

# 2019 – 2020 ANNUAL REPORT

## LABOUR MARKET DEVELOPMENT AGREEMENT





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## Introduction

This Annual Report is intended to reflect the activities of the 2019-2020 Annual Plans under the Labour Market Development Agreement (LMDA) submitted to *Employment and Social Development Canada*.

The Government of the Northwest Territories (GNWT) Department of Education, Culture and Employment (ECE) administers the Labour Market Transfer Agreements on behalf of the GNWT.

## Environmental Scan and Employment Data

### Environmental Scan

The Northwest Territories (NWT) covers an area of approximately 1,346,106 square kms (about the size of Alberta and Saskatchewan combined). Of the 33 communities in the NWT, only five have populations exceeding 2,000 residents. The population of Yellowknife (21,183 as of July 1, 2019), represents almost half of the territorial population. Many of the smallest NWT communities are only accessible via plane or ice road in winter, which is increasingly being affected by climate change.

In April 2020, the NWT Bureau of Statistics published the *Population Estimates*, based on figures provided by Statistics Canada<sup>1</sup>. The NWT population remained virtually unchanged between April 1, 2019 (44,909) and April 1, 2020 (44,982)<sup>2</sup>. Population growth is expected year over year in the larger centres, however it is expected to decline year over year in many of the smaller communities<sup>3</sup>.

The population in the NWT is made up of approximately half Indigenous and half non-Indigenous persons. As of July 1, 2019 there were 22,382 Indigenous persons living in the NWT, 5,173 (23%) of whom were living in Yellowknife.

The 2017 Canadian Survey on Disability conducted by Statistics Canada showed that 20% of the population of the NWT 15 years and older identified as having a disability (6,350)<sup>4</sup>, which is a significant increase from the 8.2% (2,740 persons) reported in the 2012 Survey.

### Employment Data

The employment rates for Indigenous and non-Indigenous persons remain disproportionate to the population distribution. In December 2019, 48.3% of Indigenous and 80.9% of non-Indigenous persons were employed<sup>5</sup>. Part of this can be attributed to the higher level of non-Indigenous residents in the capital where there are more employment opportunities. The employment rate of Indigenous employment continues to slowly increase and is expected to increase over the next 10 years.

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<sup>1</sup> [https://www.statsnwt.ca/population/population-estimates/PopEst\\_Jul20.pdf](https://www.statsnwt.ca/population/population-estimates/PopEst_Jul20.pdf)

<sup>2</sup> [https://www.statsnwt.ca/population/population-estimates/PopEst\\_Apr20.pdf](https://www.statsnwt.ca/population/population-estimates/PopEst_Apr20.pdf)

<sup>3</sup> <https://www.statsnwt.ca/population/community-projections/>

<sup>4</sup> NWT Bureau of Statistics <https://www.statsnwt.ca/health/disabled/index.html>

<sup>5</sup> [https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2019\\_NewStats%20LFS.pdf](https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2019_NewStats%20LFS.pdf)



The employment rate in the NWT for December 2019 was 63.5%<sup>6</sup> which is a decrease from last year's employment rate of 66%<sup>7</sup>. Year-over-year employment in the NWT decreased by 100 persons, with a considerable shift from part-time to full-time employment. Similarly, the unemployment rate rose by 200 persons causing an increase of 0.7% to the unemployment rate over the same time period.<sup>8</sup>

### Sector Employment Data

Between January 2019 and 2020, the public sector saw a slight increase in its employment numbers from 9,000 to 9,600. Self-employment also increased from January 2019 (1,400) to January 2020 (1,900).

### Gross Domestic Product (GDP) Data

The tourism industry was growing in the NWT before the COVID-19 public health emergency. In recent years, there was an increase from \$202 million in revenues in 2017 to \$210.3 million in revenues during 2018. This industry influences the service, hospitality and retail markets in the NWT, as well as small and medium sized businesses, especially

in Yellowknife, but also within the small and remote communities across the territory. The mining industry continues to dominate the NWT economy, with \$1.17 billion in Gross Domestic Product generated in 2019. Those figures also include the oil and gas extraction, which has a much smaller impact<sup>9</sup>.

