

SERIES 05: THE MODERN TREATY CAREER GUIDE

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BEFORE YOU WATCH THIS SERIES....



How do I want to be involved in modern treaties?



What do I want to know about careers related to modern treaties? What questions do I have for people who have modern treaty careers?

UNDERSTANDING OUR TREATIES

MODERN TREATY CAREER IDEAS

LOOKING FOR A JOB?

Whether you're interested in being on the land, doing office work or entering political life, there's probably a job for you in your modern treaty organization.

In the past, there were often few jobs in Indigenous communities, and many people had to leave home for work. Today, modern treaty organizations and the businesses they control or partner with are creating long-term jobs that pay well.



The opportunity that's there, for example, from when the agreements first came into effect to today, and the success rate and the growth of those that are graduating from high school, the Indigenous youth, it's a huge shift.

STEPHEN MILLS

Citizen of Vuntut Gwitchin First Nation, Yukon
Deputy Minister, Government of Yukon

Implementing a self-government agreement just increases the opportunities that Indigenous youth have to work in their own communities in some field of expertise. If you want to be the person who designs a school curriculum, you'll be able to do that in your community instead of having to live in Yellowknife or Whitehorse, or some other capital city of a province or territory to do that at the territorial level, once you have a self-government agreement implemented.

There's also going to be changes and increase in the amount of work and the expertise needed in areas like financial management, information technology, and just generally, data control and records keeping. There's also going to be more skill and people needed for things like managing programs and managing a government. You're going to need people to run your whole government, but you're going to need people to run the different departments. You might have a housing department, an education department, health and social services department. You're going to need people with the ability to manage that whole bureaucracy, and then you're going to need people with skills in those specific program areas, so that you can design and deliver those programs effectively.

DANIEL T'SELEIE

K'ahsho Got'ine from Fort Good Hope, Northwest Territories
Negotiator, K'ahsho Got'ine Self-Government Negotiations, Fort Good Hope, Northwest Territories

ARE YOU INTERESTED IN WORKING WITH YOUR HANDS?

Consider a career in construction, or mine work.

e.g. helper, carpenter, business owner, driver, labourer, cleaner, food services, manager, small business contractor

DO YOU LIKE SCIENCE AND BEING ON THE LAND?

Every modern treaty needs people in land, water and renewable resource jobs.

e.g. Biologist, Regulatory Coordinator, Policy Advisor, Technical Advisor, Manager, Executive Director

DO YOU LIKE COMPUTERS?

Every modern treaty organization employs people to manage their computer networks and manage their data.

e.g. Data Governance, Computer Network Management

ARE YOU A NUMBERS PERSON?

Consider a job in the Finance Department.

e.g. Payroll Clerk, Accounts Payable and Receivable Clerk, Finance Manager, Chief Financial Officer



You could also be working with a particular environmental consulting company. You could be cleaning up contaminated sites. You could be working for a mining company, ensuring that sites aren't contaminated.

STEPHEN MILLS

Citizen of Vuntut Gwitchin First Nation, Yukon
Deputy Minister, Government of Yukon

You could make application for job opportunities within our community. Many of the job opportunities that our First Nations put out there, we'll look at developing mentorship programs for young people to be streamed maybe in fish and wildlife, maybe it's environmental management, maybe it's fiscal management. Whatever the case, their interest may be.

We do have those type of needs within all of our First Nations. And we do want to help people be streamed and deliberately set on a path to achieve their own goals but also meet the goals of the community.

ED SCHULTZ

Citizen of Little Salmon/Carmacks First Nation, Yukon
Senior Analyst, Natural Resources and Environment, Council of Yukon First Nations

(Involved in implementing the Yukon Umbrella Final Agreement)





INTERESTED IN STARTING YOUR OWN BUSINESS?

Look around you - what is needed in your community or region? Your modern treaty development corporation can help you put together a business plan and get going.

e.g. Cleaning services; food services (restaurant, café, catering, groceries); financial services (accounting for small businesses); medical supplies; transportation (taxi, air, auto, ATV and snow machine rentals); tourism (guiding, tours, local products)

ARE YOU A NATURAL LEADER, PASSIONATE ABOUT THE FUTURE OF YOUR PEOPLE?

Maybe a career in politics or implementation of your modern treaty is the right fit for you.

e.g. Chief, Council member, implementation work

I think when you do dive into implementation, and if that is a career path that you go down, the benefits of the way you feel about helping your nation and being part of being in the trenches and making sure that the agreements are being followed, it's a feeling that I can't even explain. Just knowing that you play an important role, just as important as the ones who signed the agreement 20 years ago, or the ones who were fighting for the negotiations. If you're working in implementation, you are just as important as them back in the day. And it's just a feeling of empowerment. And I think empowerment is better than the traveling, and better than the financials. It upholds you, you uphold yourself, and you just know that you're doing right.

