

2021-2022 Annual Labour Market Plan

Canada-NT Labour Market Development Agreement (LMDA)
& Workforce Development Agreement (WDA)



Description of planned programs

Program: Skills Development Program	Projected expenditures: \$800,000
Brief description of program - Areas of focus:	
The Skills Development Program (SDP) provides support for eligible recipients to participate in training opportunities to upgrade skills and knowledge and/or develop essential employability skills. Eligible activities include education and training programs that lead to labour market attachment. This may include academic upgrading, life skills, employment readiness programs, pre-employment training courses, skill-specific training programs and post-secondary programs.	
SDP interventions may be supported under the Labour Market Development Agreement (LMDA) or Workforce Development Agreement (WDA).	
Areas of focus: <ul style="list-style-type: none">Apprentices, Driver's Training, Tourism(NS)Mining, highway development, parks, pre-apprenticeship training, upgrading (Dehcho)Fishery industry, pellet mill, logistics and transportation and forestryLand corporations	
Target client groups: <ul style="list-style-type: none">Apprentices, Driver's Training, Tourism (North Slave)Employment Insurance (EI) Eligible, Premiums Paid Eligible (PPE), Active Claim, unemployed (Dehcho)Youth and School Graduates (Beaufort Delta Region)	
Benefits and expected results: <ul style="list-style-type: none">114 – Apprentices, Driver's Training (NS)30 individuals to gain certification/diplomas/degrees & subsequent employment (Dehcho)10 individual interventions (BDR)4 Sahtu45 South Slave	

Program: Self-Employment Program**Projected expenditures: \$460,000****Brief description of program - Areas of focus:**

The Self-Employment Program (SEP) provides support to eligible clients with the opportunity to start a small business.

This program provides 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 are administered by the Career Development Officers in the Regional ECE Service Centres.

SEP interventions may be supported under the LMDA or WDA.

Areas of focus:

- Day home and gardening projects
- Entrepreneurs, Individuals, Small Businesses
- Journeypersons starting new businesses

Target client groups:

- Unemployed
- EI Eligible, PPE, Active Claim, self-employed

Benefits and expected results: [PT to add]

- Dehcho: 1 individual to start business
- North Slave: 8 – Journeypersons started construction businesses
- South Slave: 9
- Beaufort Delta Region: 5
- Sahtu: 0

Program: Wage Subsidy Program

Projected expenditures: \$650,000

Brief description of program - Areas of focus:

The Wage Subsidy Program (WSP) provides support to an employer to hire and train NWT residents. This program is intended to provide work experience and training that will better enable clients to obtain meaningful long-term employment.

WSP projects may be supported under the LMDA or WDA.

Areas of focus:

Band offices, other local business in Sahtu communities, industry, First Nations, small employers, communications industry, tourism industry

Target client groups:

- Small employers, communications industry, tourism industry, construction, accounting
- Existing & new entrants of labour force
- EI Eligible, PPE, Active Claim, self-employed

Benefits and expected results:

- Dehcho: 9-12 employees to gain employment or gain better employment
- North Slave: 22 – Small Employers, Construction, Tourism, Accounting, Oil, NGO's Industries
- South Slave: 30
- Beaufort Delta Region: 15
- Sahtu: 16

Program: Employee Training Program

Projected expenditures: \$550,000

Brief description of program - Areas of focus:

The Employee Training Program (ETP) helps employers, who have proactively hired employees in anticipation of their workforce needs, to offset the cost of training for employees. The ETP can assist employers who require employee up-skilling due to economic, technological and/or organizational change, and may be used to support individuals 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 may also be used in conjunction with the Wage Subsidy Program (WSP) to offset the costs of training employees.

Requests for the EPT are primarily supported under the WDA. If used in conjunction with the WSP, then support may also be provided under LMDA.