Between 2018 and 2019, the GDP for the NWT fell by 8.8%, from \$4.716M to \$4.302M. Almost a third of that value was generated from mining, and oil and gas extraction.<sup>10</sup>

The largest contributor to NWT GDP, the mining, oil and gas extraction industry, fell by 31.7% between 2018 and 2019. There was a 37.2% decline in diamond mining, largely as a result of lower carat production from the Ekati diamond mine in 2019. In contrast, the oil and gas extraction industry expanded when the Norman Wells oil field resumed operations in late 2018 after a temporary shutdown to fix a portion of the pipeline. Completion of the pipeline repairs contributed to the 25.4% decrease in engineering construction, while completion of the Stanton Hospital Renewal Project contributed to the 52.6% decline in non-residential building construction. Overall, construction decreased by 21.3% between 2018 and 2019.



*Bison on highway to Fort Liard*



*Flying to Nahanni Butte*



*Mackenzie River breakup*

<sup>6</sup> [https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Jan2020\\_NewStats%20LFS.pdf](https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Jan2020_NewStats%20LFS.pdf)

<sup>7</sup> <https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2018%20NewStats%20LFS.pdf>

<sup>8</sup> [https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2019\\_NewStats%20LFS.pdf](https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2019_NewStats%20LFS.pdf)

<sup>9</sup> [https://www.statsnwt.ca/economy/gdp/June2020\\_GDP.pdf](https://www.statsnwt.ca/economy/gdp/June2020_GDP.pdf)

<sup>10</sup> <https://www.statsnwt.ca/economy/gdp/>

(Photos courtesy of ECE Regional Service Centre)



Several service producing industries, such as wholesale and retail trade, and finance and insurance, also declined between 2018 and 2019. Other industries, such as education services, health care and social assistance and public administration, increased over this period. Among service producing industries, the largest percentage increase occurred in accommodation and food services, rising by 5.9% in 2019. <sup>11</sup>



*Whati, NT*

## COVID-19

While the NWT has been successful in mitigating the worst public health impacts of COVID-19, like elsewhere in Canada, most education and training courses are being delivered remotely or postponed due to the pandemic.

As education and training providers are expected to deliver their programming almost entirely online during the pandemic, ECE's approach for the fiscal year is to ensure that its labour market programs are flexible and supportive of students who will be taking online classes. To this end, ECE clarified that where appropriate; labour market programs can be used for the purchase of technology for individuals registered in online learning, and also developed resources and materials outlining tips, tricks and best practices in online learning, to assist students in achieving success.

## Programming Priorities and Objectives

The mission of ECE is:

*"To invest in and provide for the development of the people of the Northwest Territories, enabling them to reach their full potential, to lead fulfilled lives and to contribute to a strong and prosperous society."<sup>12</sup>*

The Department is mandated to provide residents of the NWT with access to quality programs, services and supports to assist residents in making informed and productive choices for themselves and their families in regards to education, training, careers, employment and labour, child development, languages, culture and heritage.

The 19th Legislative Assembly has priorities related to labour market programs such as: increase the employment in small communities; and increase the number of health care professionals by at least 20 percent. These priorities are linked to the GNWT the **Skills 4 Success (S4S) Initiative**<sup>13</sup> launched in 2016, with the goal to improve employment success for NWT residents, close skill gaps for in-demand jobs, and more effectively respond to employer and industry needs.

The **Skills 4 Success 10-Year Strategic Framework** <sup>14</sup> was adopted to ensure that the North's education and training system keeps pace with the changing dynamics of its labour market.

