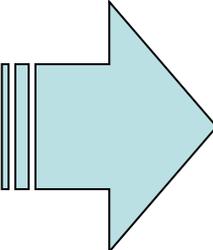
Indigenous Works

I see corporations looking for more Indigenous talent all the time. There is a gap in the ecosystem of how we are connecting Indigenous talent to opportunities in corporate Canada. We also need to be looking at how we can make that connection between academic institutions and corporations as well. - Tabatha Bull, CEO, CCAB

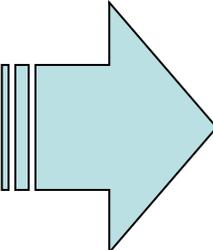


Indigenous Works

Throughout the past 3 webinars we have put forward two solutions to the issues which were so well summarized in the preceding slide.



We believe that the growth of a research agenda with post-secondary partners would yield more insights on which to base future Indigenous employment and workplace strategies for the banking and financial sector. Indigenous Works wants to grow the research arc.



We believe a centralized virtual platform which could be utilized by Indigenous candidates, employers and other players in the ecosystem could be a way to grow the talent pipeline and help connect labour market supply and demand needs.



Indigenous Works

Final Questions and Discussion

Can you suggest other content you would like to see on the platform?

Apart from growing the research agenda and developing a central platform what other strategies do you think should be advanced to improve Indigenous representation in the banking and financial sector?

We wish to acknowledge and thank ESDC Labour for their support with this project and thank you all for *your* interest and participation.



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