

Chapter 1, “Contextualization,” highlights demographic information and statistics regarding the Inuit of Canada, primarily in the Nunavik region. By including information on the political context, demography, education, and labour market in the northern and southern regions of Quebec, the text invites readers to understand the vast employment challenges experienced by Inuit Peoples of these regions. Furthermore, this chapter highlights 10 characteristics of Inuit culture: cultural authenticity, survival, oral tradition, family, community, closeness to land, relationship to time, work and career, observation, and experimentation. This section lays the foundation for the information shared in subsequent chapters, helping readers learn the important values of Inuit culture and barriers to finding and maintaining long-term employment.

Chapter 2, “Challenges Encountered by Clients,” describes the employment challenges for many Inuit clients. This chapter provides a brief overview of 12 major challenges such as poverty, addiction, lack of motivation, violence and abuse, and disabilities. Accompanying each challenge is a description, suggested strategies, and sample interventions, such as the Igloo of Life to Foster Personal Development. While the format of the chapter is straightforward, the inclusion of Figure 3, Maslow’s Hierarchy of Needs from Western and Aboriginal Perspectives, may cause confusion since the text does not discuss its relevance. Nonetheless, the inclusion of specific external resources allows readers to expand their knowledge base if they deem this guide relevant to their practice.

Chapter 3, “Strategies for Working With Inuit Clients,” outlines 50 practical strategies separated by category. Examples include information for non-Inuit counsellors, utilizing a community-based approach, learning opportunities for counsellors, and finding and keeping employment. By highlighting essential concepts such as self-reflexivity, cultural bias, flexibility, the development of community relationships, and Elder participation, these strategies encourage a social justice lens for people who work with this population. This well-formatted chapter includes sample activities, external resources, and Nunavik-specific resources throughout. However, Strategy 23 (aim for client autonomy) may be irrelevant for some clients due to collectivist values. Thus, counsellors should use caution when engaging in these conversations by allowing clients to highlight their own values before encouraging autonomy or discussing autonomy in relation to familial and community values.

Chapter 4, “Resources,” concludes the guide with a list of French- and English-language resources such as videos, films, books, articles, reports, and websites. It is not an exhaustive list, but this section provides relevant resources separated into categories, from Inuit culture to employability intervention tools, making it easy for readers to identify relevant sources quickly. Overall, each chapter’s informal and creative organization promotes ease of use while allowing for a general understanding of important factors for career development counsellors working with the Inuit Peoples of Montreal and Nunavik.

This guide is a respectful, informative, and thought-provoking resource for career counsellors working with Inuit populations, but because this guide is specific to Inuit Peoples of Quebec, professionals must take appropriate measures to ensure relevance when adapting this resource to other communities. Specifically, collaboration with Elders or Indigenous healers is important when adapting this information. The Truth and Reconciliation Commission of Canada (TRC) specifically highlighted the importance of implementing culturally relevant approaches to treatment with Indigenous Peoples in collaboration with Elders and community healers. Thus, I appreciate the prioritization of social justice considerations within this document, such as advocacy, community relations, and self-reflexivity on behalf of counsellors. Career is also an integral aspect of individuals' lives that promotes self-efficacy, belonging, and meaning. Therefore, engaging in career counselling with Indigenous populations could be considered a form of mental health promotion and suicide prevention.

Despite the slight repetitiveness of information, I would personally utilize this resource in my work with Inuit clients. It is a compelling, concise, and impactful read that promotes cultural sensitivity and advocacy for career development counsellors. This resource is valuable for professionals to enhance career development practice and cultural awareness in Inuit communities. Notably, the guide highlights that the working alliance is the most critical component; therefore, counsellors should prioritize the working alliance and client goals to distinguish effectively between relevant and irrelevant strategies for each client. In response to the TRC, I would recommend this guide for practitioners and scholars working within these communities or simply seeking to enhance their knowledge, understanding, and awareness of Inuit culture.

About the Author

Stephanie D. Tipple is a Mi'kmaw doctoral student at the University of Calgary. Her main research interests are in Indigenous approaches to psychotherapy and intergenerational trauma utilizing relational Indigenous research approaches.

Correspondence concerning this article should be addressed to Stephanie D. Tipple. Email: stephanie.tipple1@ucalgary.ca