The *Skills 4 Success 10-Year Strategic Framework 2015-2025* has reached its mid-way point and will be evaluated in 2020-2021. Further, the S4S 4-Year Action Plan 2016-2020 has concluded and will also be evaluated.

<sup>11</sup> [https://www.statsnwt.ca/economy/gdp/June2020\\_GDP.pdf](https://www.statsnwt.ca/economy/gdp/June2020_GDP.pdf)

<sup>12</sup> <https://www.ece.gov.nt.ca/en/mission-and-values>

<sup>13</sup> <https://www.ece.gov.nt.ca/en/services/des-competences-pour-reussir/supporting-documents>

<sup>14</sup> [https://www.ece.gov.nt.ca/sites/ece/files/resources/skills\\_4\\_success\\_-\\_10-year\\_strategic\\_framework.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/skills_4_success_-_10-year_strategic_framework.pdf)



The importance of stakeholder feedback and solid labour market information is particularly important given the labour market impacts of COVID-19. In 2015, in support of the GNWT's S4S initiative, ECE contracted the Conference Board of Canada to undertake a comprehensive labour market forecast and needs assessment in the NWT from 2015 to 2030. The resulting labour market information served as a foundation for S4S and the NWT's approach to its labour market programs and priorities, and, along with stakeholder consultations, informed a complete redesign of ECE's labour market programs in 2018.

In early 2021, ECE will be developing a second 4-year action plan and to inform this work, ECE will undertake significant stakeholder and partner consultations and engagement initiatives to identify priority areas in a new action plan

Through the *Skills 4 Success* initiative, there are four goals with priorities and actions that dictate the direction and priorities of ECE's programs and services, when addressing the labour market.



These goals and their related priorities and action items can be found on the GNWT-ECE website: <https://www.ece.gov.nt.ca/en/services/des-competences-pour-reussir/supporting-documents>

The objectives state the direction that ECE will take on Labour Market issues and concerns, as well as the following objectives:

1. Promote the use of the National Job Bank services to employers and job seekers;
2. Develop the Labour Market Information Strategy in partnership with Employment and Social Development Canada (ESDC);
3. Foster inclusive labour market participation;
4. Align skills with labour market needs; and
5. Create efficient labour market supports and programming.

These objectives will be achieved by adhering to the following principles:

- Client-centered focused;
- Inclusion of all NWT residents;
- Outcomes focused;
- Flexible programming and its delivery;



- Responsive to the labour market needs;
- Innovative approach to program delivery;
- Collaborative partnerships with invested stakeholders; and
- Labour Market Information dissemination.

Throughout 2019-2020, ECE continued the delivery of Career Development Officers' training sessions which consists of a combination of teleconference, webinar, and in-person workshops. Subjects delivered included the new LMDA and Workforce Development Agreements (WDA) funding agreements, implementation guidelines for these agreements, updates on program delivery, teaching and learning styles, apprenticeship program delivery, Employment Insurance sessions, and collaborative partnerships.

It is important to note, that each Regional ECE Service Centre focuses on regional labour market priorities that align with their own local labour market priorities with the broader goals of ECE and the Canada-NWT Labour Market Transfer Agreements.

## Programming Priorities

### Labour Market Transfer Agreement (LMTA)

ECE's key priorities for 2019-2020 were to continue to implement the new *Labour Market Transfer Agreements (LMTA)*. This agreement enabled the streamlining of employment programs and services, by implementing new programs, building and strengthening partnerships and training new and existing staff on the new changes within ECE's LMTA delivery models.

### Labour Market Development Program (LMDA)

The priorities of the LMDA for 2019-2020 were to:

- Provide access to programs for Employment Insurance (EI) Part 1 clients in order to enhance their skills for returning to the labour force and decrease social program dependency (EI);
- Encourage greater employer involvement in training to ensure that skills are better aligned to job opportunities, particularly in sectors facing skills mismatches and shortages;
- Collaborate with existing and new partners to address education and training gaps and increase skill levels of NWT residents;
- Provide support toward addressing workforce needs through the implementation of the ECE's framework, strategies and action plans; and
- Increase awareness of labour market programs and services through Regional ECE Service Centres.

