



"Looking forward to a bright future."

HR STRATEGY 2016 - 2021



GITXSAN READY FOR WORK INITIATIVE

Building a strategic workforce readiness plan for the Gitxsan region of northwestern British Columbia and to prepare its people for current and emerging labour market opportunities.

WHAT IS THE GITXSAN READY FOR WORK INITIATIVE?

It's a 5 year Human Resources Strategy designed to develop workforce readiness for the Gitxsan, and to prepare people for current and emerging labour market opportunities.

WHY A 5 YEAR HR STRATEGY?

The Gitxsan have faced devastating unemployment and many related challenges for decades.

Too many Gitxsan people are unable to make a living in the community they love, barely getting by or living with unmet needs and goals, and skeptical about promised change.

Even though Gitxsan communities struggle with high unemployment, employers are experiencing difficulty finding workers with skills to match their needs.

Unemployment rates are unacceptably high, and the fastest growing group of Gitxsan (under 15) will struggle to have opportunities, skills and jobs in the future unless things change.

We envision a Gitxsan Workforce that is
engaged & building strong careers.

WHO IS

LEADING THE INITIATIVE?

Gitxsan Development Corporation was commissioned by the BC Ministry of Social Development and Social Innovation to take on this project. Now the fastest growing employer in the region, GDC has demonstrated the ability to lead the HR Strategy; identify actions and approaches that will change the future of the Gitxsan workforce and economy.

Our research team was committed to ensuring their work was premised on respectful relationships, honouring Gitxsan values of community, trust, humility and integrity.

Research was conducted by individuals with Gitxsan life experience, providing a better opportunity to correct misinformation, perceive underdeveloped concepts or challenge potentially biased, ethnocentric interpretations. Our team identified Gitxsan experience as its subject matter and reflected these understandings. It was valuable to have a diverse blend of Gitxsan members conduct the community research portion of the project, and important to have two team members with Gitxsanimx language skills.

Angela Tait, Lead Researcher, along with Research Assistants Theresa Stevens, Karista Olson and Vic Mowatt went out in communities to interview and listen to community members, business owners and leaders. The team visited all five Gitxsan communities and held an open meeting in each community. The information, opinions, insights and ideas gathered in communities, along with research of employment data, studies and statistical information helped form a 5 Year HR strategy.

Data analysis and strategy development was completed in collaboration with the research team and GDC staff by InAccord People Development, an external consulting firm.

GUIDING PRINCIPLES

1

Listen first.

A comprehensive strategy must be built on hearing concerns of all parties.

2

Seek realistic, achievable solutions.

Share in responsibility, accountability and solution building.

3

Accept no less than respect and equality for Gitxsan people.

Find ways to align Gitxsan values, traditions and perspectives with the needs of the workplace.

4

Foster innovative partnerships and collaboration opportunities.

Stop doing things that don't work!



We call our children majagalee
(flowers) of our community..

WHAT DOES A 5 YEAR PLAN TELL US?

Where are we now?

What are our priorities?

Where do we want to be in 5 years?

How do we get there?

How do we measure success?

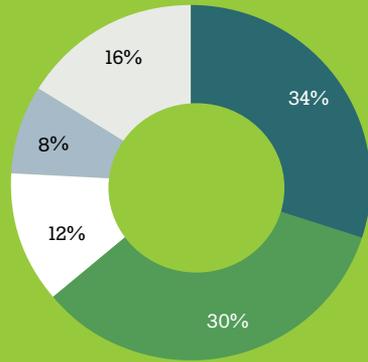
How do we stay accountable?

KEY FIGURES

Driver's License

Holding a valid Class 5 driver's license opens an individual up to increased job opportunities.

- Class 5
- No Driver's License
- Class 7N
- Class 7L
- Other



52%

Eligible for
Class 5

59%

Own a
Reliable Vehicle

29%

Interested in
Driver's Training

77%

Want to obtain
GED

32%

Have 1+ years
of trades
training

65%

Willing to
relocate for
work

WHAT ARE THE STRATEGIES?

