



Navigating Two Worlds: Paths to Indigenous Career Success

This literature review examines research related to the experiences of the school-to-work transition for Indigenous students.



CHALLENGES FACED

Cultural Isolation

- Legacy of colonization
- Difficulty relating to dominant society

Power Imbalance

- Racism – Individual and structural
- Power – Access is limited

Legacy of Trauma

- Intergenerational Trauma
- Impact of Residential Schools

Navigating Two Worlds

- Walking in both worlds confidently
- Giving back to communities



NAVIGATING TWO WORLDS



INDIGENOUS STRENGTHS

Cultural Integrity

- Embrace connection with culture
- Strength in culture and community

Connection & Relationships

- Family, friends, and community help
- Supportive and encouraging mentors

Wholistic Approach

- Recognize gifts and maintain balance
- Mental, spiritual, emotional, physical



SUPPORTING SUCCESS

Culturally Responsive

- Educate history of Indigenous people
- Anti-racism, inter-cultural competency

Strength-Based

- Approach to build on unique gifts
- Culturally competent approach

Encourage Mentorship

- Mentorship and role-model opportunities
- Indigenous-led programming

Career Development

- Career counsellors and advisors
- Transition support for employment

KEY TAKEAWAYS



Enhance pathways to Indigenous educational and career success through strengths like cultural integrity, wholistic approaches, and rooted in connection/relationships.



Approaches to supporting Indigenous students must be culturally responsive, strength-based, encouraging mentorship and career development.