## Programming Objectives

As part of this redesign in 2018, the GNWT's programs have been tailored specifically to address the needs of individuals, employers and organizations. The result is a suite of programs that ensures more equitable supports and services to both EI and non-EI-eligible clients, as most programs can be supported through LMDA and WDA funding streams, depending on client circumstances.

The GNWT is intent on ensuring that individuals in the territory have the skills, training and education required to fill jobs in demand. In 2019-2020, the GNWT, in addition to LMDA and WDA funding, continued to deliver its Small Community Employment Support (SCES) program and strategy, which delivers funding to all 32 communities, except Yellowknife. This focused approach to small community



support is based on specific needs to create employment in all small communities. In coordination with ECE Regional Service centres, the strategy adds to the existing LMDA/WDA suite of programs and provides more support where needed: in small communities.

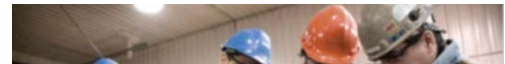
## Programs for Individuals

### Skills Development Program

The Skills Development Program (SDP) has provided support for eligible clients to participate in training opportunities to upgrade skills and knowledge and/or develop essential employability skills. The eligible activities that were delivered accessing SDP programming included education and training programs that led to viable employment opportunities within the local labour market. This included academic upgrading, life skills, employment readiness programs, pre-employment training courses, skill-specific training programs and post-secondary programs.

The objectives of the Skills Development Program are to:

- Enhance the labour market participation of NWT residents, including low-skilled workers and under-represented groups;
- Enhance clients' ability to find long-term employment opportunities through training and education;
- Support apprentices and clients to obtain the formal instruction required for certification in designated trades and occupations and to progress in their chosen occupation; and
- Provide NWT residents access to supports and incentives that are relevant, effective and aligned with territorial labour market needs.



*NWT Apprenticeship, Trades and Occupational Certification Strategy 2017-2022*







### **Best Practice with SDP funding:**

“Client came into office with a request for required training to be eligible for employment with a diamond mine as a Red Seal Industrial Mechanic, Millwright. Client applied for and was approved to attend OSSA Confined Space & Fall Protection training with Alberta/British Columbia Safety in Edmonton, Alberta. Client was provided with travel, tuition and living allowance. Client completed the course and was hired as a sub-contractor with DeBeers Canada and is still currently working at the diamond mine.”



Note: Majority of the LMDA funding is used with Skills Development Program funding due to the inflated costs of doing business in the north and sending many clients south for specific skills training programs. This funding was also used for underemployed and up-skilling clients either employed or not employed and building a client’s employability within the northern and local labour market.

During fiscal year 2019-2020, there were 220 clients who accessed LMDA SDP funding.

### **Self-Employment Program (SEP)**

The Self-Employment Program (SEP) provided support to eligible clients with the opportunity to start a small business. This program provided supports for clients in assessing their business idea, their personal suitability, family issues, financial risks, and the resources available or required to be successful. SEP interventions were supported under the LMDA or WDA funding.

The objectives of the SEP are to:

- Provide support for NWT residents to develop small businesses;
- Encourage business development as a means to create future local employment opportunities; and
- Grow the NWT workforce through partnerships

### **Best Practice with SEP Funding:**

“Client in Hay River achieved his carpenter certificate through our Apprenticeship program in 2014, he lost his job at the end of 2019 and enrolled in the SEP program at the beginning of 2020. His Career Development Officer helped with all the paperwork and supported him by linking him with the business expert who then trained him on many aspects of starting a business, such as bookkeeping and pricing of the service. He started his business just prior to COVID-19 pandemic and had to adjust to public health orders. The client still managed to execute long term contracts on outdoor projects until the restrictions were eased in the Northwest Territories later in the year”



*WSP recipient in Fort Smith*



During the fiscal year 2019-2020, there were 22 clients who accessed LMDA SEP funding.

