

Akwesasne Career & Employment Support Services



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PROGRAM



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Akwesasne Labour Market Information Study 2023





Akwesasne Career & Employment Support Services

ACESS Your Full Potential

She:kon/Greetings

Our organization is dedicated to supporting our community members' sustainable participation in the labour market by providing opportunities for clients to develop attributes to increase meaningful long-term employability potential. With this focus as the basis of our mission, ACESS is pleased to present the 2023 version of the Akwesasne Labour Market Information Study (ALMIS 2023).

Due to the fact that labour market information specific to our community is generally not available from other government or mainstream sources, ACESS initiated the first Akwesasne Labour Market Information Study project in 2015-16 with a follow-up second version was completed in 2018. As with the prior reports, the latest version of the study, ALMIS 2023, was developed by gathering primary labour market information data through two surveys, one for individual community members providing labour market supply information and another for community employers providing labour market demand information.

The labour market information contained in the ALMIS report is very important to ACESS as we are in continuous development and refinement of our programs, services, and employment training offerings designed to meet the unique needs of our community members. The labour market information presented in the report is also useful for a variety of purposes and has become a beneficial resource for many community sectors including public government entities, community business, and individual community members.

We thank and acknowledge individual community members and employers who participated including self-employed individuals; businesses; non-profit groups/organizations; and public service entities. We also thank and acknowledge the Saint Regis Mohawk Tribe Economic Development Office for their contribution and prize donation in support of this project.

On behalf of the ACESS Board and Staff, we look forward to your feedback and should you have any questions, please do not hesitate to contact us.

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Akwesasne Labour Market Information Study 2023

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INTRODUCTION

Akwesasne Career & Employment Services (ACESS) is a local Akwesasne based organization that proactively designs, develops and implements its programs and services to meet the needs of community members with the aim of supporting sustainable employment growth.

The mission of the Akwesasne Career & Employment Support Services is to increase participation in the labour market by providing assistance to improve employability skills of all clients. The organization accomplishes their mission by establishing partnerships with employers, agencies, and educational institutions who will work together by sharing knowledge and resources to achieve long term employment results for ACESS clients.

In 2015 ACESS (formerly known as the Akwesasne Area Management Board) initiated the first Akwesasne labour market information study (ALMIS) to address the deficiency of labour market information (LMI) through mainstream resources. The second study was conducted 2017-18.

With the most recent ALMIS 2023 version, comprehensive LMI in Akwesasne has now been gathered for the third time within an eight-year period. The ALMIS 2023 report draws from a wide range of local Akwesasne LMI elements to assemble a full representation from both the potential supply of workers and the skills needed by employers, near term in the next twelve months, and going forward in the next five-year timeline.

The ALMIS 2023 report provides LMI primary data gathered from Akwesasne individual community members and local employers that is generally unavailable from other sources. Labour supply information was captured through an individual community member survey covering demographic data, youth specific information, employment status, and skilled trades supply. Employer demand information captured through a separate employer-focused survey, covers composition of the workforce, hiring/separations, and forecasted employer sector workforce skills needs in the next five years.

The employer survey gained participation from the cannabis sector, a new entrant into the Akwesasne employer landscape with cannabis businesses participating in the general and local economy since legalization in 2018. ALMIS 2023 aims to include all labour market participants to find insights for projected employment demand and workforce training needs.

This initiative has proven to be very beneficial in supporting the goals of ACESS to develop and provide programs and services responsive to the workforce skills and expertise that Akwesasne employers need in the near and longer term.

In the broader community sense, the ALMIS 2023 makes local Akwesasne LMI available to all community members, employers, and agencies for various planning, research, and development goals to support many aspirations, including:

- Individual education and career decision-making
- Business expansion opportunities and access to funding agencies





- Community economic development planning
- Education training program/curriculum development

The ALMIS 2023 has gathered information concerning Akwesasne's labour market that is envisioned to be helpful in many decision-making opportunities for our community. The development of labour market information gathering in Akwesasne is an evolving process built on continued individual community member and employer voluntary participation. With strengthened support and commitment, the efficiency of labour market data gathering in Akwesasne will continue to advance and, optimistically, be generated more frequently with the information most useful to overall community.





EXECUTIVE SUMMARY

The Labour Market Information Study 2023 (ALMIS 2023) will guide the Akwesasne Career and Support Services efforts in its programs and services planning and implementation in the next five-year timeline. It will also play a role in providing labour market information (LMI) useful to community stakeholders, including individual community members, employers, and other organizations.

LMIS 2023 provides quantitative and qualitative data and analysis related to Akwesasne's labour market. The study informs us about the demographics and characteristics of the labour supply and the composition of participants in the workforce. In similar fashion, the study looks at the characteristics and projections of labour demand gaining insights into composition of Akwesasne employers, current workforce; and their workforce and training needs going forward.

For individual community member participation, the study gathered LMI from 975 individuals with representation from residents of all areas in Akwesasne and a portion residing in nearby areas.

- The majority of individual respondents reported being employed within the public service sector in comparison with all other sectors.
- For those individuals currently employed, business occupations ranked the highest for employment category.
- Over one third of employed individual respondents reported that household employment income does not cover basic living expenses.
- Of individual respondents currently not employed and looking for work, most lack skills and training or have child care issues as a challenge/barrier.
- Youth ages 15 to 30 are most interested in careers in education; agriculture & natural resources; and business marketing & management. The majority of youth are very likely to want to work in Akwesasne given the availability of desired career choices.

For employer participation, the study received 157 Akwesasne employer survey respondents representing a broad range of economic sectors: 22% in the public service; 13% food & beverage; 11% retail; 10% professional/technical services; 8% tourism/entertainment/recreation.

Akwesasne's economy gained a new entrant with the inception of the cannabis industry after recreational legalization in 2018. ALMIS 2023 received participation from employers in this sector with representation of 23% from the estimated total number of cannabis employers in Akwesasne. The cannabis market has increased labour demand through investments in facilities for retail sales of cannabis, growing, and processing.

- Employer respondents' full-time workforce data tabulated 2,396 employees.
- Health support occupations experienced the highest net gain of employment in the last 12 months followed by customer service/sales occupations; management; professional services; and business/finance/administration.
- Employers' planned hiring in the next 3 years indicated the highest percentage for management and management support positions; social services; food & beverage services; health professionals/health support; and information technology.





- 47% of 149 employers have expansion plans in the next 5 years; 46 (31%) employers plan to expand within 12 to 24 months.
- In the next 5 years, employers anticipate training needs in the categories of: Soft skills (effective communications; teamwork; leadership; negotiation; etc.); management; customer service; administration; marketing; and sales.

As the economy of Akwesasne continues to develop, new opportunities and challenges will arise in addressing labour market needs. All participants in the economy, business, public services, organizations, and especially those seeking employment will become increasingly dependent on LMI concerning planning and future employment decisions.





METHODOLOGY

The study Akwesasne Labour Market Information Study process surveyed individual community members and community employers in an effort to collect labour market information (LMI) that will be useful to support community driven priorities supporting the sustainable growth of Akwesasne's workforce.

Representatives from ACESS and the Saint Regis Mohawk Tribe Economic Development Department developed the survey questions with the project coordinator. Two distinct survey tools were designed – one for individual community members and another for community employers (self-employed; businesses; public sector organizations; non-profit organizations; and other agencies).

The labour market information (LMI) gathering process was conducted within the Territory of Akwesasne between June and September 2023. The surveys were made available to individual community members and employers in printed hard copy format and through an online survey platform. Online links were distributed to prospective respondents directly by email, as well as marketed through online social media platforms.

Labour supply data covered labour supply demographic information; current employment and unemployed situation; types of jobs & employer types sought; skills and training needs; as well as touching on some employment barriers/challenges.

Labour demand data includes an overview of the Akwesasne employer composition, current workforce description, identified workforce training needs, and forecasted labour and skills demand in the next five-year timeline.

The Akwesasne Labour Market Information Study 2023 research team included community surveyors tasked with community outreach. The surveyors provided direct access opportunities for individual community members to complete the individual survey at many local community events and gatherings:

- Great River Clean Up at Kaná:takon Rec on Ohiari:ha/June 3, 2023.
- Craft Night at Kawehnò:ke Community Centre on Ohiari:ha/June 5, 2023.
- Furry 5k Run/Walk at Gens on Ohiari:ha/June 10, 2023.
- Financial Literacy Workshop at SRMT on Ohiari:ha/June 13, 2023.
- Indigenous Peoples' Day & Go Skateboarding Day at Anowarako:wa Arena on Walk Ohiari:ha/June 21, 2023.
- Akwesasne Farmer's Market at Gens on Ohiari:ha/June 24, 2023.
- Father's Day Bingo at the Kawehno:ke Community Centre on Ohiari:ha/June 25, 2023.
- Walk in the Park, Seven Dancer's Coalition at Gens on Ohiari:ha/June 28, 2023.
- Summer Student Orientation at SRMT on Ohiarihko:wa/July 3, 2023.
- MCA/SRMT Bat Box Assembly Workshop at Gens on Ohiarihko:wa/July 5, 2023.
- Life Skills Program at Iohahi:io on Ohiarihko:wa/July 10, 2023.
- Career Pathways at Iohahi:io on Ohiarihko:wa/July 12, 2023.
- Girls Skate Day at Anowarako:wa Arena on Ohiarihko:wa/July 15, 2023.





- MCA Wellness Day at Kaná:takon Rec on Ohiarihko:wa/July 18, 2023.
- Akwesasne Health Fair at Kaná:takon Rec on Ohiarihko:wa/July 19, 2023.
- SRMT Bubble Color Run at Gens on Ohiarihko:wa/July 19, 2023.
- Small Business Jamboree at Kaná:takon Rec on Ohiarihko:wa/July 22, 2023.
- SRMT 2nd Annual Elder Ice Cream Social at Gens on Ohiarihko:wa/July 27, 2023.
- MCA College Bug Out Bags Giveaway at Kaná:takon Rec on Ohiarihko:wa/July 27, 2023.
- Akwesasne Boys and Girls Club on Ohiarihko:wa/July 28, 2023.
- SRMT Stop and Swap at Gens on Ohiarihko:wa/July 29, 2023.
- Northern Lights Trading Post Grand Opening on Seskeha/August 5, 2023.
- SRMT Disability Awareness Day at Gens on Seskeha/August 9, 2023.
- Annual Crusin for Kids Car, Truck and Bike Show at Gens on Seskeha/August 12, 2023.
- Akwesasne Thunder Lacrosse games at Anowarako:wa Arena.

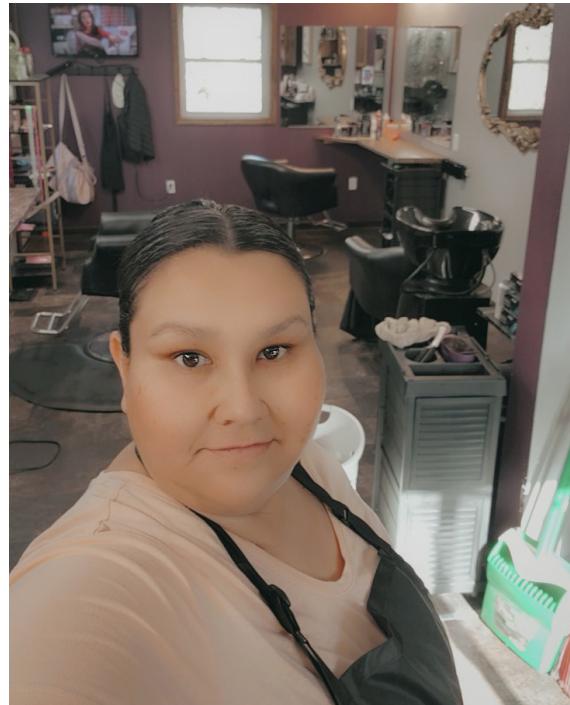
In addition to these events, surveyors set up in the lobbies of Twinleaf and SRMT; outside of the Bank of Montreal; MCA Justice Department; MCA Kanonhkwatsheri:io; Peace Tree Mall; and Jocks Store.

The employer respondents were provided the options to complete the survey through on-site interview visits with team surveyors, or on their own either by completing a hard copy or accessing the survey via the online platform link provided directly on email, by text, and by social media platform(s).

The ALMIS 2023 individual and employer survey respondents included:

-975 community member respondents ages 15 and over completing the individual community member survey.

-157 Akwesasne community employers completing the employer survey. Community employers consist of self-employed individuals; independent businesses of all sizes; public service/government organizations; community organizations and non-profit entities.





GETTING STARTED

Labour Market

According to the standard definition employed by Statistics Canada, the employed are persons having a job or business, whereas the unemployed are without work, are available for work, and are actively seeking work. Together the unemployed and the employed constitute the labour force which is also called the labour “Supply” side of the labour market. The labour “Demand” side of the labour market is made up of employers who require employees to provide the workforce that generates the goods and services that the business or organization provides.

Labour Market Information

Labour market information (LMI) is data, research and any information that helps people make informed decisions about the labour market. The labour market can be described in terms of supply and demand components. The supply of labour primarily refers to the availability and of potential workers and their characteristics. The demand for labour is the need of employers for workers with the skills, education, training, and experience necessary to fulfill the available jobs.

