

2019-2020 Annual Report

Workforce Development Agreement





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Introduction

This Annual Report is intended to reflect the activities of the 2019-2020 Annual Plans under the Workforce Development Agreement (WDA) submitted to Employment and Social Development Canada (ESDC).

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 kilometres (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 01, 2019) represents almost half of the territorial population. Many of the smallest NWT communities are only accessible via plane or ice roads in winter, which are increasingly being affected by climate change.

In April 2020, the NWT Bureau of Statistics published the Population Estimates, based on figures provided by Statistics Canada¹. The NWT population remained virtually unchanged between April 01, 2019 (44,909) and April 01, 2020 (44,982)². 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 communities³.

1 https://www.statsnwt.ca/population/population-estimates/PopEst_Jul20.pdf
2 https://www.statsnwt.ca/population/population-estimates/PopEst_Apr20.pdf
3 <https://www.statsnwt.ca/population/community-projections/>

The population in the NWT is made up of approximately half Indigenous and half non-Indigenous persons. As of July 01, 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)⁴, 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 employed⁵. 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 persons continues to slowly increase, and is expected to continue increasing over the next 10 years.

The employment rate in the NWT for December 2019 was 63.5%⁶, which is a decrease from the previous year's employment rate of 66%⁷. 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.⁸

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).

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

5 https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2019_NewStats%20LFS.pdf

6 https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Jan2020_NewStats%20LFS.pdf

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

8 https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2019_NewStats%20LFS.pdf

Gross Domestic Product Data

The tourism industry was growing in the NWT prior to 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 (GDP) generated in 2019. Those figures also include oil and gas extraction, which has a much smaller impact⁹.

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.¹⁰

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 oilfield 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.

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 2019.¹¹

9 https://www.statsnwt.ca/economy/gdp/June2020_GDP.pdf
10 <https://www.statsnwt.ca/economy/gdp/>
11 https://www.statsnwt.ca/economy/gdp/June2020_GDP.pdf

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 the Department of Education, Culture and Employment 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."¹²

The Department is mandated to provide residents of the NWT 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 per cent. These priorities are linked to the GNWT *Skills 4 Success (S4S) Initiative*¹³ 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*¹⁴ 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.

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

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

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

14 https://www.ece.gov.nt.ca/sites/ece/files/resources/skills_4_success_-10-year_strategic_framework.pdf

stakeholder consultations, informed a complete redesign of ECE's labour market programs in 2018.

In early 2021, ECE will be developing a second four-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 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:

- Promote the use of the National Job Bank services to employers and job seekers;
- Develop the Labour Market Information Strategy in partnership with Employment and Social Development Canada;
- Foster inclusive labour market participation;
- Align skills with labour market needs; and
- 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 newLabour Market Development Agreement (LMDA) and Workforce Development Agreement (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's 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 Agreements

ECE's key priorities for 2019-2020 were to continue to implement the new *Labour Market Transfer Agreements (LMTA)*, which includes the Labour Market Development Agreement (LMDA) and the Workforce Development Agreement (WDA). These agreements enable 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.

WDA Programs

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

- Provide clients who are not eligible for Employment Insurance (EI) with access to programs that are comparable to those available for EI eligible clients, in order to enhance the labour market participation of all NWT residents, particularly low-skilled workers and under-represented groups;
- Encourage greater employer involvement in training to ensure that skills are better aligned to job opportunities, particularly in sectors facing skills mismatches and shortages;
- Make it as easy as possible for all residents of the NWT to get the help they need to develop the skills necessary to quickly find and maintain employment;
- Demonstrate to Canadians that their tax dollars are achieving the best possible results through increased labour market participation of eligible beneficiaries;
- Focus on current and emerging NWT industries, such as mining (diamonds, gold, zinc, and remediation); tourism and the public sector, including Indigenous Governments and organizations;
- Strengthen employer partnerships within the trade and technical occupations and building apprenticeship opportunities within the NWT (residential and commercial building construction and winter road and all-season road construction); and
- Continue the development of natural resource industries such as fishing, agriculture and forestry, and the service/hospitality sector, supporting the growing tourism industry.



[NWT Apprenticeship, Trades and Occupational Certification Strategy 2017-2022](#)

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 addition to the LMDA and WDA funding, in 2019-20 the GNWT 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 SDP 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.

Best Practice with SDP funding:

"A father of two young children was looking for long-term permanent work. Already holding a Class 4 licence, he was approved for funding under the Skills Development Program to complete Class 1 Driver's training. He successfully completed the training, passed and received his Class 1 Licence with an Air Brake Endorsement. His educational goal was to become a Heavy Equipment Operator, and having a Class 1 driver's license and forklift operator certification is part of that goal. He is now more qualified for employment, having benefited from the Skills Development Program."