SHEENA JOHNS

Citizen of Carcross/Tagish First Nation, Yukon
Acting Director of Governance, Carcross/Tagish First Nation, Yukon
Participant, 2020 National Treaty Simulation

There is a lot of work in this area. It's one that you can really customize to your own interest. And I think that it has an impact and it makes a difference for your citizens. So, if you really want to feel like you're contributing, that you're making a difference to your community, it's definitely been a career that I have felt that. I understand that there is an impact and there is a result.

ROBIN BRADASCH

Citizen of Kluane First Nation, Yukon
Negotiator, Kluane First Nation Final Agreement, Yukon
Director of Governance, Crown-Indigenous Relations and Northern Affairs

WHATEVER YOU DECIDE TO DO, THERE IS SUPPORT AVAILABLE!

The cool thing about being in this, working for your own First Nation or sort of thing, is chances are, if you show a little bit of interest and a little bit of aptitude, your First Nation is going to throw their full support behind you, and they'll help you get to where you want go. And they really have a lot of faith in their young people. And that's what happened to me.

My First Nation took a chance on me. They saw a little bit of potential and they put their faith in me.

ROBIN BRADASCH

Citizen of Kluane First Nation, Yukon
Negotiator, Kluane First Nation Final Agreement, Yukon
Director of Governance, Crown-Indigenous Relations and Northern Affairs

TUNE INTO THE NEXT EPISODE TO START DISCOVERING THE RIGHT MODERN TREATY CAREER FOR YOU!

UNDERSTANDING OUR TREATIES

FINDING A MODERN TREATY CAREER

Wanting a job is one thing, but getting that job is another, right?

In this episode, we will look at some steps you can take to find the right modern treaty career for you.



You can be a social worker and a negotiator, or you can be a geologist and a negotiator, or whatever. So, there's just so many ways and crossovers of different professions. So, it's choosing that path that really interests you and what, for you, is the highest level of success.

And for some it'll be challenging, you might have to only work at it on a year-by-year. If the challenge is going to school, if the challenge is in your home, how do you develop the safety and the support around you?

You might not be able to cast out two or three years, but you might be able to come up with a plan that will get you through one year at a time, initially. Without a doubt, as you start to get those successes, you're going to start to dream bigger or envision bigger and set bigger goals.

STEPHEN MILLS

Citizen of Vuntut Gwitchin First Nation, Yukon
Deputy Minister, Government of Yukon

How do you choose a path that is right for you? Here are four steps you can start taking today to help get started...

1 WORK HARD AT SCHOOL

Put in the time and work to get good marks so you will have more career options.



2 VISIT YOUR MODERN TREATY OFFICE AND ASK FOR A TOUR

Tell them you are interested in working there. Ask to set up a time for someone to answer your questions and provide advice.



3 ATTEND MODERN TREATY ORGANIZATION MEETINGS

Find out what is going on in your community.

I know there's so many smart people my age and younger who, if they just had a little bit more knowledge, I know it would take them further, I know it would create careers for them. And everyone that I work with is older and more experienced, but who's going to take after? Nobody can work forever, they're going to retire. We need people, our own people, to understand this stuff so that they can be working in those offices and keep our agreements alive and true.

SHEENA JOHNS

Citizen of Carcross/Tagish First Nation
Acting Director of Governance, Carcross/Tagish First Nation
Participant, 2020 National Treaty Simulation

4 LOOK INTO EDUCATION OPTIONS

If you need university or college to get the job you want, ask for help to find the right place, and apply.

It might take a while to find the right fit, so be prepared to visit and talk to people multiple times, especially at your modern treaty office.



It's really just a matter of putting yourself out there a little bit and saying, "I really want to do this. How can I get involved?" And the chances are, you are going to find people who will support you. I've had young people come to me and just start asking questions, and I spend a lot of time with them. That's something that I'm really passionate about.

I know a lot of other people that are also passionate about that and have a ton of time for young people. So really, it's just put yourself out there a little bit and the chances are you'll receive a lot more than you anticipate.

ROBIN BRADASCH

Citizen of Kluane First Nation, Yukon
Negotiator, Kluane First Nation Final Agreement, Yukon
Director of Governance, Crown-Indigenous Relations and Northern Affairs

There may be someone older than you, someone you respect, who can help you find the right path. Having a mentor to encourage and guide you can be a huge help.

