



Topic: Obtaining a Diversified Workforce/Recruiting Underrepresented Groups

Sometimes, there is such an immediate need for workings in the labour market that inclusive hiring practices are ignored, and individuals are faced with unnecessary barriers to employment. How can New Brunswick harness the skills, interests and capabilities of underrepresented groups when building the economy?

Some topics to explore and information to gather that could help solve this challenge are:

- Several groups including women, youth, people with disabilities, Indigenous people and some racialized groups remain underrepresented in the labour force.
- COVID-19 has disproportionately impacted some underrepresented groups, due to higher job loss or greater health impacts, drawing our attention to the importance of an equitable recovery.
- For employers, inclusive talent acquisition practices can open more avenues to finding a great match.
- Inclusive education and training opportunities, as well as programming led by community organizations, can foster relevant skills and bridge gaps to ensure greater representation and retention of these groups in the labour force.
- How employers, community organizations, and others commit to inclusive practices and supports are in place to address barriers and bridge gaps that discourage people from underrepresented groups from employment and labour market attachment.