LMI can assist in a variety of ways to prepare individuals, businesses, and organizations, as they make plans as respondents in the labour market. For individuals, LMI can help to plan paths for career choices, education and training. For businesses, organizations, government entities, education & training institutions, LMI can support decision-making on a number of levels such as policy, program and services development; access to workforce training support; and education & training offerings. LMI also helps communities to prepare for economic development by projecting the future needs of workforce demand.

Study Structure

The study document is designed to present the data collected in a format with descriptions, analysis, tables and charts intended to make the information accessible and user-friendly. The study is structured in five parts:

1. Key Summary Findings
2. Individual survey LMI survey results and analysis
3. Employer survey results and analysis
4. Summary observations and conclusions
5. Appendices for selected tables and charts in support of the main document





PART 1: ALMIS 2023 KEY SUMMARY FINDINGS

Individual Survey

Individual Survey – Key Summary Findings	
Individual respondents	975
Individuals holding higher education degree/certificate/professional designation (641)	66%
Individuals holding one or more skilled trades certifications (223)	23%
Currently employed of 975 individual respondents (762)	78%
Employed full-time of 762 currently employed (541)	71%
Employed full-time youth Ages 15 to 30 of 762 currently employed (73)	9.5%
Currently not employed & seeking employment of 975 individual respondents (88)	9%
Estimated Unemployment rate (2015: 16.29%) (2018: 16.71%)	10.4%
Currently employed income \$25,000 to \$49,999 (266)	35%
Currently employed – household income does not cover basic living expenses (276)	36%
Currently employed not receiving employment benefits such as employment insurance, cash pay only (184)	24%
Youth Ages 15 to 30 of 184 currently employed not receiving employment benefits such as employment insurance, cash pay only (57)	31%

Employer Survey

Employer Survey – Key Summary Findings	
Employer respondents	157
# Full-time Employees	2,396
# Part-time Employees	588
# Contract/Term Employees	311
# Seasonal Employees	116
Employees within age range 31 to 55 (1706)	49%
Employer net gain from hiring & separations in the last 12 months	324
Employer # planned hiring in next 12 months	376
Employers # planned hiring in next 1 to 3 years	148
Post-secondary/higher education required for job openings in next 12 months	31%
Vocational, apprenticeship/trade, technical skills certification required for job openings in next 12 months	20%
Employers anticipating retirements in the next 1 to 5 years	31%
Employers currently providing employee benefits	43%
Employer rating on availability of qualified workers in Akwesasne 3 Star or higher (very good to excellent)	67%





PART 2: AKWESASNE LABOUR SUPPLY

INDIVIDUAL RESPONDENTS

The Akwesasne Labour Market Information Study individual community member survey received a total of 975 respondents. Respondents for this survey component comprised members of Mohawks of Akwesasne (MCA), Saint Regis Mohawk Tribe (SRMT), and Mohawk Nation Council of Chiefs (MNCC).

Community Membership(s)

The individual survey respondents were able to select the Akwesasne membership(s) that they hold. Community memberships showed representation of those who have membership through MCA at 859; SRMT at 766; and MNCC at 176. The following table provides the detail of combinations for those membership(s) selected:

Mohawk Council of Akwesasne (MCA)			
Response combination	Response count	% of MCA (859)	% of total (975)
Total MCA	859	100%	88%
MCA only	182	21%	19%
MCA + SRMT	519	60%	53%
MCA + MNCC	13	2%	1%
MCA + SRMT + MNCC	145	17%	15%

Saint Regis Mohawk Tribe (SRMT)			
Response combination	Response count	% of SRMT (766)	% of total (975)
Total SRMT	766	100%	79%
SRMT only	97	13%	10%
SRMT + MCA	519	68%	53%
SRMT + MNCC	5	1%	1%
MCA + SRMT + MNCC	145	19%	15%

Mohawk Nation Council of Chiefs (MNCC)			
Response combination	Response count	% of MNCC (176)	% of total (975)
Total MNCC	176	100%	18%
MNCC only	13	7%	1%
MNCC + MCA	13	7%	1%
MNCC + SRMT	5	3%	1%
MCA + SRMT + MNCC	145	82%	15%





Primary Residence of Individual Respondents

Of the total 975 individual survey respondents, 577 (59%) said their primary residence is within the combined Northern portion of Akwesasne (Kaná:takon, Kawehnò:ke, and Tsi Snaihne); 318 (33%) within the Southern Portion; and 80 (8%) combined respondents residing in Cornwall, Massena, or other location outside of Akwesasne.

Individual – Primary Residence		
Kaná:takon	9%	92
Kawehnò:ke	24%	236
Tsi Snaihne	26%	249
Akwesasne Southern Portion	33%	318
Cornwall	3%	25
Massena	2%	23
Other location outside Akwesasne	3%	32
Total		975

On Territory Population Information

Population information for the Northern and Southern areas of the Akwesasne indicates members residing within the Akwesasne Mohawk Territory, therefore, the totals do not reflect total membership. An estimate of the percentage of new entrants into the labour force over the next five years may include the 15 to 20 age group, 1570 (9%) of total on-territory population. Those exiting the labour force in the next 5 years may include individuals 61 to 64 reaching retirement age, 943 (5%) of the total on-territory population. The numbers may suggest a net estimated gain of about 627 of people entering the workforce in the next 5 years.

Age Group	Mohawk Council of Akwesasne December 2022	Saint Regis Mohawk Tribe September 2023	
		Members Residing Within Akwesasne Mohawk Territory*	
0 to 14	1719	1561	
15 to 20	847	723	
21 to 30	1603	1207	
31 to 40	1515	1110	
41 to 50	1181	917	
51 to 60	1305	859	
61 to 64	499	444	
65 and over	1241	996	
Total	9910	7817	





Age Categories of Individual Respondents

The individual survey received 975 community member respondents distributed within the age categories in the following table:

Individual - Age Category		
15-20	5%	46
21-30	16%	154
31-40	19%	189
41-50	21%	207
51-60	22%	211
61-64	8%	77
65+	9%	91
Total		975

Education Level Completed

Individual highest education level is the level at the time of the survey completion. 641 (65.75%) of 975 community member respondents reported that they have attained education higher than secondary level.

Individual - Highest Education Level Completed		
Some High School	3%	32
Currently in High School	2%	19
High School Diploma/Equivalent	24%	235
Currently in Post Secondary Education	5%	48
Post Secondary Certificate/Diploma	34%	327
Bachelor's Degree	16%	158
Master's Degree	6%	61
Doctorate Degree	1%	4
Professional Designation/Certificate	3%	28
Trade or Vocational Certification/License	6%	63
Total		975





Higher Educational Program of Study

607 (62%) 975 individuals who elected completion of education of post-secondary or higher, provided write-in responses to specify the program of study in which they earned their degree, certificate, or professional designation.

Business programs (21%) and social sciences (20%) are the most popular programs of study completed amongst individual respondents. Business programs of study comprise accountancy, finance, marketing, organizational studies, human resource management, and operations. Social sciences, in general terms, are within the fields of anthropology, economics, political science, sociology, and social psychology. Education (13%) rounds out the top three most identified programs of study in which individual respondents earned a degree, certification, or professional designation.

Individual - Higher Education Program of Study		
General Arts & Sciences	1%	9
Culinary/Hospitality	3%	18
Skilled Trades	8%	51
Technology	2%	15
Business	21%	128
Science	2%	11
Education	13%	78
Engineering	2%	12
Languages	1%	6
Fine Arts	2%	13
Humanities	6%	39
Esthetics	8%	8
Legal/Justice	6%	38
Health	10%	62
Social Sciences	20%	119
	Total	607





YOUTH AGES 15 TO 30

145 youth respondents between the ages of 15 to 30 provided information about their current school enrollment status; current employment status; participation in job training programs; career paths of interest; and various work-related preferences.

Youth School Enrollment

Of the 145 individual youth respondents, 89 (62%) said that they are not currently enrolled in school, attributable to the total number of youth respondents in the age 21 to 30 age group 2.76 times more than the 15 to 20 age group and more likely to have completed school. The majority of all youth currently in school are enrolled full time, 46 (32%).

Youth Ages 15 - 30 Current School Enrollment Status								
	In school Full-Time		In school Part-Time		Not currently enrolled in school		Total	
15-20	76%	29	3%	1	21%	8	27%	38
21-30	16%	17	7%	7	77%	81	73%	105
Total	32%	46	6%	8	62%	89	100%	143
							Total	143

Youth Employment Status

73 (51%) of 143 youth respondents ages 15 to 30 said that they are currently working in full-time paid employment and 38 (27%) said they are working in part-time employment while 32 (22%) said they're not working currently.

Youth Ages 15 - 30 Current Employment Status								
	Working Full-Time		Part-Time		Not Working		Total	
Ages 15-20	39%	15	29%	11	32%	12	27%	38
Ages 21-30	55%	58	26%	27	19%	20	73%	105
Total	51%	73	27%	38	22%	32	100%	143





Youth Career Interests

Of the 145 Youth respondents, 96 (66%) said that they are very likely and 48 (33%) likely to want to participate in specific training programs to gain the required skills for job opportunities that may become available in a field or career path of interest to them. 5% of youth said they are currently participating in a job training program full-time and 6% in job training part-time.

From this set of respondents, the likelihood of wanting help in finding a career path that is right for them, the data showed that: 50 (35%) are likely; 60 (42%) somewhat likely; and 32 (22%) are not likely to wanting help.

144 youth respondents ages 15 to 30, as shown in the table below, indicated the sector(s) that they would be interested to work in for their career path. Youth were able to select all applicable choices. The percentage indicates the number of selections as a percentage of total respondents. For example, 46 (32%) of 144 youth selected education & training as a career path of interest.

Youth Ages 15 - 30 Career Path of Interest		
Education & Training (teachers, education administration, corporate trainers)	32%	46
Agriculture, Food, & Natural Resources (animal caretakers, forest & Conservation workers, environmental engineers, soil & plant specialists, etc.)	31%	45
Business Marketing & Management (digital & social media marketing, marketing analyst, business administration, etc.)	31%	45
Communications, Information Technology (media, public relations, systems analyst, IT security specialist, etc.)	24%	34
Human Services (social worker, family court advocate, substance abuse counsellor, etc.)	22%	31
Health Sciences (pharmacist, registered nurse, health administration, dietician, etc.)	21%	30
Law, Public Safety & Security (lawyer, first responder, law enforcement, public safety administration, etc.)	17%	25
Architecture (landscape architect, residential/commercial architect, green design architect, etc.)	17%	25
Construction (project manager, heavy equipment operator, skilled trades, etc.)	17%	24
Science, Technology (environmental scientist, medical lab technician, medical research scientist, aviation technology developer)	16%	23
Government & Public Administration (policy analyst, government relations, compliance officer, etc.)	9%	13
Engineering (electrical, chemical, civil, mechanical engineers, etc.)	8%	12
Manufacturing (quality control technician, machine operator, maintenance technician, production manager, etc.)	8%	11
Transportation, Distribution & Logistics (aircraft mechanic, facility & mobile equipment technician, logistics manager, etc.)	7%	10
Not sure	6%	8
Total		144





Youth Work Preferences

145 youth respondents between the ages of 15 to 30, indicated the following work-related preferences:

- Youth preference for hands on physical work such as construction, emergency medical technician, physical therapist, etc., as opposed to non-physical such as customer service or management positions was closely divided at 53% hands-on physical work and 47% preferring non-physical work.
- Youth are more inclined to want to work in either a hybrid work situation (divided between workplace and remote/home) or at a regular workplace as opposed to a remote or work at home only situation.
- 72 (50%) of the 145 youth respondents would prefer flexible hours and/or work schedule.
- 52 (36%) of youth would like help in finding the right career path for them; 61 (42%) said maybe; and 32 (22%) would not like help.
- The majority of youth respondents were either likely (57%) or very likely (38%) to want to work within Akwesasne given the availability of desired career opportunities. The remainder were unlikely (3%) and very unlikely (1%).





INDIVIDUAL - EMPLOYMENT INFORMATION

Employment Status

Of the total 975 individual respondents, 762 (78%) said that they are currently employed or self-employed and 213 (22%) indicated that they are not currently employed or self-employed.

Individual - Currently Employed or Self-Employed		
Yes	78%	762
No	22%	213
	Total	975

Type of Employment

Of the 762 individual respondents who said they are employed 541 (71%) said that they are employed full-time; 76 (10%) are employed part-time; and 91 (12%) are self-employed; and the remainder are on term/contract; seasonal; or student summer employment.

Individual – Type of Employment		
Employed Full-time	71%	542
Employed Part-time	10%	78
Self-employed Full-time	7%	53
Self-employed Part-time	5%	36
Term, Contract	4%	28
Seasonal work	1%	6
Student - summer employment	2%	19
	Total	762





Duration of Employment

762 individual respondents who said that they are currently employed or self-employed, provided information on the duration of their employment without an interruption lasting more than 4 weeks. 411 (53.9%) have been employed or self-employed for more than 5 years. As well, a combined 146 (19%) have been employed for more than 20 years.

