

npower canada

LAUNCHING TECH CAREERS.
TRANSFORMING LIVES.



Indigenous Youth Tech Career Pathways (IYTCP)

NPower Canada launches under-served young adults into meaningful and sustainable careers in the Information and Communication Technology (ICT) field. The Indigenous Youth Tech Career Pathways (IYTCP) program provides Indigenous young adults (18-29 years old) with enhanced wraparound services and Elder-led counselling to support their successful completion of the NPower Canada program and their transition into meaningful employment in the tech sector.

NPower Canada is committed to serving young adults belonging to communities underrepresented in the tech sector and facing systemic barriers to employment. We partnered with Indigenous community leaders and stakeholders to co-design more inclusive programming for Indigenous youth interested in exploring and pursuing tech careers.

One week prior to their starting the full 15-week *Junior IT Analyst* training program in May, NPower Canada, in collaboration with Elders and community partners, will provide Indigenous enrollees with four days of enhanced, culturally relevant wraparound supports including:

- Virtual ceremony, opening prayers and sharing circles
- Career and personal exploration activities
- Life skills coaching

“Not very often we see projects like this honouring Indigenous youth and it makes all of us feel even more proud we’re on a successful path.”

- Junior IT Analyst Program Participant, Calgary


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"I am excited and happy that I'm learning lots and I'm happy that I'm becoming someone my nieces and nephews can look upto."

- Junior IT Analyst Program Participant, Calgary

IYTCP Program

NPower Canada's Indigenous Youth Tech Career Pathways (IYTCP) Advisory Council, is comprised of Indigenous youth, Elders and service provider representatives who partnered to co-create this enhanced level of programming specifically for Indigenous youth.

This pre-training program is delivered exclusively for Indigenous youth who are referred by community partners. It has been designed to support them with their successful completion of the *Junior IT Analyst* training program and subsequent transition into meaningful employment.

Once enrolled in the full 15-week skills training program, youth will continue to receive counselling and guidance from Elders, along with maintaining their connections to services provided by referral partners.

Upon completing the program and securing employment, Indigenous NPower Canada graduates will become mentors for the next cohort of IYTCP program participants, providing peer mentoring to new groups of Indigenous youth as they begin their tech career journeys.

A similar program for Indigenous youth is currently underway in NPower Canada's Calgary location in partnership with the community organization Miskanawah.

Throughout the program, Indigenous participants will receive:

- Ongoing guidance and counselling from Elders
- Laptops for youth who lack home computer access; loaned during program and gifted to youth upon graduation from training
- Online grocery gift cards for youth lacking access to food
- Continued wraparound supports from referring agencies

This initiative is overseen by **Mitch Gegwetch, the IYTCP Project Manager** who is also an Indigenous graduate of the NPower Canada program.

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This program is delivered in collaboration with:



Indigenous Friends



NCFST