

2010-2011 Annual Plan
Canada/NWT Labour Market Agreement

INTRODUCTION

The annual plan is intended to guide activities of the NWT's Labour Market Agreement for the 2010-2011 fiscal year. A number of potential activities have been identified for the year. However, as the current labour market changes and evolves, projects may be adjusted to reflect changing needs.

ENVIRONMENTAL SCAN

The Northwest Territories (NWT) covers an area of approximately 1,346,106 km² (about the size of Alberta and Saskatchewan combined).

Of the 33 NWT communities, only the four largest, Inuvik, Hay River, Fort Smith and Yellowknife, have populations exceeding 2,000. Yellowknife, the capital and home to 19,256 people as of July 1, 2008, serves as the primary government and administrative centre. The NWT population of 43,283 is comprised of approximately half Aboriginal and half non-Aboriginal people. A large portion of Aboriginal people reside in the remote, off road communities. The NWT continues to experience a decline in population despite strong economic growth. Over the past year, the population of the NWT declined by 0.6%.

EMPLOYMENT DATA

For March 2010, Statistics Canada estimates that 20,000 of 31,500 residents aged 15 years and older were employed in the Northwest Territories, representing an employment rate of 63.5%. Overall, Canada's employment rate stood at 60.5% in March.

The number of employed persons fell by 600 from February 2010, reversing the upward trend seen in the preceding three months. As a result the NWT employment rate decreased from 65.4% to 63.5% from February to March. At the same time, the unemployment rate rose to 7.8%. The Canadian unemployment rate stood at 8.8% in March.

Since February 2010, employment rates decreased in all categories. The largest decreases were observed for persons 15 to 24 years of age, males, Non-Aboriginal persons and those living in Yellowknife. In March 2010, the employment rate was broken down as follows:

March 2010	
Northwest Territories	63.5
15-24 Yrs.	33.3
25 Yrs. & Over	71.5
Males	64.0
Females	62.6
Aboriginal	44.7
Non-Aboriginal	82.7
Yellowknife	79.0
Other	51.4

GROSS DOMESTIC PRODUCT (GDP) DATA

Since 1999, the Northwest Territories (NWT) has undergone unprecedented growth. It has the highest level of incomes in Canada, record corporate profits and rapid economic growth. The current Gross Domestic Product (GDP) of the NWT, measured in current dollars, is 15% higher than the province of Prince Edward Island, which has three times the population.

While the NWT's economic growth set record levels in 2008, future growth will face some significant challenges. The world economic downturn has impacted demand for diamonds, our primary export. Oil prices have recovered, but natural gas remains low.

SECTOR EMPLOYMENT DATA

Employment losses seen in the past few months have primarily been concentrated in service producing industries and in part-time jobs.

Employment fell primarily in part-time employment, and to a lesser degree in full-time employment. While employment in the public sector saw no change from the previous month, both private sector and self-employment decreased. Employment gains in goods producing industries were offset by losses in service producing industries. Compared to a year ago, 1,400 fewer persons were employed in March 2010. Most notably, full-time and private sector employment was lower than one year ago, as well as employment in service producing industries.

The NWT will continue to see a decline in the employment rate as various sectors have been affected by the downturn in the global economy. However, on a positive note, Diavik and DeBeers did not have to carry through on their planned December shutdowns. As a result both mines are projected to see an increase in their employee numbers, especially as Diavik has started its underground mining venture.

There continues to be some uncertainty of industrial development in the oil and gas sector. However, the NWT continues to plan and prepare for the Mackenzie Valley Gas Pipeline, which is in the Ministerial approval process, in hopes that it will provide further employment opportunities for NWT residents. Should the project be approved a Decision to Construct date has been set for the second quarter of 2012, with a possible construction start date for 2013.

Despite decreases in the NWT employment rate and population, the NWT labour market conditions remain fairly strong. There are a number of large projects scheduled over the next few years that will continue to demand skilled workers, such as the Deh Cho Bridge, NWT Affordable Housing Initiative, upgrades to local schools, or the potential Taltson Hydroelectric Expansion Project.

TARGETED PRIORITY CLIENTS

In 2010-2011 the NWT will be accessing the Strategic Training and Transition Fund through its Labour Market Agreement. The focus will be on non-EI eligible clients. The NWT will continue to provide programs for underrepresented groups. These groups may be redefined periodically based on identified need:

- Aboriginal peoples
- Income security clients
- Low-skilled/low-literacy
- Youth (19-29)
- People in small remote communities

- Low-skilled employed
- Persons with disabilities
- Women
- Immigrants

PROGRAMMING PRIORITIES AND OBJECTIVES

The Department of Education, Culture and Employment's (ECE) vision is 'Northern people leading fulfilled lives and contributing to a strong and prosperous society'. ECE has the mandate to ensure NWT residents have access to high quality programs and services in early childhood, education, training and employment, labour market, certification and financial supports. In keeping with priorities of Northern leaders and elders, an appreciation of the eleven official languages, culture and heritage of Northern peoples forms the foundation for our programs and services.

As part of the many programs and services, ECE delivers employment benefits under the NWT Labour Market Development Agreement (LMDA) to assist Employment Insurance (EI) eligible clients to gain work experience, start new businesses, and develop their job skills. Therefore, the NWT Labour Market Agreement (LMA) will focus on delivering programs and services to Non-Employment Insurance clients and LMDA eligible clients will not be eligible to receive LMA programming. LMA projects will also focus on building strong partnerships and will reflect the importance of language, culture and heritage of the NWT.