Areas of focus:

Band offices, other local business in Sahtu communities, industry, First Nations, small employers, communications industry, tourism industry

Target Client Groups:

- Small employers, communications industry, tourism industry, construction, accounting
- Existing & new entrants of labour force
- EI Eligible, PPE, Active Claim, self-employed

Benefits and expected results:

- Dehcho: 9-12 employees to gain employment or gain better employment
- North Slave: 22 – Small Employers, Construction, Tourism, Accounting, Oil, NGOs, Industries
- South Slave: 4
- Beaufort Delta Region: 15
- Sahtu: 16

Program: Employment Assistance Services

Projected expenditures: \$1,06M

Brief description of program - Areas of focus:

Employment Assistance Services (EAS) enables 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 individuals prepare for the workforce, find work and/or to maintain work through third-party organizations.

EAS projects may be supported under the LMDA or WDA.

Areas of focus: Community Employment Officers in communities, YK Women's Society, Salvation Army, Mine Training Society, Reps to assist small community residents in applying for training/jobs with mine, contractors (highways),

Target client groups:

- Unemployed
- Existing & new entrants of labour force
- EI Eligible, PPE, Active Claim, self-employed
- Educated women and youth in communities

Benefits and expected results:

- Dehcho: 150-200 individuals to be assisted in job searches, cover letter & resume writing, training applications, etc
- North Slave: 8 – Journeypersons started construction businesses
- South Slave: 3
- Beaufort Delta Region: 200 individual interventions, including light touch clients, 8 employment/career officer positions will be supported in 8 communities
- Sahtu: 4 (contracts)

Program: Job Creation Partnerships

Projected expenditures: \$510,000

Brief description of program - Areas of focus:

The Job Creation Partnerships (JCP) is an initiative that provides work experience opportunities to improve the subsequent employment prospects of the clients. The program provides 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 is intended to assist unemployed individuals who need work experience (and training, if applicable) to be better able to obtain meaningful long-term employment.

JCP projects may be supported under the LMDA or WDA.

Areas of focus: Industry, learning centres, First Nations (Building Trades Helper), YWCA

Target client groups:

- Aurora Colleges in Sahtu communities
- Existing & new entrants of labour force
- EI Eligible, PPE, Active Claim, self-employed

Benefits and expected results:

- Dehcho: 20 individuals to be trained and gain subsequent employment/work experience
- North Slave: NA
- South Slave: 6
- Beaufort Delta Region: 3 projects
- Sahtu: 4

Program: Strategic Workforce Initiatives

Projected expenditures: \$860,000

Brief description of program - Areas of focus: Strategic Workforce Initiatives (SWI) supports community partners in undertaking labour market activities that promote labour force development, workforce adjustments and effective human resources planning. 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.

SWI projects may be supported under the LMDA or WDA.

Areas of focus: Community Labour Market Development Plans, Aurora College, band offices economic development officers.

Target client groups:

- Aurora College, band offices, economic development officers.
- Northwest Territories and Nunavut Construction Association (NNCA)
- Youth and school graduates

Benefits and expected results:

- Dehcho: 3 communities to complete Labour Market Development Plan
- North Slave: 8 – Journeypersons started construction businesses
- South Slave: 2
- Beaufort Delta Region: 3 communities Labour Market Development Plans
- Sahtu: 2

Program: Community Training Partnership

Projected expenditures: \$450,000

Brief description of program - Areas of focus: The Community Training Partnerships (CTP) is an initiative that provides training/skills development opportunities in order to improve the subsequent employment prospects of the participants. The program provides support for third party organizations to deliver community and regional activities aimed at increased skill development, including workplace essential skills, in the labour market.

The program is intended to assist unemployed individuals who need training to obtain meaningful long-term employment.

CTP projects may only be supported under the WDA.