## Programs for Employers

### Wage Subsidy Program (WSP)

The Wage Subsidy Program (WSP) provides support to an employer to hire and train NWT residents while on the job. This program is intended to provide work experience and training that will better enable clients to obtain meaningful long-term employment. In 2019-2020, 38 employers were funded under WSP to subsidize the wage of 60 individuals.

The objectives of the Wage Subsidy Program are to:

- Provide opportunities for NWT residents to gain work experience and increase workplace essential skills;
- Encourage employers to hire NWT residents with minimal work experience by offsetting the costs of hiring and training; and
- Grow the NWT workforce through partnerships.

The majority of the employers who accessed WSP funding were attaching level 1 apprentices to assist with the burden of training a new apprentice. This funding assisted clients and employers in bridging the learning curve in starting a new job/occupation with the local labour market. It is important to note that majority of the employers who accessed this information are small to medium sized employers.

### *Best Practices for WSP funding:*

“An employer in Fort Smith used the program over the past two years: For a small business to get support and extra staff, providing them with decent wage for an entry level job: it really help me with dedicating myself to training of this staff and re-hiring them.”

### Employee Training Program (ETP)

The Employee Training Program (ETP) assisted employers, who have proactively hired employees in anticipation of their workforce needs, to offset the cost of training for new employees. The ETP assisted employers who require employee up-skilling due to economic, technological and/or organizational change, and may be used to support employees who are under-employed or employed and in need of training to maintain their current job and/or advance, progress or move to a different and/or better job. The ETP was accessed in conjunction with the Wage Subsidy Program (WSP) to offset the costs of training employees.

**The objectives of the Employee Training Program (ETP) are to support employers:**

- To increase employee skill levels through relevant education and training to facilitate advancement within their career;
- To bridge employment skills gaps through specialized training supports; and
- To encourage employers to hire NWT residents with minimal work experience by offsetting the costs of training.

Six employers accessed the LMDA-ETP in 2019-2020 fiscal year, providing funding for 15 individuals.



## Programs for Organizations Employment Assistance Services

Employment Assistance Services (EAS) enabled Regional ECE Service Centres to provide career and employment assistance targeted to particular local needs and to extend the delivery of services throughout their region. EAS is used to fill gaps in service and is intended to help clients prepare for the workforce, find work and/or to maintain work through third party organizations.

EAS projects were supported under the LMDA or WDA.

The objectives of the program are to:

- Enable clients to make well-informed career decisions;
- Provide access to advisory and support services that enable clients to prepare for and make employment transitions (e.g. school to work, unemployment to employment);
- Support clients in the career planning process; and
- Provide labour market information to local communities.

There were a total of 21 LMDA EAS service providers. Referrals were also made to ECE staff to move into further interventions. There were 3000 LMDA clients who accessed Job Search Assistance with the EAS service providers during 2019-2020.

## Job Creation Partnerships

The Job Creation Partnerships (JCP) is an initiative that provides work experience opportunities to improve the subsequent employment prospects of the clients. The program provided support for third party organizations to deliver community and regional activities that either include a work experience component or have a guarantee of employment at the end of the project. Work experience projects may also include a skills development component. The program was intended to assist unemployed clients who need work experience (and training, if applicable) to be better able obtain meaningful long-term employment.

The objectives of Job Creation Partnerships (JCP) are to:

- Create jobs through projects in partnership with community organizations;
- Provide opportunities for employer involvement in training to ensure that skills are better aligned to job opportunities, particularly in sectors facing skills mismatches and shortages;
- Enable clients to obtain and improve essential skills needed in the workplace;
- Bridge education and employment gaps through targeted supports, and
- Grow the NWT workforce through partnerships.