Employed Without Interruption Lasting More Than 4 Weeks		
0 - 1 year	19%	142
2 - 5 years	27%	209
6 - 10 years	16%	122
11 - 20 years	19%	143
21 - 30 years	14%	106
31 and over years	5%	40
	Total	762

Location of employer

The distribution of individual community members' employer location is 48% located in the Northern Portion of Akwesasne; 41% within the Southern Portion of Akwesasne; and 12% in locations outside of Akwesasne.

Individual – Location of Primary Employer		
Kaná:takon	24%	181
Kawehnò:ke	16%	122
Tsi Snaihne	8%	58
Akwesasne Southern Portion	41%	312
Cornwall	3%	26
Massena	2%	12
Other location outside Akwesasne	7%	51
	Total	762

Currently Employed in Other Locations

89 (12%) of 762 employed individuals selected various reasons for being employed outside of Akwesasne. The reasons provided most by respondents who selected "Other" include: 9% Better job opportunities; 4.5% No opportunities for my skills or experience; 3% do not like nepotism or poor work environment.

Individual - Reasons Employed Outside of Akwesasne		
No suitable opportunities in Akwesasne for education level	10%	9
No suitable opportunities in Akwesasne for skills	15%	13
Employers in Akwesasne do not pay enough for skills or education level	21%	19
Employers in Akwesasne did not provide benefits	8%	7
Simply prefer to work outside of Akwesasne	15%	13
Other	31%	28
	Total	89





Employed Individuals - Current Employer Category

762 individual respondents indicated their current employer's category of business or organization. More employed individuals, 276 (36.2%) combined are employed with MCA and SRMT public service than other employer categories. Public service (MCA & SRMT); education; health services; and non-profit community organizations represent the top 5 categories of individual respondent employer categories. The "Other" write-in responses include: Information technology; traditional healing & medicine; other public service; and financial and real estate services.

*Additional detailed information on respondents' employer category by age group is provided in Appendix 1.

Individual - Current Employer Category		
Tourism	0.1%	1
Accommodation	0.4%	3
Agriculture	0.7%	5
Fuel Retail/Wholesale	0.7%	5
Hair care, esthetic services	0.8%	6
Public Security	1.4%	11
Housing Services	1.6%	12
Manufacturing	2.0%	15
Construction	2.2%	17
Craft & Fine Artist (basketmaking, beadwork, painting, etc.)	2.9%	22
Gaming	3.1%	24
Cannabis Retail/Wholesale/Production	3.3%	25
Restaurant (Food/Beverage Service)	3.3%	25
Retail	3.7%	28
Professional Services	3.8%	29
Other	6.2%	47
Non-profit Community Organization	8.1%	62
Health Services	8.9%	68
Education	10.6%	81
SRMT public service	15.1%	115
MCA public service	21.1%	161
	Total	762





Employed Individuals - Current Occupation

726 individual respondents provided information for their current occupation. The following table provides a summary of the occupational categories. The top 5 categories of respondents' employment include:

1. Business/management/administration
2. Education
3. Social sciences
4. Health
5. Hospitality

*A detailed listing with specific occupations reported by individual respondents can be found in Appendix 2.

Employed Individuals - Current Occupation Category		
Science	0.1%	1
Agriculture	0.6%	4
Government	0.7%	5
Esthetics	1%	7
Humanities	1.5%	11
Transportation	1.8%	13
Cannabis	1.9%	14
Technology	2.2%	16
Artists/Artisans/Crafts	2.6%	19
Self Employed	2.8%	20
Food & Beverage	3.2%	23
Customer Service	4.0%	29
Law/Public Safety	4.8%	35
Trades	6.1%	44
Hospitality	6.3%	46
Health	7.2%	52
Social Sciences	10.6%	77
Education	12.3%	89
Business/Management/Administration	30.4%	221
Total	726	





Employment Benefits

762 employed respondents selected all benefit types listed that were applicable in their current employment situation. Those who selected “Other” said most frequently that they receive a 401k which is an employer-sponsored savings account specifically for retirement savings. Respondents also listed “health benefits” as an additional employment benefit that they receive. Of the 762 currently employed respondents, 184 (24%) said that they receive “No benefit, cash pay”.

Individual - Employment Benefits			
No benefits, Cash pay	24%	184	
Employment insurance (also known as Unemployment Insurance or UI)	61%	466	
Workers' compensation	42%	317	
Pension plan	51%	387	
Short Term/Long Term Disability Insurance	46%	349	
Life Insurance	44%	333	
My employer provides benefits however I am not eligible	6%	48	
Other	7%	52	
Total	762		

Of those who selected the employer category - Cannabis/Retail/Wholesale/Production (cannabis industry), 96% are aged 40 or younger. No one surveyed over the age of 51 works in that industry.

Of the individual respondents who said that they receive “No benefits, cash pay”, who are ages between 15 to 20, 13.33% work in the cannabis industry; ages between 21 to 30, 23.81% work in the cannabis industry; and ages between 31 to 40, 25% work in the cannabis industry.

	Individual Age Category							
	15-20	21-30	31-40	41-50	51-60	61-64	65+	Total
Cannabis - Retail, Wholesale, Production	2	10	10	1	0	0	0	23
	0.97%	4.83%	4.83%	0.48%	0%	0%	0%	
	8.70%	43.48%	43.48%	4.35%	0%	0%	0%	
	13.33%	23.81%	25%	2.44%	0%	0%	0%	
No benefits, Cash - pay	15	42	40	41	31	9	6	184
	7.25%	20.29%	19.32%	19.81%	14.98%	4.35%	2.90%	
	8.15%	22.83%	21.74%	22.28%	16.85%	4.89%	3.26%	
	100%	100%	100%	100%	100%	100%	100%	





Current Annual Employment Income

762 employed individual respondents selected their current annual employment income range. 193 (25%) of respondents' income falls within \$0 to \$24,999; 266 (35%) from \$25,000 to \$49,999; and 303 (40%) have employment income \$50,000 and over.

358 (47%) of respondents said that they are either satisfied or very satisfied with their current occupation salary/wage matching their level of education skills and abilities; 228 (30%) were neutral; and 175 (23%) were either dissatisfied or very dissatisfied. 65 (45%) of 146 respondents indicating "dissatisfied" with their current occupation salary/wage matching their level of education skills and abilities, are currently employed within the public service employer categories.

Current Annual Employment Income		
\$0 to \$9,999	11%	84
\$10,000 to \$24,999	14%	109
\$25,000 to \$49,999	35%	266
\$50,000 to \$74,999	27%	202
\$75,000 and over	13%	101
Total	762	

Employed Individuals' Household Income

The majority of 762 employed respondents, 486 (63.78%), said that their household employment does generally cover all of their household basic living expenses (housing, food, heating, clothing, etc.). More than one third 276 (36.22%) of respondents said that their basic living expenses are not generally covered by their household employment income. Those results are further detailed by income ranges in the table below. For example, of the 276 (36.22%) employed individuals indicating "No" that their household employment income does not cover basic living expenses, 109 (39.49%) have an annual income within \$25,000 to \$49,999.

Household Employment Income Covering All Basic Living Expenses											
	\$0 to \$9,999	\$10,000 to \$24,999	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and over					Total	
Yes	6.79%	33	10.29%	50	32.30%	157	30.45%	148	20.16%	98	63.78% 486
No	18.48%	51	21.38%	59	39.49%	109	19.57%	54	1.09%	3	36.22% 276
Total	11.02%	84	14.30%	109	34.91%	266	26.51%	202	13.25%	101	100.00% 762
										Total 762	





Individual - More than One Household Income

Somewhat more than half of the 762 employed individual respondents, 429 (56%), indicated that their household has more than one income from employment, and 333 (44%) indicated that their household does not have more than one income from employment.

Individual - Household More Than One Income from Employment		
Yes	56%	429
No	44%	333
	Total	762

Of the 429 respondents that said “Yes” to their household having more than one income from employment, 299 (69.7%) have employment income that covers basic household living expenses.

Of the 429 respondents that said “Yes” to their household having more than one income from employment, 130 (30.3%) said “No” they do not have employment income that covers basic household living expenses.

Of the 333 respondents that said “No” to their household having more than one income from employment, 187 (56.16%) have employment income that covers basic household living expenses and 146 (43.84%).

Of the 333 respondents that said “No” to their household having more than one income from employment, 146 (43.84%) do not have employment income that covers basic household living expenses.

Household Has More Than One Income from Employment	Employment Income Covers Household Living Expenses		
	Yes	No	Total
Yes	299	130	429
	69.70%	30.30%	
No	187	146	333
	56.16%	43.84%	





CBSA & US Customs – Local Travel Impacts

Employed individuals rated the difficulty of delays for work travel within Akwesasne by CBSA or US Customs. The majority of CBSA (67%) and US Customs (77%) rated the difficulty as “Not difficult” or “Somewhat difficult”.

The combined percentage for “Difficult”, “Very difficult”, and “Extremely difficult” for CBSA (33%) and US Customs (23%) puts CBSA at 10% higher than US Customs for those ratings of delays for work travel within Akwesasne.

Not included in the charts below, 134 (17.59%) of 762 employed individual respondents indicated that Canada Border Security Agency (CBSA) or US Customs had hindered their ability to find or keep ongoing employment within Akwesasne.

Rating CBSA Delays for Work Travel in Akwesasne		
Not difficult	30%	195
Somewhat difficult	37%	240
Difficult	14%	88
Very difficult	12%	75
Extremely difficult	7%	44
Total		642

Rating US Customs Delays for Work Travel in Akwesasne		
Not difficult	41%	261
Somewhat difficult	36%	231
Difficult	13%	80
Very difficult	6%	41
Extremely difficult	4%	27
Total		640





INDIVIDUAL – NOT EMPLOYED & LOOKING FOR WORK

Unemployment Rate Definition

Unemployment is the unused supply of labour in the labour force. The labour force refers to the total adult population available to the labour market at a specific time; defined by Statistics Canada as “that portion of the civilian noninstitutional population 15 years of age and over who, during the reference week [in which the employment survey was taken], were employed or unemployed”. The unemployment rate measures unemployment and is expressed as a percentage of the total labour force, which is the total number of people who are 15 years of age and over who are either employed or unemployed. The unemployment rate is calculated by dividing the number of unemployed people by the number of people in the labour force. The unemployment rate is considered an economic indicator, an economic statistic that is used to interpret or understand the health of an economy.¹

Estimated Unemployment Rate

The individual community member survey results indicate that of the 975 individual community members who completed the survey 850 are considered to be in the labour force. A total 762 respondents said that they are either employed or self-employed and 88 respondents said that they are currently without a job and looking for work.

Based on the Akwesasne Labour Market Information Study 2023 results, the unemployment rate of respondents is estimated at 10.35%. In comparison to previous estimates for 2018 (16.71%) and 2015-16 (16.29%), the current 2023 unemployment rate estimate for individual respondents in the labour force has decreased.

Estimated Unemployment Rate		
(A)	Respondents Without a Job and Looking for Work	88
(B)	Respondents Employed or Self-Employed	762
(C)	Total Number of Respondents in the Labour Force (A) + (B)	850
(D)	Estimated Unemployment Rate = (A)/(C)	10.35%

Statistics Canada reported the unemployment rate in September 2023 for Quebec at 4.4% and for Ontario at 6%.²

¹ “Unemployment in Canada”. The Canadian Encyclopedia, 22 August 2022, Historica Canada. www.thecanadianencyclopedia.ca/en/article/unemployment. Accessed 04 October 2023.

²<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410028703>





Length of Time Not Employed

The majority of 88 respondents who are not employed and looking for work, 69% have been in the situation of being not employed for 3 months or less; 8% for 3 to 6 months; 7% for 6 to 12 months; and 16% have not been employed for more than 12 months.

Length of Time Not Employed and Looking for Work			
1 month or less	47%	41	
2 - 3 months	22%	20	
3 - 6 months	8%	7	
6 - 12 months	7%	6	
12 months or more	16%	14	
	Total	88	

Preference of Work Location

79 (90%) of 88 respondents who are not employed and looking for work said that they are looking for work within Akwesasne. Of the 9 respondents that said they are not looking for work in Akwesasne, options selected were: no suitable opportunities for education level or skills; employers do not pay enough for education level or skills; simply prefer to work outside of Akwesasne; and better opportunities for their career.

Occupational Categories and Employer Type Sought

The majority (67%) of 88 respondents who are currently not employed and looking for work are seeking either full-time or part-time permanent positions. The top 5 occupational categories being sought by this group:

1. Customer service
2. Health
3. Trades
4. Administration
5. Education

The top 5 business or organization type that 88 individual respondents who are currently not employed and looking for work would most prefer to find employment with:

1. MCA or SRMT public service
2. Education
3. Health
4. Construction
5. Food & Beverage Services





Job Search Methods

The table below lists the job search methods utilized by 88 individuals who are currently not employed and looking for work. The methods listed as “Other” were - social media; direct email; and internet.

