



Baseline Skills Assessment

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Project Description

The Training Policy Committee (TPC) is launching an initiative to conduct a skills assessment and training program evaluation in the 14 Yukon First Nations (YFNs) that is meant to provide a holistic picture of the current training environment in YFNs.

As remote, northern communities, YFNs face significant challenges in participating in training programs and skills development. Small populations, low graduation rates, and dealing with the on-going effects of residential schools, add to this unique reality.

The objective of this initiative will be to collect first and second hand stories about the experiences that YFNs have had in training and what successes and challenges they face in developing the skills needed to build better lives, and take advantage of economic opportunities that arise.

The report will be organized and returned to each YFN so that it can be used to plan for and provide effective training for its citizens.

Project Timeline

This initiative will be conducted in 3 phases:

- scoping study of existing literature
- community visits to collect first hand data
- focus groups as a validation process

Scoping Study

The scoping study and literature review are already underway and will continue until August. This data will be the foundation for the interview questions to be used during the community visits.

Community Visits

During the summer we will be making appointments to visit the communities in the fall (Sept.-Oct.). We will ask that participants share their training experiences in short stories.

Focus Groups

In late fall and winter (Oct.-Nov.) focus groups will be planned to validate data and access feedback from participants.

All work conducted will comply with OCAP (ownership, control, access and possession) principles of research.

Deliverables

skills assessment

Summary report that will document:

- Reality of current skills and gaps in training specific to each YFN
- Stories and analysis of training experiences of each YFN
- Practical tools to develop effective and accessible training for YFNs

evaluation and resource development

A directory that will include:

- literacy, trade, mentorship, and professional training
- short information pamphlet to be handed out to YFNs seeking information
- web-based database to be used as a tool which gives the user a snap shot of each training service offered

Methodology

There are various research techniques being explored for the collection of all data including key informant interviews (KII), literature reviews and focus groups. The research conducted at the community level will make use of SenseMaker®, a confidential research process that invites people to share their stories and experiences - to reflect on the different ups and downs of everyday life. It does not rely on traditional interview styles, which use survey questionnaire processes.

Software then allows for the data to create a visual representation of hundreds and thousands of stories at a glance, while keeping the story in context. The benefits of this approach are that the analysis of what the story means rests with the storytellers themselves. They are the 'experts' in knowing what their story means to them.

Because the stories will first be recorded and then transcribed as part of a database, no names, or other identifying information will be included. This will provide all participants with anonymity in the final report and all subsequent databases.

The participation of your community will be vital to the success of the database collected. The information will belong and be returned to the First Nations and will serve to improve content and delivery of training and skills development programs.

During the summer months we will be making short presentations and answering questions in order to introduce this initiative and inform communities about what their participation will mean to the outcome of the findings. We ask for your support in introducing this initiative and encouraging your citizens to participate in the process.

All information gathered during the research phases (literature review, community story gathering and focus groups) will be returned to

each YFN, in reports that will be accessible, user-friendly and specific to that FN.

Training will be provided to YFNs, in the use of the SenseMaker® tool so that it can be effectively used in planning for training and skills development programs in the future. YFNs will be able to consider factors identified in the research when choosing programs.

TPC has hired Lyla O'Connor of metamorphosis change management to conduct the Baseline Skills Assessment and deliver a directory and evaluation of training currently available in Yukon. Based in Whitehorse, Metamorphosis provides best practices in project development at the corporate, community and personal levels. Metamorphosis is dedicated to building human, cultural and organizational capacity by conducting research, providing practical reporting in plain language, and establishing an accountability structure for operations and performance.

We thank you all for your time, assistance and support in this initiative.

If you have any questions or concerns please contact:

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