Areas of focus: Infrastructure projects

Target client groups:

- Aurora College, band offices economic development officers.
- Northwest Territories and Nunavut Construction Association (NNCA)
- Youth and school graduates

Benefits and expected results:

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LMDA – Research and Innovation

The GNWT will use LMDA Research and Innovation funding to support the development of a new Skills 4 Success 4-Year Action Plan 2021-2025 with a labour market forecast for occupations in demand. This new Skills 4 Success Action Plan is part of the Skills 4 Success 10-Year Strategic Framework and focus on jobs that are in-demand in the NWT to prepare residents for employment that exists today and will be needed in the future. The 2016-2020 Action Plan aimed to improve the NWT's adult and post-secondary education and skills training system to support residents with skills for success to be first in line for NWT jobs. It supports four goals related to skills development, streamlined supports, NWT workforce partnerships, and labour market information.

Consultation process

South Slave Region: The South Slave Labour Market Planning Partnership, with membership from the majority of labour market funding agencies, is the primary source of labour market interventions. Meeting several times throughout the year to plan, organize, cost share and case manage clients, the partnership brings the employment and training needs of their constituent groups to the table, so that interventions are based on real employer needs. Unfortunately, due to the COVID-19 pandemic no face-to-face meetings were held.

Regular joint planning results in improved service delivery, improved client outcomes, improved capacity within and among the partner organizations.

ECE continues to engage with Industry, Tourism and Investment, Territorial Farmers' Association and Northern Farm Training Institute to support a small but thriving agricultural sector in the region.

Continued engagement with the South Slave Labour Market Planning Partnership, Forestry sub sector and Agriculture related groups will occur throughout the year.

Specific community engagement will take place in Fort Resolution and Fort Smith to assess immediate and longer-term plans.

Skills development common to the fishery and marine industry will be a focus going forward.

Dehcho Region:

Regional Training Committee

- Meets every two months
- Consists of core group of training partners, First Nations and sub-group of other stakeholders

NorZinc Regional Training Committee

- Meets quarterly

Annual meetings with First Nations Chiefs and Council/Band Managers, Hamlet Senior Administrative Officers (SAOs)

Dehcho Interagency Meeting

Program information packages sent out via email to employers, organizations, NGOs, etc.

North Slave Region: As the COVID-19 travel restrictions are lessened, we will be travelling to the small communities in the North Slave region to engage with the communities. There will be ongoing stakeholder engagements conducted with our current organizations, such as YWCA, Salvation Army, Conseil de Développement Économique des Territoires du Nord-Ouest (CDETNO), Native Women's Association, Tree of Peace, etc. We will continue to participate and engage with partners as part of the North Slave Regional Training Hub, the Tłı̨chǫ Economic Working Group and Akaitcho Business Development Corporation. We will also be engaging with the Mine Training Society and the Northwest Territories and Nunavut Construction Association (NNCA) regarding promoting the trades to women.

We will be engaging with more employers, as they became aware of our programs when we administered the Labour Market Recovery Plan (LMRP) program. As the tourism industry reopens, and COVID-19 restrictions lift, we anticipate engaging once again specifically with the community of Lutsel K'e regarding its purchase of the Frontier Fishing Lodge and the creation of Thaidene Nene National Park Reserve.

Beaufort Delta Region:

The 2020-2021 is forecasted on historical LM Program expenditures and virtual meetings:

- Tuktoyaktuk — Hamlet of Tuktoyaktuk
- Aklavik — Hamlet of Aklavik
- Tsiiigehtchic/Fort McPherson – Charter Community of Tsiiigehtchic
- Ulukhaktok/Sachs Harbour – Hamlet of Ulu and Sachs Harbour
- Fort McPherson – Hamlet of Fort McPherson
- Paulatuk – Hamlet of Paulatuk
- Inuvik – Town of Inuvik
- Gwich'in Tribal Council and Inuvialuit Regional Corporation
- Private employers of Town

The upcoming virtual meetings schedule is as follows:

- Inuvik – Town of Inuvik
- Tuk – Hamlet, Community Corp., NGOs and Private sector
- Aklavik – Hamlet, Community Corp., Designated Gwich'in Organization, NGOs and Private Sector
- Tsiiigehtchic/Fort McPherson – Hamlet, Charter Community, Designated Gwich'in Organization, NGOs and Private Sector
- Ulu/Sachs Harbour – Hamlet, Community Corp., NGOs and Private Sector
- Paulatuk – Hamlet, Community Corp., NGOs and Private Sector

Sahtu Region

ECE works very closely with Aurora College, band offices, economic development officers and land corporations on current and future program needs.