#1 Establish a dedicated Recruitment & Workforce Hub

- Grow database of Gitxsan talent pool.
- Develop regional labour force stakeholder network.
- Address multiple barriers to employment and job readiness.
- Provide tools, resources, mentoring and training opportunities.

#2 Ensure Gitxsan People are workforce-ready & prepared to compete for local jobs

- Advocate for better educational outcomes.
- Work with training institutions and employers to develop a planned, strategic, and coordinated approach to training for skills required.
- Remove obstacles to taking training, and deliver more local programs.
- Encourage more experiential/work-based training for young people.

#3 Invest in and develop young people to succeed in life and careers

- Bring parents, Gitxsan Health, educators and other stakeholders together to combat life-limiting issues for young people.
- Develop strategies to improve math and science grades, and increase high school completion rates.
- Open doors for job creation/work experience/ internship and job shadowing.
- Help young people develop understanding of work culture, work ethic, financial accountability and personal accountability for their future.

#4 Create better conditions for a vibrant Gitxsan economy and community

- Promote the Gitxsan Region as a welcoming, attractive business and employment destination.
- Together with elders, chiefs and community, develop a positive and inspiring vision and mission for the future economic growth of the region.

“Whether or not pipeline projects are approved for our region, we will build a new economy – we will use our strengths as a catalyst for economic success.”

- Rick Connors, GDC

HOW WILL WE IMPLEMENT THE STRATEGIES?

Gitxsan members from all age categories and from varying perspectives on the way forward have been a part of building this HR Strategy, and must be an integral part of its successful implementation.

IMPLEMENTATION PLAN:

1. GDC will establish a leadership structure and Implementation Action Group (IAG) comprised of “movers and shakers” from a broad range of organizations who lend credibility, enthusiasm and probability of success to the HRS, and can influence funding.
2. The IAG will ensure that the 5 year HR Strategy is promoted, supported and communicated in the region. Success relies on keeping the 5 year plan the HRS at the forefront as a priority for the region.
3. Full implementation of the HRS requires sustainable funding. The Implementation Action Team will pursue financial and other resources to support strategies and actions throughout the next 5 years.
4. Successful implementation requires continuous communication to ensure all interested individuals and groups are informed about the goals, objectives and actions of the strategy, opportunities for training, jobs available, resources and services that assist with workforce readiness, ways to apply for financial help, outcomes and impacts to the community.

The 5 Year HR Strategy is designed to serve a number of purposes, from identifying and securing appropriate and timely skills training, supporting business innovation and entrepreneurial pursuits to mentoring and preparing Gitxsan youth and adults for hundreds and potentially thousands of local new jobs.

GDC is leading the way in implementing this strategy, expanding and launching businesses, involved in negotiations on benefits agreements that impact the area; facilitating skills training, career and job readiness coaching and support. This strategy also helps small business owners, aspiring entrepreneurs and those interested in future self-employment.

We are ready to act, and energized to meet the challenge of addressing the divide between Gitxsan people, their qualifications and the opportunities that exist on the horizon.

We will settle for nothing short of success.

Innovative strategies, implemented with competence, will make growth and prosperity possible for people in the Gitxsan region.

GITXSAN DEVELOPMENT CORPORATION IN NUMBERS

118
employees



96

Gitxsan
Safety
Services

4

Gitxsan
Forests Inc.

12

Career
Discoveries
Youth

6

Summer
Student
Interns

62 

New Hires in 2016



26,681+

Safe Work Hours

YEAR 1 SKILLS & TRAINING

160
participants



42
Returned for more training



64
Completed & Found Employment



This is an abbreviated overview of the full
Gitxsan Ready For Work Initiative
5 Year Human Resources Strategy.

The complete version is available on our
website at gitxsanbusiness.com

Please email sdsi@gitxsanbusiness.com to
request a full version print copy.

Get in touch

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