Each region of the NWT has varying needs and reflects different cultures and languages. A number of program options will be available and each region will determine what programming to deliver based on specific regional and community needs. The program options can be one or a combination of the following various programs:

REGIONAL PROGRAMMING PRIORITIES

SKILLS DEVELOPMENT

The NWT will support eligible clients to develop essential employability skills, participate in training programs at accredited institutions, and upgrade their skills and knowledge to the demands of an ever changing labour market. Supports to individuals may include:

course and tuition costs, books, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment. Eligible skill development programs include but are not limited to: Building Essential Skills, Ready to Work North, Adult Literacy and Basic Education, Pre-employment, Community Skills for Work.

SELF EMPLOYMENT

The NWT will support eligible clients in pursuing self employment as a career choice and in starting their own unique business. Supports to individuals may include: travel and living allowances, course costs, childcare, and special equipment and supports. The NWT will also pay for business mentoring expenses by a qualified business consultant.

WORK EXPERIENCE

The NWT will engage employers in developing a productive workforce and providing work and learning opportunities for eligible clients. Training on the job and work experience projects will support youth, unemployed and underemployed in entering or transitioning in the labour market. Supports to employers may include: wage subsidies, course costs, special equipment and supports, job coaching and mentoring.

COMMUNITY INITIATIVES

Working with partners, the NWT will be able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include: course purchase of training programs, supporting workplace education programs, community projects such as Construction Boot Camp and Trades Awareness programs and labour market partnerships to identify, develop and implement labour force adjustment and human resource strategies to improve capacity.

It also includes and employment assistance services such as job coaching, counselling, labour market information

BUILDING CAPACITY

The NWT will continue to provide support to organizations involved in building capacity through targeted projects that support territorial wide programming. This may include research and curriculum development. During the 2010-2011, ECE will continue with the promotional campaign highlighting the importance of education and work, specifically targeted to income assistance clients and youth.

FORECAST OF PROGRAM EXPENDITURES

The NWT has re-allocated its 2009-2010 LMA funding to future years and will be expending solely Strategic Training and Transition Fund resources as follows:

Regional Programming Priorities	1,135
<i>Skills Development</i>	200
<i>Self Employment</i>	50
<i>Work Experience</i>	300
<i>Community Initiatives</i>	585
<i>Building Capacity</i>	220
Administration	147
TOTAL	1,502

CONSULTATIONS

The Assistant Deputy Minister, Advanced Education and Careers meets on a monthly basis with all Regional Superintendents of the Beaufort-Delta, Sahtu, Deh Cho, North Slave and South Slave Regions and the Directors of Income Security and Advanced Education. During these branch meetings, plans for advanced education and careers are discussed and developed. The Regional Superintendents meet with regional representatives on a regular basis to determine regional priorities. Many regions have regional training committees or partnerships made up of GNWT – both elementary/secondary and advanced education representatives, Aurora College, Aboriginal Governments, community organizations and other stakeholders involved in education and training.

Two examples of regional partnerships are highlighted below:

The Beaufort Delta utilizes three committees to plan and deliver programs that meet the needs of the region. Education Culture and Employment (ECE), meets monthly with the employment officers, employed by Hamlet or Band Councils and Community Government to get details about community training needs. As well ECE has formed the Beaufort Delta Career Development Committee, consisting of Career Development Officers and other professionals from ECE, Inuvialuit Regional Council, Gwich'in Tribal Council, Aurora College, and Samuel Hearne Secondary School. This group plans programs and partners in delivering these programs in the Beaufort Delta. The final consultation level is at the

Superintendent/Manager level, it is the Partnership Committee. This committee meets quarterly and includes, ECE, Inuvialuit Regional Council, Gwich'in Tribal Council, Department of Industry, Tourism and Investment, Service Canada and Aurora College. This committee plans overall training needs across the region as well as potential delivery schedules.

The Sahtu, in consultation with Aboriginal organizations, community governments, industry and educational institutions has developed a five year plan for training priorities. The initial plan was developed by a committee of partners including; ECE, ARDHA, Aurora College and ESSO. Each community provided feedback on the initial plan. This process resulted in a five year training plan for the Sahtu region.

The Department of Education, Culture and Employment will continue to consult with organizations throughout the NWT through it's regional offices. Each region will develop their own consultation process that will lead to meeting regional training needs.

EXPECTED RESULTS

The NWT has identified the following outcomes as a result of this Labour Market Agreement:

- Higher participation in the NWT labour market by underrepresented groups
- More local residents filling longer term jobs in communities
- Increased community partnerships in training and employment
- Increase in number of employed NWT residents overall
- Decreased number of income assistance clients
- Increased opportunities for NWT residents to participate in education and training, specifically for non-EI clients
- More parents encouraging and motivating children to stay in school

Specifically in 2010-2011, the NWT sets out the following targets for its LMA expenditures:

- 40 unemployed clients through individual and employer supports
- 150 eligible clients served through 15 community initiatives
- 40% of clients will have less than high school at the beginning of the intervention
- 50% of clients will be Aboriginal
- Locally designed programs to address specific barriers and gaps to employability identified by regional partners