There were two Job Creation Partnerships within the NWT with the YWCA in Yellowknife.

## Strategic Workforce Initiatives

Strategic Workforce Initiatives (SWI) supports community partners in undertaking labour market activities that promote labour force development frameworks, workforce adjustments, effective human resources planning and innovative projects that address gaps within local labour markets. Activities must address a community labour market need, and may include identifying economic trends, creating strategies, and initiating projects to develop a responsive local labour force. .

The objectives of the SWI are to:

- Support the labour market through the formation of partnerships that contributes to the development of healthy economies through common initiatives;



- Enable interested parties to address the labour market needs within their community;
- Support the labour market through the advancement of current community plans and assist in strategic planning for labour market development at the community level; and
- Grow the NWT workforce through partnerships.

During 2019-2020, there was one LMDA-SWI project with the NWT Metis Nation.

### **Eligible Clients**

Through the LMDA, the NWT provided programs and services to unemployed Employment Insurance (EI) Part 1 clients and/or former EI clients. This may also include Social Assistance recipients, if their eligibility meets the LMDA criteria. It also supports projects and partnerships aimed at enhancing the overall employability of NWT residents.

### **Research and Innovation Projects**

There was no Research and Innovations Projects in 2019-2020.

### **Consultations/Engagements**

Stakeholders and formal/in-formal partnerships are paramount in contributing to a vibrant and healthy local labour market. Within the NWT, these partnerships are cultivated by Regional ECE Service Centre staff by regularly meeting with community leaders and Indigenous Governments, coordinating and actively participating in Regional Training Partnership Committee meetings, attending community career events as well as engaging with community employers and organizations during in-person meetings.

One of the benefits of engaging with our community partners and stakeholders is it has allowed ECE to be informed of where gaps exist and continues to give ECE staff an opportunity to see where improvements are needed and how we can improve programming to better serve our clients.

Through these discussions we found that the majority of employment opportunities are in local and Indigenous Governments, local businesses and the mines.

These partnerships have resulted in positive program delivery opportunities for the all Regional ECE Service Centre staff and ECE's community partners.

### **Internal Consultations**

Regional ECE Service Centres are the primary points of contacts and delivery agents for labour market programming in the NWT. Internally, ECE has and continues to foster an environment of transparency.

The Assistant Deputy Minister, Labour and Income Security, meets on a monthly basis with Regional Superintendents of the five regions of the NWT (Beaufort-Delta, Sahtu, North Slave, Dehcho and South Slave) as well as with the Director, Income Security Programs and the Director, Labour Development and Standards.

The Director, Labour Development and Standards meets quarterly with Regional ECE Service Centre program delivery staff with updates on program updates, program deliveries and program priorities.



The Director, Labour Development and Standards has also implemented the Labour Development and Standards' Managers Working Group (MWG) that meets monthly on proposed program policies, procedures, priorities and staff learning needs. The MWG is also proactively working together on problem solving, annual planning, reporting, evaluation, strategic projects and best practices. This Managers' Working Group consists of all five (5) Regional Managers, Career Development as well as Managers, Labour Market Programs; Apprenticeship and Occupational Certification; and Strategic Projects and Initiatives, from headquarters.

### **External Stakeholders**

In the Regional ECE Service Centres, the Regional Superintendents meet with Regional Training Partnership Committees or partnership representatives on a regular basis. These committees include representation from the GNWT, Aurora College, local employers and employer organizations, Indigenous Governments, community organizations, industry and other stakeholders involved in education, training and employment to determine regional training and labour market priorities. In addition to Regional Training Partnerships, ECE staff engages with community interagency groups to identify priorities and labour market issues of importance (see [Annex A](#) for list of ECE's Stakeholders).

Career Development Officers, located in the Regional ECE Service Centres, work with clients, education and training providers, Indigenous Governments, community organizations, and businesses within the communities to serve employment, career and education, programs and services to serve the needs of individuals, employers, organizations and communities.