Individual – Job Search Methods			
Personal referrals/word of mouth	50%	44	
ACESS Facebook, Job-Board	35%	31	
SRMT Employment & Training Services Facebook	28%	25	
Job search websites (Indeed, ZipRecruiter, LinkedIn, etc.)	28%	25	
Local job fairs	15%	13	
Respond directly to employer job postings	17%	15	
Trade Union, Professional Associations	7%	6	
Other	11%	10	
	Total	88	

Local Services Used in Employment Search

Individuals not employed and looking for work selected all applicable local services that they used related to their search, somewhat less than half of 88 respondents did not use any. Individuals may have selected more than one option, so the percentage is based on the number of times an option was selected divided by total respondents.

Local Services Individuals Used in Employment Search			
Akwesasne Career and Employment Support Services (ACESS)	33%	29	
SRMT Employment & Training Service	16%	14	
Iohahi:io Akwesasne Education and Training Institute	19%	17	
MCA Economic Development	4.5%	4	
SRMT Economic Development	4.5%	4	
None - Have not used any local services	46.5%	41	
Other	3.4%	3	
	Total	88	





Employment Training Support

88 individuals who are currently not employed and looking for work indicated their confidence level in having required skills, training, and/or education for the specific occupation being sought:

- 63% were either extremely confident or confident
- 27% were somewhat confident
- 10% were somewhat under confident or not confident at all

More than 90% of 88 respondents who are currently not employed and looking for work said they'd be likely to use local services for skills training or employment support:

- Specific job skills training (37.5%)
- Soft skills training (29.55%)
- Job finding skills (26.14%)
- More formal education (23.86%)

Challenges or Barriers

Individuals who are not employed and looking for work identified having challenges or barriers that prevented them from securing employment. Individuals may have selected more than one option and the percentage is based on the number of times an option was selected divided by total respondents. For example, 1 respondent of 88 (1%) selected the option of Substance/alcohol issues. Respondents selected "Lack of skills & training" most frequently preventing them from securing employment. The majority of "Other" write-in responses specified childcare issues as a challenge or barrier preventing them from securing employment.

Challenges or Barriers to Securing Employment		
Substance/alcohol issues	1%	1
Criminal record	5%	4
Housing issues	6%	5
Disability	11%	10
Lack of transportation	15%	13
Lack of skills & training	22%	19
Other	26%	23
None of the above	40%	35
	Total	88





INDIVIDUAL – NOT IN THE LABOUR FORCE

Not in the Labour Force

125 individual respondents who are currently not employed and, at the same time, not looking for work fall into the group considered currently “not in the labour force”.

The top 3 most applicable reasons selected by the 125 respondents who are not currently in the labour force were:

1. Currently retired
2. Health/Disability issues
3. Primary caregiver (responsible for caring for others)

25 (20%) of individuals in the “not in the labour force” group indicated that support in the following areas would assist with re-starting their employment search:

1. Specific skills related to an occupation
2. More formal education
3. Job finding skills





SKILLED TRADES

At the most basic level, a skilled trade is any job that requires a specialized skill, usually obtained through a technical school, college, or on-the-job training through an apprenticeship or internship. Typically, skilled trades don't require a four-year degree, but some may require a specific certification or license earned through a school or government agency. Generally, skilled tradespeople work in one of these sectors:

Construction is a multi-billion-dollar industry in Canada that offers high demand careers. It features electricians, carpenters, plumbers, steamfitters/pipefitters, welders, heavy equipment operators, and painters, among other trades.

Transportation includes maintenance and repair of vehicles - ranging from automobiles and motorcycles, to trucks and heavy equipment. Transportation includes trades such as automotive service technicians, heavy-duty equipment technicians, motorcycle technicians, and more.

Manufacturing and Industrial features careers in many different manufacturing sectors, including automotive (parts and vehicle manufacturing), product manufacturing, and the resource extraction and processing industries. Manufacturing trades include tool and die makers, industrial mechanics (millwrights), metal fabricators, and more.

The Services sector is a major industry in the Canadian economy and includes cooks, bakers, hairstylists, landscape horticulturists, and more.

Information and Digital Technology skills are central to many trades including instrumentation and control technicians, and machinists.³



³ canada.ca/en/employment-social-development/campaigns/skilled-trades





Individual - Skilled Trades

Individual respondents indicated whether they have certifications or licenses in any 4 major skilled trades categories – Construction; Transportation/Service Technician; Manufacturing; Services sector; and Information/Digital Technology. 226 individuals indicated a skilled trade that they hold. Written responses for “Other” specified certifications most frequently in health-related occupations including nursing; personal service worker; and emergency medical technician. Teaching certifications and food & beverage certifications were also listed.

Individual - Skilled Trades Category			
Construction Sector (electrician, carpenter, plumber, hvac, etc.)	36%	82	
Transportation (automotive service tech, heavy duty equipment technician, heavy equipment operator, etc.)	16%	37	
Manufacturing (precision machining, tool & die maker, industrial mechanic, etc.)	4%	9	
Services sector (cook, hairstylist, appliance repair tech., etc.)	41%	93	
Information/Digital Technology	2%	5	
	Total	226	





Individual - Specific Skilled Trades

223 (23%) of 975 individual respondents indicated that they have one or more skilled trades certifications and listed up to three that they currently have. The top 5 most frequently named skilled trades certifications held by individual respondents include:

1. Heavy Equipment Operator
2. Carpentry
3. Welding
4. Culinary
5. Ironwork

Individual – Skilled Trades Certifications		
Heavy Equipment Operator	25.1%	56
Carpentry	14.3%	32
Welding	9.4%	21
Culinary	8.1%	18
Ironwork	5.8%	13
Electrical	4.5%	10
Cosmetology	4.5%	10
Hairstylist	4.5%	10
Information Tech.	7%	7
Public Security/Risk Management	2.7%	6
Heating/Ventilation/Air Conditioning (HVAC)	2.2%	5
Personal Support Worker	2.2%	5
Nursing	2.7%	6
Teaching	2.2%	5
Water/Wastewater	2.2%	5
Automotive	1.8%	4
Plumbing	1.3%	3
Emergency Medical Services	1.3%	3
Social Work	1.3%	3
Manufacturing	.9%	2
Esthetics	.9%	2
Total	223	





Interest in Skilled Trades Training

358 (38%) of 904 individual respondents said that they are interested in training for a skilled trade. The table below indicates the number of individuals interested the particular skilled trade and the percentage is the number interested of the total respondents. The top 5 skilled trades training of interest are: Carpentry; Electrical; Heavy Equipment Operator; Plumbing; and HVAC.

Individual – Skilled Trades Training Interest		
Cannabis Processing	0.3%	1
Engineering	0.3%	1
Graphic Design	0.3%	1
Telecommunications	0.3%	1
Mechanical Repair/Maintenance	0.3%	1
Millwright	0.3%	1
Tool & Die/Industrial Mechanic	0.3%	1
Tourism	0.3%	1
Transportation	0.3%	1
Veterinary	0.3%	1
Water/Waste Water Technician	0.3%	1
Accounting/Bookkeeping	0.6%	2
Photography/Videography	0.6%	2
Fitness/Wholistic Health	0.6%	2
Ironwork	0.6%	2
Sewing/Clothing design	0.6%	2
Construction	0.8%	3
Agriculture	1.1%	4
Information Technology	1.1%	4
Traditional Goods Production	1.1%	4
Masonry	2.2%	8
Cosmetology	2.5%	9
Landscaping	2.5%	9
Woodworking	2.8%	10
Automotive/Engines	3.9%	14
Culinary	3.9%	14
Hairstyling/Esthetics	3.9%	14
Welding	6.1%	22
HVAC	7.0%	25
Plumbing	9.5%	34
Heavy Equipment Operator	10.3%	37
Electrical	15.6%	56
Carpentry	26.0%	93
	Total	358





PART 3: LABOUR DEMAND INFORMATION

EMPLOYERS

157 employers completed the employer-focused survey. Employer respondents comprised public service (government) entities – Mohawk Council of Akwesasne (MCA) departments and programs; Saint Regis Mohawk Tribe (SRMT) divisions and programs; private businesses; self-employed; and non-profit community organizations.

Employer Location

157 Employer respondents selected the location of their business or organization. Employers indicated multiple locations if applicable. The percentage indicates the frequency that employers selected that option divided by the total number of respondents.

Individual – Primary Residence		
Kaná:takon	9%	92
Kawehnò:ke	24%	236
Tsi Snaihne	26%	249
Akwesasne Southern Portion	33%	318
Cornwall	3%	25
Massena	2%	23
Other location outside Akwesasne	3%	32
Total		975

Employer – Years in Operation

157 employer respondents selected the number of years within given ranges that their business or organization has been in operation. When combining all of the respondents that have been in operation for 4 or more years, 116 (74%) of the 157 employers surpassed the 3-years of operation. While those employers within the 1 to 3-year range, 41 (26%) are considered in the start-up or early stage in business or organization lifespan. 51% of employer respondents have been in operation for more than 10 years.

Employer – Years in Operation		
1 year or less	8%	13
2 - 3	18%	28
4 - 10	23%	36
11- 15	10%	15
16 - 25	15%	24
26 + years	26%	41
Total		157





Business/Organization Category

Employer respondents selected the category or multiple categories if more than one for their business or organization. “Other” included – Security; Tax & Payroll Services; Entertainment; Property/Real Estate; Specialty foods; Arborist; Petroleum; Infrastructure; and Social Services.

The cannabis industry is a new entrant to the employer landscape in Akwesasne. Similar to many other jurisdictions that have seen tremendous growth of this industry after recreational legalization occurring in 2018, a recent estimate of the total number of cannabis employers in Akwesasne puts the number at approximately 52. As compared to other sectors, the sizes and workforce for employers in the cannabis industry can vary greatly. Based on the available data, the employer survey was successful in gathering 12 (23%) of respondents from the cannabis sector.

Employer Business or Organization Category		
MCA public service	11%	17
SRMT public service	11%	17
Accommodation	2%	3
Agriculture/Hunting/Fishing/	2%	3
Cannabis Retail/Wholesale/Production	8%	12
Construction/Trades	7%	11
Craft & Fine Artist (basketmaking, beadwork, painting, etc.)	13%	21
Education	4%	7
Fuel Retail/Wholesale	6%	10
Gaming	1%	1
Hair Care/Esthetic Services	4%	6
Health/Wellness Services	5%	8
Manufacturing	2%	3
Non-profit Community Organization	7%	11
Public Security	1%	1
Tourism/Entertainment/Recreation	8%	13
Restaurant (Food/Beverage Service)	13%	20
Retail	11%	18
Professional/Technical Services	10%	16
Finance/Insurance/Real Estate/Investments	3%	4
Transportation	3%	4
Information/Communication Services	1%	1
Wholesale Products/Warehousing	1%	1
Other	11%	17
Total		157





EMPLOYERS' CURRENT WORKFORCE

Composition of Employer Workforce

157 employer respondents provided their current workforce information on employment status and age ranges summarized in the two tables below.

Employment status

Full-Time, Part-Time, Term/Contract, Seasonal Employees			
	Average # All Employees	All Employer Categories	Cannabis Employers
Number of Full-Time Employees	15.8	2396	61
Number of Part-Time Employees	4.6	588	53
Number of Term/Contract Employees	3.1	311	0
Seasonal Employees	1.2	116	4

Age Ranges of Current Workforce

The average age range of overall employers' current workforce is almost half or 1,706 (49%) within ages 31 to 55. The age range of 56 to 64 may be projected that that within 5 years 538 (16%) of the respondents' current workforce will be close to retirement age or at retirement age.

For employers in the cannabis category, the workforce is substantially weighted at 71 (61%) of total workforce are within 21 to 30 age range, in comparison to 22% for all employers.

Employee Age Ranges				
Age Range	All Employer Categories		Cannabis Employers	
15 - 20	10%	336	9%	10
21 - 30	22%	767	61%	71
31 - 55	49%	1706	30%	35
56 - 64	16%	538	0%	0
65 +	3%	120	0%	0
	100%	3467	100%	116





Native Hiring Preference Policy

The majority of 157 (76%) employers surveyed have a Native hiring preference policy. 82% of 157 respondents said that the percentage of their total First Nations/Native American workforce is between 76-100%.

Composition of Native Workforce		
Less than 10%	1.91%	3
10 - 25%	0.64%	1
26 - 50%	2.55%	4
51 - 75%	12.74%	20
76 - 100%	82.17%	129
Total	157	

Availability of Qualified Workers in Akwesasne

Just over half, or 81 (52.94%) of 153 employers rated the availability of qualified workers in Akwesasne with 3 stars or “good”; Most employers, 103 (67.32%), gave a 3-star rating or higher. 50 (32.68%) combined employers rated the availability of qualified workers as “poor” or “very poor”.

Very Poor	Poor	Good	Very Good	Excellent	
3.92%	28.76%	52.94%	9.8%	4.58%	
★	★ ★	★ ★ ★	★ ★ ★ ★	★ ★ ★ ★ ★	
			Total	153	

Work Options for Employees

Out of 157 employers, 87 (55%) have flexible employee hours/schedule; 57 (36%) have regular at work schedule only; 43 (27%) hybrid (at workplace & at home); and 29 (18%) have remote (at home) options.