The Sahtu region works with Aurora College learning centres and hosts open houses to help identify students' needs and assessments, as well as inform them of any current programs and opportunities. During regular community visits, we conduct site visits and meet with local leadership as well. These visits are crucial to the continued relationships between ECE and regional stakeholders, providing community updates and information sessions.

List of stakeholders	
Official Language Minority Communities (OLMC)	<ul style="list-style-type: none"> • Conseil de développement Économique des Territoires du Nord-Ouest
List of organizations representing employers	<ul style="list-style-type: none"> • Tulita Dene Band • Tulita Land Corporation • Two Rivers Hotel • Whiponic Wellputer Ltd • Yamoga Land Corporation • South Slave Labour Market Partnership Planning (SSLMPP) members, including the Forestry sector sub table. • Nogha Enterprises Ltd. • Simpson Air Ltd. • Rowe's Construction Ltd. • PR Contracting Ltd. • Northwest Territories Power Corporation • Housing Authorities • Department of Infrastructure • Department of Environment and Natural Resources • Department of Industry, Tourism and Investment • Village of Fort Simpson • Digaa Enterprises Ltd. • Northern Stores • Hamlet of Fort Liard • Hamlet of Fort Providence

List of organizations representing employers

- Nina & Associates Ltd.
- Built Right Construction Ltd.
- Sambaa K'e Development
- NorZinc Ltd.
- Big River Service Centre
- General/Convenience Stores (Fort Providence, Fort Liard, Fort Simpson)
- Friendship Centres
- Inuvialuit Regional Corporation,
- Tsuigehtchic Charter Community,
- Tuktoyaktuk Community Corp
- Inuvik Community Corp
- Tetlit Gwich'in Council
- Gwichya Gwich'in Council
- Ehdiitat Council, NWT Park and Rec Association
- Ingamo Hall, Inuvik Emergency Warming Shelter
- Tuktoyaktuk's Women's Shelter
- Inuvik Transition House
- Ayoni Keh Development Corp.
- Aurora College, Regional Sahtu Office and Community Learning Centres Behdzi Ahda First Nation

List of organizations representing employees

- BJ Services Ltd.
- Boiler Controls
- Déljnë Goti'ne Government, includes Techqi and Sahtu Cho Properties
- Fort Norman Métis Land Corporation
- Great Bear River Bridge Training Partnership
- Hamlet of Tulita
- Heritage Hotel
- HRN Contracting Ltd.
- Dehcho First Nations
- Aurora College Learning Centres
- Deh Cho Business Development Centre
- Fort Providence Employment Centre/ Local Training Authority
- Arctic Response
- Mine Training Society
- Inuvialuit Regional Corporation
- Tsiigehtchic Charter Community
- Tuktoyaktuk Community Corp
- Inuvik Community Corp
- Tetlit Gwich'in Council
- Gwichya Gwich'in Council
- Ehdiitat Council
- NWT Park and Rec Association
- Ingamo Hall

List of organizations representing employees	<ul style="list-style-type: none"> • Inuvik Emergency Warming Shelter • Tuk Women Shelter • Inuvik Transition House • Children's First Society • Gwich'in Tribal Council • Western Arctic Business Development Corporation • Municipalities and Private Sector Businesses
List of Persons with Disabilities (PWD) stakeholders (ONLY FOR WDA)	<ul style="list-style-type: none"> • NWT Disabilities Council • Hay River Council for Persons with Disabilities • Inclusion NWT

Targets for primary indicators (ONLY FOR LMDA)

Active EI claimants served	275
Returns to work	250
Savings to the Employment Insurance (EI) Operating Account	\$1.4M