### **Territorial Consultation Activities Undertaken in 2019-2020**

As part of the implementation of the [NWT Small Communities Employment Strategy 2018-2024](#), ECE engaged with designated community authorities (local government entities), stakeholders and employers to identify opportunities to enhance local training opportunities and improve employment outcomes. ECE also engaged in preliminary discussions to support the development of community labour market development plans. This is an innovative approach to addressing local labour market demands and skill shortages gaps.

As part of the implementation of the [NWT Apprenticeship, Trades and Occupational Certification \(ATOC\) Strategy 2017-2022](#), stakeholder engagement have been a key component to ensuring success in the implementation of the Strategy. ECE also formed an Advisory Committee comprised primarily of industry representatives. The work of this Advisory Committee was supported by the development of four working groups tasked with developing options on how to move forward on the four goals of the ATOC Strategy. The working groups were comprised of various stakeholders, including representatives from industry, government, training providers, as well as from apprentices. The advisory committee and working groups met on numerous occasions in 2019-2020.

As part of the implementation of the [NWT Immigration Strategy 2017-2022](#), ECE regularly consults with a range of stakeholders, including local employers and francophone service providing organizations. In 2019-2020 ECE met twice with immigration settlement service providers to improve partnerships and ensure that we are responsive to the needs of foreign nationals and Northern employers, within the NWT labour market.



A full list of Partnerships is listed in [Annex A](#), of this report.

### Program Expenditures – 2019-2020

<b>LABOUR MARKET DEVELOPMENT AGREEMENT</b> Program Areas	Expenditures
INDIVIDUALS & EMPLOYERS programs: Skills Development Program, Self-Employment Program & Wage Subsidy Program	\$2,221,748
ORGANIZATIONS: Employment Assistance Services, Job Creation Partnerships, Strategic Workforce Initiatives	\$910,606
Total	\$3,249,339



## Results and Reporting

In 2019-2020, ECE planned to implement the following expected results stated from the *Labour Market Development Agreement (LMDA)* which are:

### Results

	<b>LMDA Results</b>	<b>Targeted Amount LMDA/WDA</b>	<b>Actual LMDA Results<sup>15</sup></b>
1.	Number of <b>active</b> EI clients that access programming	250	171
2.	Number of insured clients with an emphasis on active EI claimants, returned to employment or self-employment	200	137
3.	Number of program interventions delivered	300	631
4.	Number of counselling sessions	5000	6677
5.	Number of employers who received assistance and support	150	61
6.	Number of organizations served who support clients who are underrepresented – EAS	35	21

### Reports

Quarterly uploads to the Federal Government’s Data Gateway have been implemented and conducted in a timely manner. P14 for 2019-2020 was uploaded in July, with joint work between ESDC and GNWT to confirm data accuracy and compliance still ongoing.

The aggregate information required for the LMDA – Annex 5 was completed on a quarterly basis. GNWT’s *Case Management Administration System (CMAS)* has been upgraded to include all the mandatory data elements necessary for the compliance of the Labour Market Transfer Agreements – Performance Management Plan’s data elements.

### Evaluation

In 2019-2020, LTMA Evaluation was coordinated and implemented by *Employment and Social Development Canada (ESDC)* in consultation with the Provinces and Territories. We participated in the self-employment option program evaluation.

### Conclusion

In 2019-2020 we built on the previous year’s work, which streamlined and enhanced the suite of programs delivered through our LMDA. We continued to engage with local stakeholders in our five regions to ensure we continue to answer the needs of individuals, employers and organizations wherever they are in the NWT.