Work Options		
None of the above	16%	25
Hybrid (at workplace & at home)	27%	43
Remote (at home)	18%	29
Flexible hours/schedule	55%	87
Regular at workplace only	36%	57
Other	2%	3
Total	157	





Employee Benefits Provided by Employers

149 employer respondents indicated benefits that they provide for employees. Employers selected all applicable options listed. The percentage indicates the number of employers that selected that option divided by the total number of employers. For example, 89 (59.73%) of 149 employers said that they provide “Employment Insurance” for employees. For “Other” responses most said paid time off as an available benefit.

	Employment Insurance	Workers Comp.	Pension Funds	Health Care	Disability Insurance	Life Insurance	None
Employer Category	Number of respondents that selected the benefit options by employer category						
MCA public service	15	14	15	13	15	11	1
SRMT public service	16	17	16	16	16	16	0
Accommodation	3	3	3	3	3	3	0
Agriculture/Hunting/Fishing/	0	1	0	0	0	0	1
Cannabis							
Retail/Wholesale/Production	0	0	0	0	0	0	11
Construction/Trades	7	7	5	5	5	5	4
Craft & Fine Artist	1	1	0	0	0	0	19
Education	5	5	5	5	5	5	2
Fuel Retail/Wholesale	3	3	2	2	2	1	6
Gaming	1	1	1	1	1	1	0
Hair Care/Esthetic Services	0	0	0	0	0	0	5
Health/Wellness Services	3	3	3	3	3	3	5
Manufacturing	2	1	1	1	1	1	1
Non-profit Community Organization	8	8	7	5	7	4	2
Public Security	1	1	1	1	1	1	0
Tourism/Entertainment/Recreation	5	5	5	5	4	3	6
Restaurant (Food/Beverage Service)	5	2	2	2	2	2	13
Retail	4	3	1	1	1	1	12
Professional/Technical Services	5	4	4	4	4	4	11
Finance/Insurance/Real Estate/Investments	2	3	2	2	3	2	1
Transportation	1	2	0	0	1	0	2
Information/Communication Services	1	1	1	1	1	1	0
Wholesale Products/Warehousing	1	1	1	1	1	1	0
# Of Employers selecting the particular benefit	89	47	43	40	44	36	85
% of total respondents (149)	59.73%	31.54%	28.86%	26.85%	30%	24%	57%

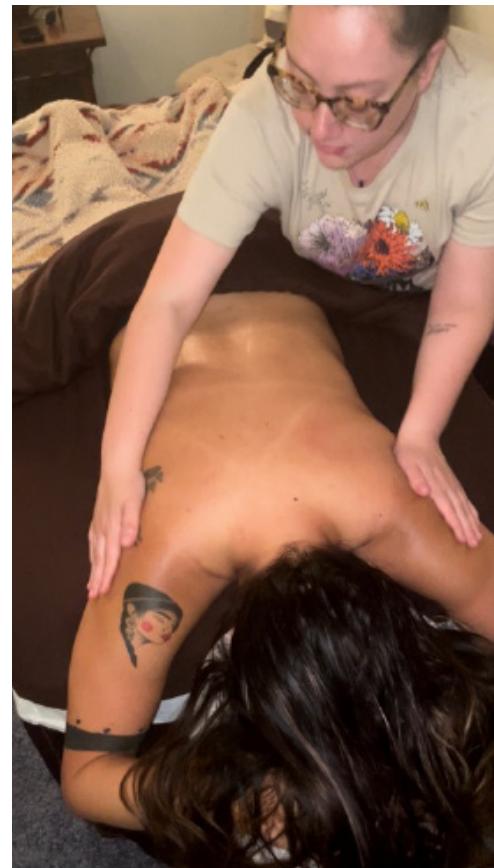




Employers' Interest in Learning About Benefits

Employers selected all applicable employee benefit options that they are interested in learning more about. The percentage indicates the number of employers that selected that option divided by the total number of employers responding to this question. For example, 32 (20%) of 157 employers are interested in learning more about employment insurance.

Benefit Options			
Employment Insurance	20%	32	
Workers Compensation	13%	21	
Pension Funds/401K	18%	28	
Health Care Benefits	22%	35	
Short/Long Term Disability Insurance	10%	15	
Life Insurance	16%	25	
Not interested at this time	66%	103	
	Total	157	





EMPLOYER HIRING & WORKFORCE CHALLENGES

Employer Hiring in the Last 12 Months

95 of the 157 employer respondents said that they hired employees in the last 12 months and indicated the quantity hired within the categories listed in the table below. The results show that the top 5 occupation categories for employees in demand over the past 12 months were: Sales/customer service; health support; management; business/finance/administration; and social services.

Occupation Category	Qty. Employees Hired	% of Total
Sales/customer service (Sales associate, Customer Service Rep., etc.)	132	23%
Health Support (Personal Support Worker, Nurse's Aide, EMT, etc.)	88	15%
Management occupations (Office Manager, Executive Director, Restaurant Manager, etc.)	56	10%
Business, Finance, and Administration (Finance Officer, Administrative Assistant, Clerical, etc.)	54	9%
Social Services (Social Worker, Child & Youth Worker, Counsellor, etc.)	39	7%
Public Security (Police Officer, Fire Marshal, etc.)	33	6%
Professional Services (Accountant, Financial Advisor, etc.)	29	5%
Services (Hairstylist, Esthetician, etc.)	23	4%
Trades (Electrician, HVAC technician, Plumber, etc.)	17	3%
Education (Certified Teacher, Teaching Assistant)	15	3%
Agriculture, Forestry, Hunting, Fishing, Natural Resources (Farm workers, Conservation Officers, etc.)	15	3%
Manufacturing and utilities (Production Manager, Public Works Technician, etc.)	14	2%
Information Technology and Science (Web Developer, Data Analyst, Environmental Scientist, etc.)	13	2%
Health Practitioners (Registered nurse, Dentist, etc.)	13	2%
Transport and Equipment Operators (Truck Driver, Heavy Equipment Operator, etc.)	13	2%
Art and Culture (Communications Professionals, Performing Artist, etc.)	10	2%
Legal (Lawyer, Mediator, Court Worker, etc.)	7	1%
Recreation and Sport (Physical Trainer, Sports Coach, etc.)	2	0%
Engineering and Architecture (Civil Engineer, Architectural Designer, etc.)	0	0%
Total	573	





Difficulty Filling Job Openings

67 (42.68%) of 157 employer respondents said that they experienced difficulty to fill job openings in the last 12 months. Employers that selected reasons for difficulties filling job openings with the results listed in the table below. “Other” reasons included: availability of applicant; no driver’s license; no show on first day or withdrew acceptance; lack of transportation; lack of commercial driver’s license; and ongoing effects of the Covid pandemic.

With respect to issues from ongoing impacts of the Covid pandemic on staffing, 17 (10.82%) of 157 employers 5% experienced minimal staffing issues, and only 3% significant staffing issues. 18 (11.46%) of 157 employers said that the main reason for the Covid impact related staffing issues is that they cannot pay higher wages to compete with other employers.

Employer – Difficulty Filling Job Openings		
Lack of applicants	70%	47
Applicants lacked relevant work experience	40%	27
Applicants lacked required Education or Certifications	34%	23
Applicants lacked required Technical/Specific Skills	30%	20
Other	19%	13
Applicants lack of interpersonal communication skills	18%	12
Applicants failed background screening	10%	7
Total		67

Other Challenges Filling Job Openings

Employers indicated applicable other challenges filling job openings with the percentage based on frequency 67 respondents selected the reasons listed. For example, 24 (35%) of 67 employers indicated that they had difficulty providing resources for training.

Challenges Filling Job Openings in Last 12 Months		
Difficult to provide resources for training	35%	24
Do not have resources to provide employee benefits	12%	8
Difficult to match other employers benefit packages	21%	14
Difficult to match local employers who pay higher salary/wages	36%	24
Difficult to fill seasonal, temporary, variable schedule positions	36%	24
Total		67





Recruitment Methods

157 Employers provided information on the recruitment methods their business or organization generally utilizes when attempting to attract new employees. The top 3 methods selected – word of mouth; social media posts; and employer's own websites. Percentages based on frequency of a recruitment method being selected over the total number of respondents.

Employer Recruitment Methods			
Word of mouth and referrals from Individuals	73%	114	
Our own business or organization's website	36%	57	
Online job posting sites (Indeed, Monster, etc.)	19%	30	
Social media (Facebook, LinkedIn, etc.)	50%	79	
Unsolicited resumes	10%	16	
Job fairs	15%	24	
Recruitment centers at schools	1%	1	
Radio/Newspaper Advertising	24%	38	
Paid recruitment agency, executive search, or temporary help agency	4%	6	
Professional Associations	6%	9	
Not Applicable	15%	24	
Other	5%	8	
Total		157	

Support from Local Organizations

70 of 157 employer respondents received assistance for filling job openings from the following local organizations in the last 12 months. Those employers selected the organizations from which they received support summarized in the table below:

Support from Local Organizations			
ACESS (Akwesasne Career and Employment Support Services)	55.7%	39	
MCA Economic Development	1%	1	
SRMT Economic Development	15.7%	11	
SRMT Employment & Training Services	15.7%	11	
Iohahi:io Akwesasne Education & Training Institute	10%	7	
AMBE (Ahkwesahsne Mohawk Board of Education)	1%	1	
Total		70	





EMPLOYEE SEPARATIONS

Separations Last 12 Months

Separations are defined as any employee who is no longer working for the business/organization employer for various reasons such as quit or dismissed. Employer respondents said whether or not they experienced any separations of employees in the last 12 months. 78 (49.68%) of 157 employers experienced separations and 79 (50.32%) did not experience separations in the last 12 months. The 5 job categories that were affected most by separations in the last 12 months from highest to lowest were:

1. Customer Service/Sales (27%)
2. Business, Finance, and Administration (12%)
3. Management Occupations (12%)
4. Social Services (10%)
5. Public Security (7%)

Occupation Category	% of Total	Qty. of Employees Separated
Management occupations (Office Manager, Executive Director, Restaurant Manager, etc.)	12%	30
Professional Services (Accountant, Financial Advisor, etc.)	2%	6
Business, Finance, and Administration (Finance Officer, Administrative Assistant, Clerical, etc.)	12%	30
Engineering and Architecture (Civil Engineer, Architectural Designer, etc.)	0%	1
Information Technology and Science (Web Developer, Data Analyst, Environmental Scientist, etc.)	0%	1
Health Support (Personal Support Worker, Nurse's Aide, EMT, etc.)	6%	14
Health Practitioners (Registered nurse, Dentist, etc.)	3%	7
Education (Certified Teacher, Teaching Assistant)	1%	2
Legal (Lawyer, Mediator, Court Worker, etc.)	0%	0
Public Security (Police Officer, Fire Marshal, etc.)	7%	17
Social Services (Social Worker, Child & Youth Worker, Counsellor, etc.)	10%	24
Art and Culture (Communications Professionals, Performing Artist, etc.)	2%	4
Recreation and Sport (Physical Trainer, Sports Coach, etc.)	0%	0
Customer Service/Sales (Sales associate, Customer Service Rep., etc.)	27%	66
Services (Hairstylist, Esthetician, etc.)	6%	15
Trades (Electrician, HVAC technician, Plumber, etc.)	4%	9
Transport and Equipment Operators (Truck Driver, Heavy Equipment Operator, etc.)	1%	3
Agriculture, Forestry, Hunting, Fishing, Natural Resources (Farm workers, Conservation Officers, etc.)	4%	11
Manufacturing and utilities (Production Manager, Public Works Technician, etc.)	4%	9
Total		249





Reasons for Separations

Those employers that experienced separations of employees in the last 12 months selected reasons for the separations. The most frequently selected reason employers by employers for employee separations was “Quit” followed by dismissal, and retirement to round out the top 3 reasons.

Reasons for Employee Separations		
Dismissal	25.4%	30
Shortage of work	2.5%	3
Retirement	11.0%	13
Seasonal/Temporary Work	6.8%	8
Quit	35.6%	42
Downsizing Operations	2.5%	3
Introduced New Technology	0.8%	1
Term/Contract ended	5.9%	7
Seasonal work ended	6.8%	8
Maternity	1.7%	2
Sick Leave	0.8%	1
Total		118

Reasons For Dismissals

For those employer respondents that said “Dismissals” as the reason for separations in the last 12 months, the 5 most selected explanations were:

1. Unsatisfactory work ethic
2. Unsatisfactory performance
3. Lack of adequate communication skills
4. Poor motivation, attitude, or interpersonal
5. Poor time management

Retirements

48 (31%) of 157 employers indicated that they anticipate employee retirements within the next 1 to 5 years. The top 5 jobs that will be needed to fill due to retirements stated by employers include:

1. Management & Management Support (Program Managers, Directors, Facilities Manager, Executive Directors)
2. Social Services (Case manager; Child & Family Services Personnel; Direct Support Professional; Counselors)
3. Facilities Maintenance/Custodians
4. Health Services (PSW, Nurses, Health Management Support)
5. Skilled Trades (Electrician, Carpenter, HVAC)

Most employers that expected to have retirements within 1 to 5 years said that they would hire new workers, followed by planning to promote workers from within the business/organization or filling the openings by succession planning. Hiring temporary/contract workers or not planning to fill the retirement positions were also considered as likely options.