I think mentorship is an effective tool and can be used in many ways.

For myself, when I came to hunting and learning more about my own culture, my first mentor was Stanley Njootli, Sr. And he taught me what were things that I always felt like I was missing. And so, he was my mentor. I had with uncles in Old Crow and others, the same. They were mentors to me, because they were safe places for me to learn from.

In many cases, the mentorship, it's not a formal arrangement, but it's you looking for those people that you really value their input. And you're also safe in that you don't need to take their input.

When youth, or others, are able to develop that relationship with someone who becomes your mentor, that's a very different feeling. I never thought that Stan Njootli was my mentor all the time I was carrying, packing caribou on the Dempster Highway. But I know to this day how valuable he was to who I am today.

STEPHEN MILLS

Citizen of Vuntut Gwitchin First Nation, Yukon
Deputy Minister, Government of Yukon



A number of First Nations are now starting mentoring programs, like Little Salmon/Carmacks has a mentor program with their Implementation Director, and she's mentoring somebody to eventually replace her at that spot. She's been there for, I don't want to say how long, I might get in trouble, but she's been there for a long time. She is this crazy wealth of knowledge, that she has, that she carries, that she is willing to mentor someone, which is an amazing opportunity. Situations like that, I think, need to be developed and youth should push for them. Carcross is doing a similar thing with their Implementation Office, where there's somebody mentoring somebody, a youth, to take over for her. It's an amazing situation to see.

SHELBY BLACKJACK

Citizen of Little Salmon/Carmacks First Nation, Yukon
Manager, Implementation, Government of Yukon





Make your plan and do what you need to do to get the job you want.

From cleaning and maintaining buildings to running for political office, you can find a career that is right for you, and you can find the support you need.

If a young person shows any kind of interest or aptitude, the likelihood is they're going to be able to find a career out of it. I mean, they're going to be able to find the support in their community. They're going to find support to be able to pursue post-secondary education. They're going to find support to get the experience they need to be able to move forward.

I mean, we are all, and not just First Nations, like First Nations, territorial government, federal government, are all looking for young Indigenous people to fill positions. There's no shortage. So really, it's a matter of picking that area that you're interested in and pursuing the education and the experience you need. Like I said, any young person I've seen that's even shown like an inkling of interest, your First Nation's going to shower you with opportunity really.

ROBIN BRADASCH

Citizen of Kluane First Nation, Yukon
Negotiator, Kluane First Nation Final Agreement, Yukon
Director of Governance, Crown-Indigenous Relations and Northern Affairs

If things don't exist for involving yourself in your government, make them happen. Create your own streams, create your own learning experiences, create your own mentorships. We are relatively new governments. If you come up with an idea that works for linking the youth with government today, your chief and council will more than likely be behind it.

SHELBY BLACKJACK

Citizen of Little Salmon/Carmacks First Nation, Yukon
Manager, Implementation, Government of Yukon

**IF YOU THINK YOU MIGHT NOT BE THE RIGHT PERSON FOR A MODERN TREATY JOB, THINK AGAIN!
THERE IS A CAREER FOR YOU.**

If you're a young person and even if you're not certain what it is you want to do, you don't have to be. Just what are you interested in right now? What is it you are passionate about? What is it that really gets your heart going and puts that fire in your belly? That's where you go to your First Nation and say, "Hey, can I be involved with that? I really have an interest." And by getting involved with that, and more than likely, and in all likelihood, they will find a way to help make sure you're involved. And from that experience, you'll either continue in that path or it will help your evolution of thinking to another track that you never even thought of or considered before.

ED SCHULTZ

Citizen of Little Salmon/Carmacks First Nation, Yukon
Senior Analyst, Natural Resources and Environment, Council of Yukon First Nations
(Involved in implementing the Yukon Umbrella Final Agreement)

Our young people have to be fearless, they have to be educated, they have to be resourceful, and they have to move forward. They have to take the reins of power and move forward.

ETHEL BLONDIN ANDREW

Beneficiary of the Sahtu Dene and Métis Comprehensive Land Claim Agreement
Former Chair, Sahtu Secretariat Inc.
(Involved in implementing the Sahtu Dene and Métis Land Claim Settlement Act)

THERE COULD BE A JOB WAITING FOR YOU AT YOUR MODERN TREATY ORGANIZATION, BUT IT IS UP TO YOU TO TAKE THAT FIRST STEP. GET STARTED TODAY!