Note: The majority of the WDA funding is used with programs for organizations, such as Employment Assistance Services or Strategic Workforce Initiatives, but significant portions are also spent on Skills Development and Wage Subsidy programs. This funding was also used for under-employed and up-skilling clients, either employed or not employed, and building a client's employability within the northern and local labour market.

During the fiscal year 2019-2020, there were 60 clients who accessed WDA SDP funding.

Self-Employment Program

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 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:

“An individual used the support provided to take his idea(s) from theory to reality and achieved tangible results like winning contracts, hiring/retaining local people, and building a reputation as a businessman with a viable business in his community and region. He is running a successful business now.”

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



Programs for Employers

Wage Subsidy Program (WSP)

The Wage Subsidy Program (WSP) provided 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, 30 employers were funded under WSP to subsidize the wage of 30 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 the majority of employers who accessed this information are small-to-medium sized employers.

Best Practices for WSP funding:

“A Community Corporation in the Beaufort-Delta region was able to find an employee willing to put the work in to grow within their organization. They were able to provide him with an employment opportunity, offer him the training needed to enhance the skill set that was there, and develop a new skill set required to assume more responsibility within the organization. In turn with this comprehensive skill set, the organization has someone who is capable and knowledgeable of its vision, mandate, goals, stakeholders it serves/works with, and the path it wants to take within the community.

More importantly, the opportunity provided the support and knowledge to bring the organization where it wants to go.”

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.

Nine employers accessed the WDA-ETP in 2019-2020 fiscal year, providing funding for 16 individuals.

Best Practices for ETP funding:

“An accomplished Indigenous individual is the co-founder and executive director of two well-known non-profit organizations that promote sexual health, self-esteem and healing programs for youth in the NWT, by providing trauma-informed programs to work with some of the NWT youth that are most vulnerable.

The individual applied through the Employee Training Program (ETP) to complete an Aboriginal Focusing-Oriented Therapy and Complex Trauma Certificate Program in British Columbia. She was approved to attend from August 2019 to February 2020 and completed the program, receiving her certificate.”

When contacted as part of the 12-week follow-up, the individual said she strongly agrees that her employment situation improved as a result of the training accessed through ETP, and that she is better qualified for her job as a result of it. This training provides greater credibility to the programs delivered by her organizations, and will better meet the needs of the population she works with now and in years to come.

Programs for Organizations

Employment Assistance Services

Employment Assistance Services (EAS) enable 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.

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 was a total of six WDA EAS service providers. Referrals were also made to ECE staff to move into further interventions. There were 232 WDA clients who accessed Job Search Assistance with the EAS service providers during 2019-2020.

Best Practices for Employment Assistance Services funding:

“The Work Ready Program ran from April 1, 2019 - March 31, 2020. The goal of the program was to assist participants (from a local womens’ society) with skills and preparation to enter the workforce. The focus of the society’s program was on building basic employment skills that will be transferable to the work environment such as effective communication, being reliable and responsible.

The society entered into a partnership with a local career centre, which was beneficial to both staff and participants, allowing them to become familiar with how the career centre operates and using the career centre staff in assisting them with building a résumé and using technology for job searches.

The society was approached by a mining recruiter who was interested in hiring more women into the industry and also partnered up with a Yellowknife construction company to create a program that provides opportunities for women who work in construction.

Overall, the training increased the likelihood that this marginalized group would be successful in finding and maintaining employment.”

Community Training Partnerships

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, and can only be supported under the WDA.

The objectives of CTP are to:

- Provide opportunities for NWT residents to gain skills through group training/skills development activities;
- Bridge education and employment gaps through targeted supports; and
- Grow the NWT workforce through training partnerships.

The WDA-CTP was accessed by 26 organizations in the 2019-2020 fiscal year.

Best Practices for Community Training Partnership funding:

“A Yellowknife organization was approved under the Community Training Partnership for ten trainees to participate in the Heavy Equipment Operator (HEO) Traineeship/Mining Entry Program. The training took place from May 06 – November 29, 2019 through a local training facility. This project allowed the trainees to gain hands-on HEO experience and they were also provided with an introduction to mining.

Upon successful completion of the program, participants who passed the training would be offered entry level positions as Haul Truck Drivers at a diamond mine in the NWT. Although the proposal identified ten trainees, they provided training for 13 applicants, with ten being successful and three withdrawing for personal or attendance reasons. Overall, the training provided these young people insight and skills to work at the mines and two were provided with job opportunities”.