PLANNED HIRING

Planned Hiring Next 12 Months

In the next 12-month period, 101 (64%) of 157 employer respondents plan to hire employees. The top 5 occupation categories most in demand as stated by employers are:

1. Customer Service/Sales (20%)
2. Management (11%)
3. Business/Finance/Administration (10%)
4. Health Support (10%)
5. Health Practitioners (8%)

Occupation Category	% of Total	Planned Hiring in Next 12 Months
Management occupations (Office Manager, Executive Director, Restaurant Manager, etc.)	11%	41
Professional Services (Accountant, Financial Advisor, etc.)	5%	19
Business, Finance, and Administration (Finance Officer, Administrative Assistant, Clerical, etc.)	10%	39
Engineering and Architecture (Civil Engineer, Architectural Designer, etc.)	0%	1
Information Technology and Science (Web Developer, Data Analyst, Environmental Scientist, etc.)	3%	10
Health Support (Personal Support Worker, Nurse's Aide, EMT, etc.)	10%	37
Health Practitioners (Registered nurse, Dentist, etc.)	8%	30
Education (Certified Teacher, Teaching Assistant)	4%	16
Legal (Lawyer, Mediator, Court Worker, etc.)	2%	6
Public Security (Police Officer, Fire Marshal, etc.)	2%	7
Social Services (Social Worker, Child & Youth Worker, Counsellor, etc.)	7%	28
Art and Culture (Communications Professionals, Performing Artist, etc.)	2%	8
Recreation and Sport (Physical Trainer, Sports Coach, etc.)	0%	1
Customer Service/Sales (Sales associate, Customer Service Rep., etc.)	20%	77
Services (Hairstylist, Esthetician, etc.)	4%	14
Trades (Electrician, HVAC technician, Plumber, etc.)	4%	16
Transport and Equipment Operators (Truck Driver, Heavy Equipment Operator, etc.)	3%	10
Agriculture, Forestry, Hunting, Fishing, Natural Resources (Farm workers, Conservation Officers, etc.)	2%	6
Manufacturing and utilities (Production Manager, Public Works Technician, etc.)	3%	10
Total		376





Net Gain/Loss from Hiring & Separations Last 12 Months

In the last 12 months, employers reported hiring 573 employees in the occupation categories listed in the table below. During the same period, employers “separated” 249 employees. Employer respondents experienced a net gain of employees 324 in the last 12 months. Occupation categories with the most job gains occurred in - health support; sales/customer service; management; business/finance/administration; and professional services.

Occupation Category	Hiring	Separations	Net Gain/Loss
Management occupations (Office Manager, Executive Director, Restaurant Manager, etc.)	56	30	26
Professional Services (Accountant, Financial Advisor, etc.)	29	6	23
Business, Finance, and Administration (Finance Officer, Administrative Assistant, Clerical, etc.)	54	30	24
Engineering and Architecture (Civil Engineer, Architectural Designer, etc.)	0	1	-1
Information Technology and Science (Web Developer, Data Analyst, Environmental Scientist, etc.)	13	1	12
Health Support (Personal Support Worker, Nurse's Aide, EMT, etc.)	88	14	74
Health Practitioners (Registered nurse, Dentist, etc.)	13	7	6
Education (Certified Teacher, Teaching Assistant)	15	2	13
Legal (Lawyer, Mediator, Court Worker, etc.)	7	0	7
Public Security (Police Officer, Fire Marshal, etc.)	33	17	16
Social Services (Social Worker, Child & Youth Worker, Counsellor, etc.)	39	24	15
Art and Culture (Communications Professionals, Performing Artist, etc.)	10	4	6
Recreation and Sport (Physical Trainer, Sports Coach, etc.)	2	0	2
Sales (Sales associate, Customer Service Rep., etc.)	132	66	66
Services (Hairstylist, Esthetician, etc.)	23	15	8
Trades (Electrician, HVAC technician, Plumber, etc.)	17	9	8
Transport and Equipment Operators (Truck Driver, Heavy Equipment Operator, etc.)	13	3	10
Agriculture, Forestry, Hunting, Fishing, Natural Resources (Farm workers, Conservation Officers, etc.)	15	11	4
Manufacturing and utilities (Production Manager, Public Works Technician, etc.)	14	9	5
Total	573	-249	+324





Minimum Education for Job Openings in Next 12 Months

Based on 101 employer respondents, the minimum education required by employers for job openings in the next 12 months is shown by percentage on the table below. 128 (30%) of upcoming jobs will require post-secondary education. 83 (20%) of upcoming jobs will require vocational or apprenticeship/trade certification, or technical skills certifications.

Minimum Education for Job Openings in Next 12 Months		% of Total Jobs	# of Openings
No Education Requirement/No Work Experience Required		14%	59
Work Experience Only		13%	55
High School Diploma or Equivalent		23%	97
Vocational Training		4%	17
Apprenticeship/Trade Certification		5%	20
Technical Skills/Certification		11%	46
Associate's Degree		13%	55
Bachelor's Degree		14%	57
Master's Degree		4%	16
Doctorate		0%	0
Total			422





Employers' Planned Hiring in the Next 1 to 3 Years

61 of 157 employers provided information on positions that are planned to be hired in the next 1 to 3 years. 148 positions were tabulated by category in the table below. The top 5 in demand positions are within the following categories:

1. Management & management support - combined (17.6%)
2. Public Service – Social Services (9.5%)
3. Food & Beverage Services (6.8%)
4. Health professionals/Health Support (6.1%)
5. Information Technology (6.1%)

*A detailed listing of specific position titles can be found in Appendix 3.

Employers' Planned Hiring Next 1 - 3 Years		
Administrative Support	4.1%	6
Cannabis Workers	2.7%	4
Carpentry	1.4%	2
Compliance	0.7%	1
Construction Workers	2.0%	3
Consultant	0.7%	1
Customer Service/Sales	7.4%	11
Education	0.7%	1
Esthetician	2.7%	4
Finance	3.4%	5
Financial Accounting	3.4%	5
Food & Beverage Services	6.8%	10
Health Professionals/Support	6.1%	9
Heavy Equipment - Truck Driver	2.0%	3
Housing Services	2.0%	3
Indigenous Knowledge	4.7%	7
Information Technology	6.1%	9
IT - Technician	1.4%	2
Maintenance - Facilities & Residential	3.4%	5
Management	11.5%	17
Management Support	6.1%	9
Marketing	2.0%	3
Mechanic	0.7%	1
Professional Services	2.7%	4
Public Security	2.0%	3
Public Services - Human Resources	0.7%	1
Public Services - Social Services	9.5%	14
Sewing/Fashion Designing/Tailoring	0.7%	1
Tree Service - Technician	1.4%	2
Workplace Safety Personnel	1.4%	2
Total		148





WORKFORCE TRAINING & SKILLS NEEDS

Employee Training Needs in the Next 1 to 3 Years

Employers indicated the training needs identified within the next 1 to 3 years for their workforce. For example, of the 157 employer respondents 43% or 68 selected that their workforce will require soft skills training. Employers wrote-in "Other" types of training with the most often listed being: emergency medical technician (EMT); personal support worker (PSW); environmental technician; cook; dietary aid; social worker/addictions; and social media.

*A detailed list of job-specific training that their workforce will require in the next 1 to 3 years, is provided in Appendix 4.

Employee Training Needs in the Next 1 – 3 Years		
Soft skills - People skills (effective communication, teamwork, leadership, negotiation, etc.)	43%	68
Customer service	38%	59
Management	37%	58
Marketing	28%	44
Accounting - bookkeeping	24%	38
Administration	23%	36
Computer/Network Systems	21%	33
Sales	20%	31
Skilled Trades	17%	27
Technical Skills	15%	24
Food preparation & food services	13%	20
Construction safety	10%	16
Human resource management or administration	9%	14
Other	8%	13
None	18%	28
Total		157

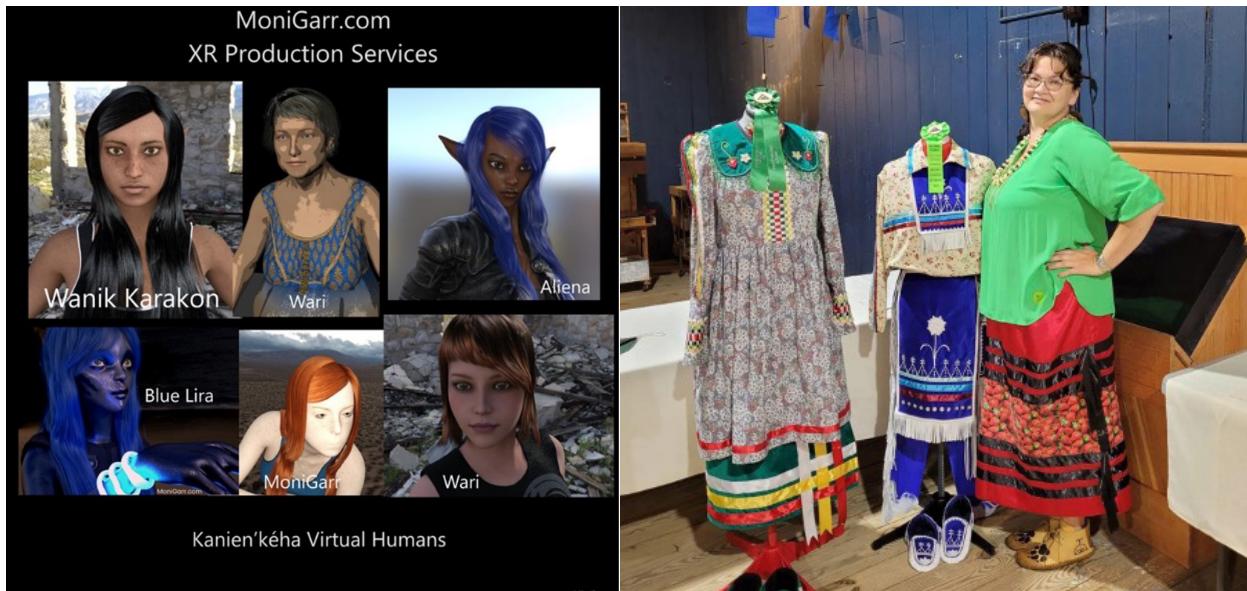




Employer Expansion Plans in the Next 5 Years

75 (47%) of 157 employers said that they have expansion plans within 12 to 60 months that will result in increasing the size of their workforce. 6 were unsure of expansion plans and 76 said that they do not have expansion plans in the next 5 years. 36% of employer planned expansions are said to be within 1 to 3 years.

Expansion Plans - Increased Employer Workforce in the Next 5 Years		
Within 12 months	19%	30
Within 24 months	13%	20
Within 36 months	4%	7
Within 48 months	1%	2
Within 60 months	10%	16
Unsure	4%	6
No expansion plans in next 5 years	48%	76
Total		157





Expansion Plans by Employer Category

70 (47%) of 149 employer respondents said that they do have expansion plans in the next 5 years, and 46 (31%) employers planning to expand within 12 to 24 months. The categories with the most employers having expansion plans are: Craft & Artist; Restaurant/Food & Beverage services; Retail; MCA public service; and SRMT public Service.

Employer Expansion Plans Next 1 – 5 Years							
	No Expansion Plans	12 months	24 months	36 months	48 months	60 months	
MCA public service	4	2	2	2	0	4	17
SRMT public service	6	6	1	1	0	3	17
Accommodation	1	0	1	0	0	0	3
Agriculture/Hunting/Fishing/	1	1	0	1	0	0	3
Cannabis							
Retail/Wholesale/Production	5	5	1	0	0	1	12
Construction/Trades	6	0	1	0	0	3	11
Craft & Fine Artist	12	1	3	1	0	2	21
Education	3	1	0	1	0	2	7
Fuel Retail/Wholesale	4	1	3	1	0	0	10
Gaming	1	0	0	0	0	0	1
Hair Care/Esthetic Services	5	0	0	0	0	1	6
Health/Wellness Services	1	3	3	0	0	1	8
Manufacturing	2	0	1	0	0	0	3
Non-profit Community Organization	4	1	3	2	1	0	11
Public Security	0	0	1	0	0	0	1
Tourism/Entertainment/Recreation	5	2	1	3	0	2	13
Restaurant (Food/Beverage Service)	7	4	6	1	0	1	20
Retail	7	2	5	1	0	2	18
Professional/Technical Services	9	2	1	0	0	3	16
Finance/Insurance/Real Estate/Investments	3	0	1	0	0	0	4
Transportation	1	0	1	2	0	0	4
Information/Communication Services	0	0	0	1	0	0	1
Wholesale Products/Warehousing	0	0	1	0	0	0	1
Total employers for each option	73	27	19	7	1	16	
% of employers/149 respondents	48.99%	18.12%	12.75%	4.69%	.006%	10.74%	





Employers' Workforce Needs for Expansions

81 (54%) of 149 employers selected the occupational categories for their forecasted workforce needs due to expansion plans. The percentage represents the number of employers selecting the occupational category divided by the number of employer respondents. For example, 21 (26%) of 81 employers said that they forecast labour needs within management occupations. The top 5 occupational categories that employers foresee needing to operate their expanded business/or organization:

1. Customer Service/Sales
2. Business, Finance, and Administration
3. Management
4. Information Technology & Science
5. Professional Services

*A detailed list of specific jobs that will be required to operate employers' expanded plans is included in Appendix 5.