<sup>15</sup> Counselling sessions (4) and number of organizations supporting underrepresented clients (7) data come from NWT CMAS portal reports on clients and contracts. All other data comes from P14 report



## Annex A - Stakeholders

### GNWT-Education, Culture and Employment Stakeholders & Partnerships

ECE works with education and training providers, Indigenous, community, territorial and Federal governments, community organizations and businesses to serve the career development needs of individuals and communities. The majority of this work has been done through face to face communications, community visits and email. Through the engagement with the stakeholders and partners, ECE has a better understanding where the workforce gaps exist and as a result are in a position to focus on these areas of need, demand and gaps, to provide support in those areas.

One of the benefits of engaging with our partners and stakeholders is that it allows ECE to be better informed of where gaps exist and gives ECE a heightened awareness of what opportunities and what improvements are needed and how ECE can improve programming to better serve our clients.

Through these discussions we found that the majority of employment opportunities are in local and indigenous governments, local businesses and the mining industry.

### Indigenous Governments

Acho Dene Koe First Nation (Fort Liard)  
Akaitcho Territorial Government  
Behdzi Ahda First Nation,  
Deh Cho First Nation  
Deh Gah Got'ie First Nation (Fort Providence)  
Dehcho First Nation  
Délįnę Goti'ne Government  
Deninu Kue First Nation  
Fort Resolutions Metis Council  
Fort Smith Metis Council  
Gwichin DGO  
Gwich'in Tribal Council  
Hay River Metis Government Council  
Inuvialuit Regional Corporation  
Jean Marie River First Nation  
Ka'agee Tu First Nation (Kakisa)  
Katl'odeche First Nation  
Liidlii Kue First Nation (Fort Simpson)  
Lutsel K'e Dene First Nation  
Metis Nation (Fort Providence & Fort Simpson)  
Nahanni Butte Dene Band  
NWT Metis Nation  
NWT Metis Nation  
Sahtu Dene Council  
Salt River First Nation  
Sambaa K'e First Nation (Trout Lake)  
Tlicho Government  
Tulita Dene Band  
West Point First Nation  
Yellowknives Dene First Nation





### **Education Organizations**

Aurora College  
CDETNO  
Deh Cho Divisional Education Council  
Deh Gah School (Fort Providence)  
Echo Dene School (Fort Liard)  
Hay River District Education Authority  
Liidlii Kue Regional High School  
Mine Training Society  
Northern Farming Training Institute (NFTI)  
South Slave Education Council

### **Employer Organizations**

Apprenticeship, Trades, Occupational Certification Board  
Welding Companies  
Skills Canada  
NWT Construction Association  
Yellowknife Chamber of Commerce  
NWT Chamber of Commerce

### **Government(s) & Crown Corporations**

Aklavik Community Corporation  
Ayoni Keh Development Corp  
Charter Community of Tsiigehtchic  
Deh Cho Business Development Centre  
Dept. of Environment & Nat. Resources  
Dept. of Industry, Tourism & Investment  
Dept. of Infrastructure  
Fort Norman Metis Land Corporation,  
Fort Simpson Housing Authority  
Hamlet of Aklavik  
Hamlet of Fort Liard  
Hamlet of Fort McPherson  
Hamlet of Fort Providence  
Hamlet of Paulatuk  
Hamlet of Sachs Harbour  
Hamlet of Tuktoyaktuk  
Hamlet of Tulita,  
Hamlet of Ulukhaktok  
K'asho Goti'ne Charter Community  
Norman Wells Land Corporation  
Northwest Territories Power Corp  
Sahtu Renewable Resources Board  
Town of Inuvik  
Tuktoyaktuk Community Corporation  
Tulita Yamoria Community Secretariat,  
Village of Fort Simpson  
Yamoga Land Corporation



**Not-for-Profit Organizations**

Akaitcho Business Development Corporation  
Fort Good Hope Housing Society  
Growing Together  
Hay River Persons with Disabilities  
Native Women's Association  
Side Door Youth Centre  
Soaring Eagle Friendship Centre  
Yellowknife Association for Community Living  
Yellowknife Women's Society  
YWCA  
Zhahti Koe Friendship Centre

