

# INSIGHTS INTO INDIGENOUS

# POST-SECONDARY

# GRADUATES' EXPERIENCES

# IN THE

# CANADIAN WORKFORCE

## INSIGHTS INTO EMPLOYMENT AND POST-SECONDARY STUDENTS' EXPERIENCES

Canadian Council for Aboriginal Business (CCAB) and Indspire are undertaking an exciting research collaboration and entering the next phase in their long-standing relationship. These two Indigenous organizations with national mandates have partnered to analyze their data and uncover key insights for the outcomes of the Indspire *Building Brighter Futures: Bursaries, Scholarships, and Awards* (BBF) program.

### ABOUT

Indspire's BBF program provides financial support to assist Indigenous students in completing their post-secondary education.

**42,500** Indigenous students supported

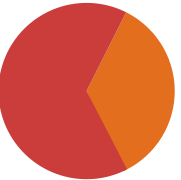
**\$132 Million** in financial support disbursed

**\$17.8 million** awarded in 2019-20 alone

### KEY FINDINGS



BBF recipients who work for Indigenous employers in Ontario are more satisfied with their current employment than those working for non-Indigenous employers



Approximately 35% of BBF recipients across Canada go on to work for an Indigenous employer



The median income for individuals working for both Indigenous and non-Indigenous employers is \$55,000

#### Top 5 industries of BBF Indigenous employers



Health care and social assistance



Professional, scientific, and technical services



Arts, entertainment, and recreation



Educational services



Mining, quarrying, and oil and gas extraction

### METHODOLOGY

CCAB and Indspire analyzed data from Indspire's 2020 National Education Survey (NES) of BBF recipients, as well as Statistics Canada's Census of Population (2016), to better understand outcomes of the program.

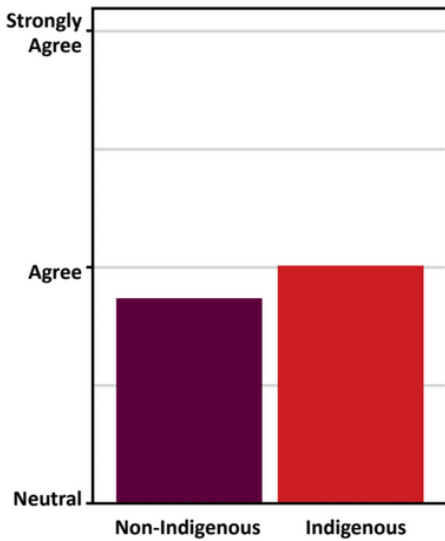


# FINDINGS

Our primary finding is that BBF recipients who work for Indigenous employers in Ontario report being more satisfied with their current employment than those working for non-Indigenous employers.

Specifically, we summarize BBF recipients' perceptions of their current employment along a number of dimensions. We found that BBF recipients felt more strongly that they are valued at work, have a good work-life balance and are satisfied with their current employment.

## Positive employment experiences



Employer type

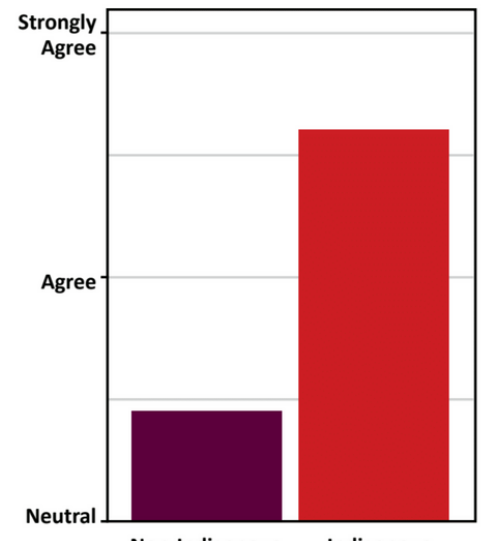
BBF recipients employed by Indigenous businesses are more likely to report positive experiences such as feeling valued and work-life balance.



BBF recipients in Ontario are more likely to be self-employed than other Indigenous workers.

We find that, compared to other Indigenous workers of a similar age in Ontario, BBF recipients have a higher self-employment rate (7.61 per cent, compared to 4.86 per cent).

## "My work impacts the Indigenous community"



Employer type

BBF recipients employed by Indigenous businesses are more likely to feel that their work impacts the Indigenous community.

# MOVING FORWARD

Better understanding of Indigenous entrepreneurship, businesses, and post-secondary students' experiences is an important step to enhancing the social and economic well-being of Indigenous Peoples. Through the continued collection of new data and research, together, Indspire and CCAB are positioned to strengthen our collective understanding of the successes, challenges, and policy changes needed to enhance the prosperity of Indigenous Peoples and Canada.