Occupation Categories for Employer Expansion Plans in Next 5 Years		
Management occupations (Office Manager, Executive Director, Restaurant Manager, etc.)	26%	21
Professional Services (Accountant, Financial Advisor, etc.)	19%	15
Business, Finance, and Administration (Finance Officer, Administrative Assistant, Clerical, etc.)	27%	22
Engineering and Architecture (Civil Engineer, Architectural Designer, etc.)	4%	3
Information Technology and Science (Web Developer, Data Analyst, Environmental Scientist, etc.)	19%	15
Health Support (Personal Support Worker, Nurse's Aide, EMT, etc.)	7%	6
Health Practitioners (Registered nurse, Dentist, etc.)	4%	3
Education (Certified Teacher, Teaching Assistant)	5%	4
Legal (Lawyer, Mediator, Court Worker, etc.)	2%	2
Public Security (Police Officer, Fire Marshal, etc.)	0%	0
Social Services (Social Worker, Child & Youth Worker, Counsellor, etc.)	7%	6
Art and Culture (Communications Professionals, Performing Artist, etc.)	14%	11
Recreation and Sport (Physical Trainer, Sports Coach, etc.)	5%	4
Customer Service/Sales (Sales associate, Customer Service Rep., etc.)	30%	24
Services (Hairstylist, Esthetician, etc.)	4%	3
Trades (Electrician, HVAC technician, Plumber, etc.)	14%	11
Transport and Equipment Operators (Truck Driver, Heavy Equipment Operator, etc.)	5%	4
Agriculture, Forestry, Hunting, Fishing, Natural Resources (Farm workers, Conservation Officers, etc.)	6%	5
Manufacturing and utilities (Production Manager, Public Works Technician, etc.)	2%	2
Other	11%	9
Total	81	





Employers' Anticipated Workforce Training Needs in the Next 5 Years

Employers indicated all anticipated employee training needs in the next 5 years. The percentages are based on total employer responses, as multiple selections were possibly chosen. For example, 45% of 157 employers said that their workforce will need soft skills/people skills training in the next 5 years.

Employee Training Needs in the Next 5 Years		
Soft skills - People skills (effective communication, teamwork, leadership, negotiation, etc.)	45%	70
Management	34%	54
Customer service	37%	58
Administration	24%	37
Marketing	27%	43
Sales	22%	35
Accounting - bookkeeping	17%	27
Human resource management or administration	8%	13
Construction safety	9%	14
Skilled Trades	11%	17
Food preparation & food services	12%	19
Computer/Network Systems	18%	28
Technical Skills	14%	22
None	24%	37
Other	3%	5
Total	157	

Employers Interested in Employee Apprenticeship Training

Employers demonstrated a fair amount of interest in participating in employee apprenticeship training opportunities. Those employers indicating “extremely interested” or “very interested” represent 25% of the total 157 employer respondents.

Employers Interest in Employee Apprenticeship Training Opportunities		
Extremely interested	8%	13
Very interested	17%	26
Somewhat interested	31%	49
Not at all interested	44%	69
Total	157	





PART 4: CONCLUSIONS

The Akwesasne Labour Market Information study 2023 provided an opportunity to gain insights into Akwesasne's labour market environment. Individuals actively participating in Akwesasne's labour market, those currently employed and those currently not employed and actively looking for work, produced data points that illustrate labour supply characteristics and employment situations of the current workforce. Employers shared LMI that illustrates the composition of the current workforce; labour flow to gauge net gain or loss that estimates whether local employment experienced growth in the past year; and forecasts for labour needs and training going forward in the next three to five years.

Reviewing the individual respondent LMI summary data points shows that the majority of 762 employed individuals have longevity in the workforce without interruption for more than five years and possess higher education levels. As well, over one third are employed in the public services sector and over one third are ages 51 and over. Over one third but less than half have an annual income greater than \$50,000. For those employed individuals earning more than \$50,000, 21% reported that their household income does not cover all basic living expenses.

- More than half (54%) of employed individuals have been employed or self-employed for more than 5 years.
- 62% of employed individuals have post-secondary education certificate/diploma and higher education; 3% professional certifications; 5% vocational or trades certifications.
- 30% of employed individuals are employed in business occupations.
- 36% of employed individuals are employed in the public services sector.
- 40% of employed individuals have an annual income over \$50,000.
- 34% of employed individuals are ages 51 and over.
- 21% of employed individuals earning \$50,000 and higher – household income does not cover all basic living expenses.

The unemployment rate measures unemployment and is expressed as a percentage of the total labour force. The labour force is the total number of people who are 15 years of age and over who are either employed or unemployed. The unemployment rate is calculated by dividing the number of unemployed people by the number of people in the labour force.

The estimated unemployment rate of individual respondents decreased from prior studies in 2015-16 and 2018. In 2022, Statistics Canada reported that the average weeks for duration of unemployment was 19.2 weeks (4.8 months), compared to the duration of 3 months or less for the majority of individual respondents not employed and looking for work. Lack of skills training is somewhat recognized as a challenge to securing employment for individuals not employed and looking for work. As well, the majority of this group reported having skilled trades training certifications.





- Estimated unemployment rate of individual respondents - 10.35%.
- Estimated unemployment rate of individual respondents for prior ALMIS studies 2018 (16.71%) and 2015-16 (16.29%).
- 68% of individuals not employed and looking for work had this status for 3 months or less at the time of the survey.
- 30% have post-secondary education or higher education.
- 22% said “lack of skills training” is a challenge preventing them from securing employment.
- 57% indicated holding skilled trade certifications in construction and transportation/heavy equipment.

From the employer perspective, the LMI data gathered provides insights into the composition of Akwesasne’s employers’ workforce; future hiring; and projected skills and training needs. Reviewing employer respondent LMI indicates in the next five to ten years, potentially 19% of the employers’ current workforce will be in retirement mode. Services sector jobs have increased in the last year with employer LMI indicating the most employment growth in areas such as health support and health practitioners as well as sales and customer service sectors.

- 157 Employers reported employing 2,396 full-time employees; 488 part-time employees; 311 term/contract employees; and 116 seasonal employees.
- Almost half of employees (1,706) are between ages of 31-55; 19% (658) aged 56 and over. 61% of cannabis sector employees are between the ages of 21 to 30.
- Employers experienced 324 employee net employment gain in the last 12 months.
- Health support combined with health practitioners (24%) experienced the highest percentage of the total net employment gain in the last 12 months followed by customer service & sales (20%); management (8%); professional services (7%); and business/finance/administration (7%).
- Customer service/sales; business/finance/administration; health support; health practitioners ranked among the top planned hiring in the next 12 months.
- In the next three years, the top planned hiring by employers includes: Management/management support; social services; food & beverage services; health professionals & health support; and information technology.
- The highest training needs indicated by employers for their workforce in the next three years include: Soft skills; customer service & sales; management; marketing; accounting & bookkeeping; and administration.

The ALMIS 2023 gathered LMI to ensure appropriate information is available to support planning for training opportunities and specific initiatives as well as providing access for all community sectors to understand Akwesasne employment patterns and trends. Labour market information is essential to helping organizations, governments, businesses, and individuals respond to the employment developments and supporting sustainable employment growth throughout Akwesasne.

The information provided by the ALMIS 2023 and the two prior studies, particularly in detailed form, is subject to long lags between data gathering, analysis and release. Going forward, it is also important to consistently generate and update labour market information and to increase awareness of LMI and its usefulness. In order to do so, stakeholders may consider developing a labour market strategy that will address the challenge of obtaining timely, meaningful information for the Akwesasne labour market.





PART 5: APPENDICES

Appendix 1: Currently Employed Individuals' Employer Category & Age Group

EMPLOYER CATEGORY	15-20	21-30	31-40	41-50	51-60	61-64	65+	Total
MCA public service	2	17	45	31	38	13	4	150
	1.33%	11.33%	30%	20.67%	25.33%	8.67%	2.67%	
SRMT public service	2	15	22	39	26	4	1	109
	1.83%	13.76%	20.18%	35.78%	23.85%	3.67%	0.92%	
Public Security	0	0	0	4	5	0	0	9
	0%	0%	0%	44.44%	55.56%	0%	0%	
Education	2	12	12	20	23	6	4	79
	2.53%	15.19%	15.19%	25.32%	29.11%	7.59%	5.06%	
Health Services	2	11	18	12	17	2	4	66
	3.03%	16.67%	27.27%	18.18%	25.76%	3.03%	6.06%	
Housing Services	0	2	1	3	4	1	1	12
	0%	16.67%	8.33%	25%	33.33%	8.33%	8.33%	
Accommodation	0	0	0	2	1	0	0	3
	0%	0%	0%	66.67%	33.33%	0%	0%	
Agriculture	0	1	0	1	3	0	0	5
	0%	20%	0%	20%	60%	0%	0%	
Construction	0	2	3	5	6	0	1	17
	0%	11.76%	17.65%	29.41%	35.29%	0%	5.88%	
Cannabis Retail/Wholesale Production	2	10	10	1	0	0	0	23
	8.70%	43.48%	43.48%	4.35%	0%	0%	0%	
Gaming	0	6	8	4	3	1	1	23
	0%	26.09%	34.78%	17.39%	13.04%	4.35%	4.35%	
Retail	1	3	4	7	6	1	0	22
	4.55%	13.64%	18.18%	31.82%	27.27%	4.55%	0%	
Hair care, esthetic services	0	3	1	0	2	0	0	6
	0%	50%	16.67%	0%	33.33%	0%	0%	
Tourism	0	0	0	0	1	0	0	1
	0%	0%	0%	0%	100%	0%	0%	
Craft & Fine Artist (basketmaking, beadwork, painting, etc.)	0	5	5	4	3	0	1	18
	0%	27.78%	27.78%	22.22%	16.67%	0%	5.56%	
Fuel Retail/Wholesale	0	0	1	2	1	0	1	5
	0%	0%	20%	40%	20%	0%	20%	
Restaurant (Food/Beverage Service)	6	7	4	2	4	1	0	24
	25%	29.17%	16.67%	8.33%	16.67%	4.17%	0%	

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EMPLOYER CATEGORY	15-20	21-30	31-40	41-50	51-60	61-64	65+	Total
Manufacturing	0	2	4	3	6	0	0	15
	0%	13.33%	26.67%	20%	40%	0%	0%	
Professional Services	1	2	2	10	5	3	2	25
	4%	8%	8%	40%	20%	12%	8%	
Non-profit Community Organization	7	12	9	11	5	3	1	48
	14.58%	25%	18.75%	22.92%	10.42%	6.25%	2.08%	660





Appendix 2: Currently Employed Individuals' Occupation

EMPLOYED INDIVIDUALS' CURRENT OCCUPATION					
		% of Total	Science		% of Total
Social Sciences					
Social worker	41		Biologist	1	
Counselor	12			1	0.10%
Therapist/psychologist	3				
Community Government	1				
Economist	9				
Criminology	1				
Community health	10				
	77	10.60%	Manager	53	
Health			Advertising/marketing	2	
Nurse	17		Program director/coordinator	30	
Personal support worker	17		Financial services	19	
Health professional	13			221	30.40%
Health-medical administration	5				
	52	7.20%	Technology		
			Computer technology	9	
Law/Public Safety			Specialist technician	7	
Police officer	7			16	2.20%
Lawyer/legal aide	8				
Law clerk	7				
Public safety/Security	13		Trades		
	35	4.80%	Electrician	4	
Esthetics			Labourer	9	
Hairstylist/barber	6				
Make-up artist	1		Carpentry, landscaping	31	
	7	1.00%		44	6.10%
Humanities					
Communications	6		Self-employed		
Environment	3		Business owner	20	
Historical researcher	2				
	11	1.50%			
Artists/Artisans/Crafts					
Beaders/quillwork/basket makers	9		Cannabis		
Artists	2		Budtender	11	
Fashion/ribbon outfit making	4		Manager	2	
Graphic design	2		Administration	1	
Photography/videography/film	1			14	1.90%
Other	1				
	19	2.60%	Food & Beverage Service		
			Waitress/server/bartender/hostess	13	
			Food prep/cook/caterer	10	
				23	3.20%
Education			Customer service		
Teacher	35		Customer service rep.	4	
Teacher aide	6		Cashier	9	
Early childhood educator	6				
Education programming/coordinating	28		Retail/manufacturing	16	
Education administration	14			29	4.00%
	89	12.30%	Hospitality/Gaming		
Government	5	0.70%	Housekeeping	6	
	5		Gaming	10	
			Maintenance	30	
				46	6.30%
			Transportation	13	1.80%
			Agriculture	4	0.60%
				Total	726





Appendix 3: Employers Planned Positions to Hire in the Next 1 to 3 Years

*Not all employers specified the number of positions; no number was specified at least “1”.

