



## BACKGROUND

### WHY ABORIGINAL PEOPLE LEAVE THEIR JOB

Aboriginal unemployment issues in Canada are complex. As part of its mandate, the Aboriginal Human Resource Development Council of Canada (AHRDCC) helps human resource practitioners, career counsellors, employers, trainers, members of the Aboriginal community facilitate understanding and opportunities to break down barriers to advance an Aboriginal labour force in Canada.

The council is now testing an Aboriginal employee satisfaction survey through its partnership network that will help Canadians better understand how Aboriginal people currently view the workplace with regard to retention and advancement issues. Plans to launch the survey and release its findings are scheduled for 2007/2008.

Following is a summary of unsubstantiated findings that the council has summarized on Aboriginal workforce retention issues with regard to training, working environment and management.

#### Training and Advancement

- Training is not relevant to the position.
- Limited course material available.
- Denied access to training -- supervisor deemed it not appropriate to work being performed.
- Lack of training funds.
- Training is not a priority.
- Supervisor was too busy to train.
- Supervisor was threatened when employees received training so no training was provided.

#### Work Environment

- Stress in the workplace due to the unprofessional nature of the organization, and staff.
- No willingness to maintain a team.
- Inadequate support systems, development systems, unfair practices.
- Lack of motivation to advance an Aboriginal workforce.
- Not professional.
- Racism.
- Lack of women, especially in management positions.
- Too many hours and not enough allocated to spend time with family.
- Office politics.

#### On Management

- No rules, structure or follow-up.
- Problems with the supervisor.
- Management style incompatible with desirable method to be supervised.
- Feel like the token Aboriginal.
- Not able to advocate for Aboriginal issues or colleagues.
- Asked to take a salary cut.
- Not given proper direction, clarification or support on various projects.
- Poor management style - lack of one on one support.
- Inadequate support systems, development systems, unfair practices.

**UNLOCKING ABORIGINAL POTENTIAL IN THE WORKFORCE...**  
National Aboriginal Recruitment, Retention & Advancement Conference



ABORIGINAL HUMAN RESOURCE DEVELOPMENT COUNCIL OF CANADA  
CONSEIL POUR LE DÉVELOPPEMENT DES RESSOURCES HUMAINES AUTOCHONES DU CANADA

Canada's leading innovators in Aboriginal recruitment, retention and advancement