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 to 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 was no Job Creation Partnerships projects funded under WDA in 2019-2020.

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 were seven WDA-SWI projects.

Best Practices for Strategic Workforce Initiative funding:

“The North Slave ECE Service Centre funded a First Nation band with \$26,334 to complete a 5-year Community Labour Market Development Plan. This plan was prepared by a consultant and is valid until 2025. This plan involved reviewing a North Slave community’s economy and developing new creative economic plans, such as looking to develop a culture-based economy.

This 72-page report allowed the community to be able to access Small Community Employment Support Program yearly to support workforce development in communities.”

Research and Innovation Projects

There were no research and innovation projects funded under WDA in 2019-2020.

Eligible Clients

Through the WDA, the NWT provided programs and services to unemployed non-Employment Insurance (EI) Part 1 clients. This may also include under-represented groups such as Social Assistance recipients, if their eligibility meets the WDA criteria.

It also supports projects and partnerships aimed at enhancing the overall employability of NWT residents.

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 all Regional ECE Service Centre staff and ECE's community partners.

Internal Consultations

Regional ECE Service Centres are the primary points of contact 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, Sahtú, 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 (LDS), meets quarterly with Regional ECE Service Centre program delivery staff with updates on program updates, program deliveries and program priorities.

The Director, LDS, 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 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 a 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 has 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 4 goals of the ATOC Strategy. The working groups were comprised of various stakeholders, including representatives from industry, government, training providers, as well as 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

WORKFORCE DEVELOPMENT AGREEMENT Program Areas	Expenditures
INDIVIDUALS & EMPLOYERS programs: Skills Development Program, Self-Employment Program & Wage Subsidy Program	\$641,106
ORGANIZATIONS: Employment Assistance Services, Job Creation Partnerships, Community Training Partnerships, Strategic Workforce Initiatives, Provision of Programs	\$1,473,598
Programming targeting Persons with Disabilities	\$435,805
Administration costs	\$598,346
Total	\$3,148,855

Results and Reporting

In 2019-2020, ECE planned to implement the following expected results stated from the Workforce Development Agreement (WDA), which are:

Results

	WDA Results	Targeted Amount WDA*	Actual WDA Results
1.	Number of Non- EI clients that access programming	NA	226
2.	Number of insured clients with an emphasis on Non-EI claimants, returned to employment or self-employment	0	0
3.	Number of program interventions delivered	30	Skills development program: 60 Self Employment Program: 4 Wage Subsidy Program: 30 Employee Training Program: 16 Employment Assistance service:27 Community training partnership:26
4.	Number of counselling sessions	5000	939
5.	Number of employers who received assistance and support	150	39
6.	Number of organizations served who support clients who are underrepresented – EAS	35	16

*GNWT provided a combined (LMDA/WDA) annual plan, targeted amount is for both LMDA and WDA funding

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.

The aggregate information required for the WDA – 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. The NWT participated in the self-employment option program evaluation.

Conclusion

In 2019-2020, ECE built on the previous year's work, which streamlined and enhanced the suite of programs delivered through our WDA. 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.

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 of 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 it 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 Organizations

Acho Dene Koe First Nation (Fort Liard)
Akaitcho Territorial Government
Behdzi Ahda First Nation,
Deh Gah Got'ie First Nation (Fort Providence)
Dehcho First Nation
Déljnę Goti'ne Government
Deninu Kue First Nation
Fort Resolutions Métis Council
Fort Smith Métis Council
Ehdiitat Gwich'in Council
Gwichya Gwich'in Council
Nihtat Gwich'in Council
Tetlit Gwich'in Council
Gwich'in Tribal Council
Hay River Métis Government Council
Inuvialuit Regional Corporation
Jean Marie River First Nation
Ka'agee Tu First Nation (Kakisa)
Katl'odechee First Nation
Liidlii Kue First Nation (Fort Simpson)
Lutsel K'e Dene First Nation
Métis Nation (Fort Providence & Fort Simpson)
Nahanni Butte Dene Band
NWT Métis 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 & Training Providers

Aurora College
Conseil de développement économique des Territoires du Nord-Ouest (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
Skills Canada NWT
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 Tsiiigehtchic
Deh Cho Business Development Centre
Dept. of Environment & Nat. Resources
Dept. of Industry, Tourism & Investment
Dept. of Infrastructure
Fort Norman Métis 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 Committee for Persons with Disabilities
Native Women's Association
Side Door Youth Ministries
Soaring Eagle Friendship Centre
Inclusion NWT
Yellowknife Women's Society
YWCA
NWT Disabilities Council
Zhahti Koe Friendship Centre