Employers Planned Positions Hiring in Next 1 - 3 Years				
Accountant	3	Hairdresser	1	Procurement Specialists
Administrative Assistant	2	Health - Patient Navigator	1	Program Manager - Social Services
Administrator	1	Housing - Home Inspector	1	Public Security - Human Trafficking
Food & Beverage - Assistant Cook	2	Housing - Housing Advocate	1	Public Security - Police patrol
Cannabis	4	Housing - Housing Caretakers	1	Public services - Community Coordinator
Cashier	5	Housing - Housing Navigator (2)	2	Retail - Customer Service
Emergency Medical Technician	4	Housing - Outdoor maintenance	1	Retail - Customer service rep
Automotive - Mechanic	1	Human Resources - HR Generalist	1	Retail - Inventory Specialist
Budtender	4	Information Tech. - Clerk	1	Sales - Booth renter
Carpentry - Fine Woodworking	1	Information Tech. - Junior IT Specialist	1	Sales - Customer Service Representative
Cashier	5	Information Tech. - Social media marketing	1	Sales - Sales, Sewing/Math skills
Construction - Apprentice	1	Information Tech. - Systems Navigator (3)	3	Social Services - Case Managers
Construction - Carpenter	1	Information Tech. - Technician	3	Social Services - Behavior Consultants (1+)
Construction - labourer	1	Information Tech. - Web design	1	Social Services - case manager
Construction - truck driver	1	Information Tech. - Graphic Designer	1	Social Services - Childrens Case Managers
Contractors: tech, finance, marketing, sales, art	5	Insurance - Insurance Agent	1	Social Services - counselors
Esthetics - Eyelash Technician	2	Management	6	Social Services - Elder Abuse Prevention Coordinator
Facilities - Arena Coordinator	1	Management - Associate Director	1	Social Services - Home Delivery Driver
Facilities - Arena Maintenance	1	Management - Business Manager	1	Social Services - Social and Community Services Specialist
Facilities - Groundskeeper	1	Management - Director	1	Tea tender
Facilities - Maintenance Worker	1	Management - Director of Operations	1	Education - Teacher
Finance - Financial Specialist	1	Management - Director of Training	1	Traditional Knowledge holders
Finance - Loans Officer	2	Management - Executive Director	1	Trainer
Food & Beverage - Assistant Cook	1	Management - Office manager	1	Transportation - Licensed driver
Food & Beverage - Cafe worker	1	Management - Office manager/bookkeeper	1	Tree Feller
Food & Beverage - Chef	1	Management - Program Manager	1	
Food & Beverage - Cook	1	Management - Program manager	1	
Food & Beverage - Food service	1	Management - Program support	1	
Food & Beverage - Treat maker	1	Management - Social/Community Services Manager	1	
Food & Beverage -Food service	1	Management Support - Assistant	1	
Food Services - Servers	1	Management Support - Executive Assistant	2	
Government - Akwesasne Representative	1			
Government - Akwesasne Supervisor for Reps	1			





Appendix 4: Employers' Job-Specific Training Needs in the Next 1 to 3 Years

*Not all employers specified the number of positions; no number was specified at least “1”.

Employers' Job-Specific Training Needed by Workforce in Next 1 - 3 Years				
Accounting	2	Esthetics - Eyelash technicians	1	Housing - caretakers 3
Accounting - Bookkeeper	3	Esthetics - Facial & Body	1	Housing - Home Inspector 2
Accounting - clerk	1	Facilities - Arena Management	2	Housing - maintenance 1
Administration - assistant	1	Facilities - building maintenance	1	IT - Archival Software Training 1
Administration - Clerk	1	Facilities - Caretaker	1	IT - Digital Marketing 1
Administration - contracts officer	1	Facilities - Custodians	1	IT - Socia media 1
Administration - Research analyst	1	Facilities - Groundskeeper	1	IT - social media/content writer 1
Automotive - mechanic	1	Facilities - maintenance	2	Legal/Justice - Legislative Drafter 1
Cannabis - all training	1	Facilities - Security training	1	Management 2
Cannabis - Budtender	2	Finance - Finance clerk	1	Marketing 3
Cannabis - Cultivator	1	Finance - Loans officer	2	Marketing - advertising graphic artist 1
Construction - Carpenters	1	Food & Beverage - cooks	2	Professional/Technical Services - Photographer 1
Construction - electrical safety	1	Food & Beverage - Food safety	1	Public Safety - Police training 1
Construction - Electrician	1	Food & Beverage - Food truck management	1	Public Service - Wastewater manager 1
Construction - health & safety officer	1	Food & Beverage - health & safety	1	Public Service - Water wastewater operator 1
Construction - Heavy equipment operator	1	Food & Beverage - Line cook	2	Retail - cashiers 1
Construction - Labourer	1	Fuel Retail/Wholesale - Gas attendant	1	Retail - customer service 4
Construction - Safety, OSHA	1	Fuel Retail/Wholesale - Tank inspectors	1	Retail - Sales 1
Construction - Trades Instructors/Trainers	1	Fuel Retail/wholesale Marina attendants	1	Sales 1
Construction - workers	1	Health - Dietary aides	1	Social Services - Addiction specialist 1
Construction - Working at heights	1	Health - Falls prevention	1	Social Services - Case management 1
Construction - Workplace safety	2	Health - Health services	1	
Craft/Fine Artist - Leather Crafter	1	Health - Healthy Living Facilitator	1	
Culinary - Chef	2	Health - Nurses	2	
Entertainment - Film production	1	Health - Personal Support Worker	1	
		Health support - EMT	1	





Appendix 5: Forecasted Workforce Needs for Planned Expansion Next 5 Years

* Not all employers specified quantity, at least 1 per job listed.

Employers' Job-Specific Training Needed by Workforce in Next 1 - 3 Years				
Accounting	2	Esthetics - Eyelash technicians	1	Housing - caretakers 3
Accounting - Bookkeeper	3	Esthetics - Facial & Body	1	Housing - Home Inspector 2
Accounting - clerk	1	Facilities - Arena Management	2	Housing - maintenance 1
Administration - assistant	1	Facilities - building maintenance	1	IT - Archival Software Training 1
Administration - Clerk	1	Facilities - Caretaker	1	IT - Digital Marketing 1
Administration - contracts officer	1	Facilities - Custodians	1	IT - Socia media 1
Administration - Research analyst	1	Facilities - Groundskeeper	1	IT - social media/content writer 1
Automotive - mechanic	1	Facilities - maintenance	2	Legal/Justice - Legislative Drafter 1
Cannabis - all training	1	Facilities - Security training	1	Management 2
Cannabis - Budtender	2	Finance - Finance clerk	1	Marketing 3
Cannabis - Cultivator	1	Finance - Loans officer	2	Marketing - advertising graphic artist 1
Construction - Carpenters	1	Food & Beverage - cooks	2	Professional/Technical Services - Photographer 1
Construction - electrical safety	1	Food & Beverage - Food safety	1	Public Safety - Police training 1
Construction - Electrician	1	Food & Beverage - Food truck management	1	Public Service - Wastewater manager 1
Construction - health & safety officer	1	Food & Beverage - health & safety	1	Public Service - Water wastewater operator 1
Construction - Heavy equipment operator	1	Food & Beverage - Line cook	2	Retail - cashiers 1
Construction - Labourer	1	Fuel Retail/Wholesale - Gas attendant	1	Retail - customer service 4
Construction - Safety, OSHA	1	Fuel Retail/Wholesale - Tank inspectors	1	Retail - Sales 1
Construction - Trades Instructors/Trainers	1	Fuel Retail/wholesale Marina attendants	1	Sales 1
Construction - workers	1	Health - Dietary aides	1	Social Services - Addiction specialist 1
Construction - Working at heights	1	Health - Falls prevention	1	Social Services - Case management 1
Construction - Workplace safety	2	Health - Health services	1	
Craft/Fine Artist - Leather Crafter	1	Health - Healthy Living Facilitator	1	
Culinary - Chef	2	Health - Nurses	2	
Entertainment - Film production	1	Health - Personal Support Worker	1	
		Health support - EMT	1	

Continued





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Employers - Workforce Needed to Operate Planned Expansion in Next 5 Years			
Environmental Planner	1	Maintenance - Head Caretakers	1
Environmental Specialist	1	Maintenance and Tenant Manager	1
Esthetics Eyelash Technicians	2	Maintenance Worker	1
Facilities Security Officer	2	Management - Director of Operations	1
Facilities Water wastewater Operator	1	Management - General Manager	
Finance - Finance Analyst	1	Management - General manager	2
Food & Beverage - Cafe Worker	1	Management - Grants manager	1
Food & Beverage - Chef	1	Manager	7
Food & Beverage - Cooks	3	Manager 0 Office Manager	1
Food & beverage - culinary Chef	1	Management - Program Managers	3
Food & Beverage - Food Prep	1	Management - Project Manager	1
Food & Beverage - Servers	1	Management Support - Senior Program Officer	1
Food & Beverage - Tea tender	1	Management Support - Supervisor	
Food & Beverage - Servers	1	Management Support - Supervisor	2
Fuel - Retail/Wholesale Gas attendants	1	Management Support - Special Projects Officer	1





Appendix 6: Awareness of Local Programs & Services

Individuals and employers indicated their awareness of local programs and services. The percentage means the number of times employer respondents selected the program or service divided by the total number (157) of employers. For example, 188 (21%) of 904 individuals selected awareness of “Purchase of Training” program.

ACESS Programs

Individual Awareness – ACESS Programs		
Purchase of Training	21%	188
Job Opportunity	54%	484
Job Creation	26%	231
Self-Employment Assistance (SEA)	19%	173
Local Projects	18%	160
Interns & Apprentices	30%	266
Pre-Employment Assistance	29%	260
Summer Employment Experience Development (SEED)	56%	509
Best Matches	24%	219
College Prep & Life Skills	41%	375
Youth Workshops/Community Workshops	31%	279
None of the above	22%	195
	Total	904

Employer Awareness - ACESS Programs		
Purchase of Training	24%	38
Job Opportunity	43%	68
Job Creation	27%	43
Self-Employment Assistance (SEA)	21%	33
Local Projects	17%	27
Interns & Apprentices	33%	52
Career Exploration	27%	42
Job Finding Club	30%	47
Pre-Employment Assistance	32%	51
Community Workshops	29%	45
Summer Employment Experience Development (SEED)	61%	96
Best Matches	25%	39
College Preparation & Life Skills	27%	42
Youth Workshops	16%	25
None of the above	21%	33
	Total	157





ACESS Services

Individual Awareness – ACESS Services			
Career Action Plan/Career Advising	40%	360	
Virtual Reality (VR) Lab	10%	91	
Tutoring Services	29%	265	
Post-Secondary Support (Funding)	52%	472	
Job Referrals	31%	281	
Safety Training	39%	351	
Employment Supports	33%	298	
Job Fairs - Employers	45%	432	
None of the above	23%	211	
	Total	904	

Employer Awareness - ACESS Services			
Career Action Plan (CAP)	22%	35	
Career Advising	29%	46	
Virtual Reality (VR) Lab	9%	14	
Tutoring Services	29%	45	
Post-Secondary Support (PSS)	36%	56	
Job Referrals	38%	60	
Safety Training	41%	65	
Employment Supports	35%	55	
Job Fairs	54%	84	
None of the above	25%	39	
	Total	157	





SRMT Economic Development Programs & Services

Individual – Awareness of SRMT Economic Development Programs & Services		
Workforce Development	27%	166
Small Business Development	40%	244
Community Economic Development	27%	166
Economic Diversity	13%	80
None of the above	51%	313
	Total	616

Employer - Awareness of SRMT Economic Development Programs & Services		
Workforce Development	35%	55
Small Business Development	48%	76
Community Economic Development	32%	51
Economic Diversity	13%	20
None of the above	41%	65
	Total	157





MCA Economic Development Programs & Services

Individual – Awareness of MCA Econ. Development Programs & Services		
Program Training/Partnerships	26%	167
Community-Related Projects	20%	126
Economic Development Fund Program	29%	186
Aboriginal Business Canada	14%	92
Resource Access Negotiations	5%	34
Community Grants Program	22%	137
Opportunity Funds	10%	64
Peace Tree Mall	55%	348
A'nowara'ko:wa Arena	60%	383
Thompson Island Cultural Camp	54%	342
Akwasasne Skate Park	52%	333
None of the above	25%	158
	Total	637

Employer – Awareness MCA Econ. Development Programs & Services		
Program Training/Partnerships	25%	40
Community Related Projects	20%	31
Economic Development Fund Program	39%	62
Aboriginal Business Canada	13%	21
Resource Access Negotiations	6%	9
Community Grants Program	31%	49
Opportunity Funds	8%	13
Peace Tree Mall	62%	97
A'nowara'ko:wa Arena	61%	95
Thompson Cultural Camp	45%	71
Thompson Island Cultural Camp	50%	79
Akwasasne Skate Park	55%	87
None of the above	18%	28
	Total	157





*Nia:wen for your participation,
from the ACESS Staff*





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