



NWT LABOUR MARKET REVIEW

April 1, 2012 — March 31, 2014







NWT LABOUR MARKET REVIEW

This report provides an overview of key labour market statistics and current trends provided by the Northwest Territories (NWT) Bureau of Statistics and Statistics Canada. It also profiles programs, services, and initiatives undertaken by the Department of Education, Culture and Employment (ECE) spanning over two fiscal years (2012-14) to address skill shortages and develop a skilled Northern workforce.

Regional ECE Service Centres provide information on how to access labour market opportunities, as well as providing career counselling services and employment programs. Together with Aurora College and labour market development partners, ECE provides an array of programs designed to meet the needs of learners and employers in the NWT.

ECE and the NWT Bureau of Statistics will continue to collect and analyze labour market information and share this information with leaders, program planners, industry, educators, students and job seekers in order to meet NWT labour market demands.

Where possible, ECE has provided the most recent 2012-14 statistics.

PROGRAMS AND SUPPORTS

Career Services

ECE assists NWT residents in developing and achieving career goals through a variety of means. Regional ECE Service Centres are located in Fort Simpson, Fort Smith, Hay River, Inuvik, Norman Wells, and Yellowknife. Services available through the ECE Service Centres include:

- Career counselling and assessment
- Workshops on career planning, work search, education planning and apprenticeship
- Labour Market Programing
- Referrals to programs and other agencies
- Resource libraries and labour market information
- Computers and software programs

There was a total of 3,532 counselling sessions in 2013-14, a decrease of 420 from the 3,952 counselling sessions conducted with clients in 2012-13.

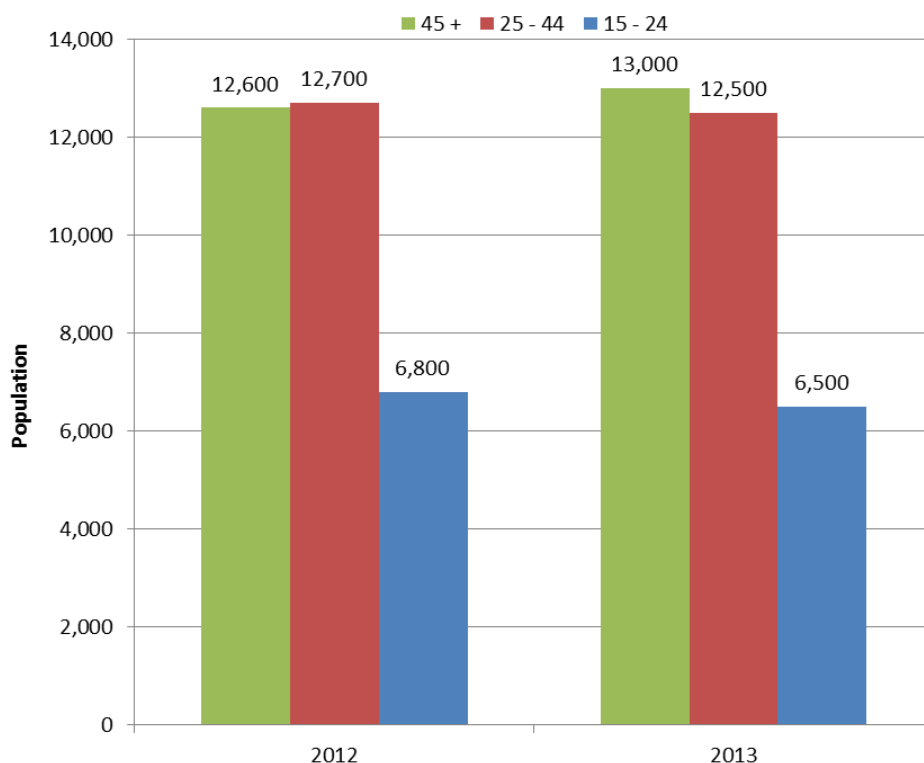
DEMOGRAPHICS

The population of the NWT, aged 15 years and older, has remained constant between January 2012 – December 2013, at approximately 32,000.

Even though the population remained relatively unchanged in the last two years, the population distribution among age groups has changed: the population 45 years and older increased by 3% from 2012 to 2013, those ages 15-24 years old decreased by 2%; the number of 25-44 year olds decreased by 4%. The population decline for those between 15 and 44 years old may be the result of out migration from the NWT.

NWT Population Aged 15 Years Old and Over

Source: NWT Bureau of Statistics



Between 2012 and 2013, the Aboriginal and Non-Aboriginal population in the NWT 15 years and older remained unchanged at 14,300 and 17,700 respectively. The male population 15 years and older increased by 1,000 while the female population decreased by 1,000 over the same period of time.

REGIONAL HIGHLIGHTS

Beaufort Delta ECE Service Centre

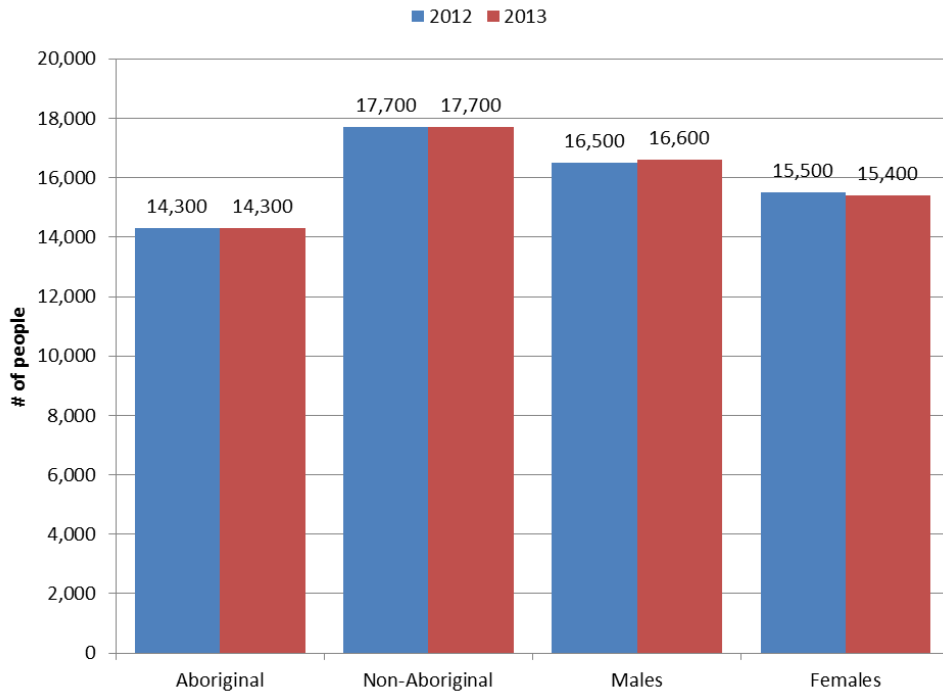
Building Essential Skills – Apprenticeship Labour Market Development Agreement (LMDA)

Through the BES-Apprenticeship Program, an Apprentice was able to complete their education. The funding was a big help, especially in the second year of technical training when the client had to pay for food, books and expenses when the client had not saved enough money.

Upon completing the apprenticeship, the client began work as a Journeyperson in the Beaufort Delta and is now training their own Apprentice.

Population by Ethnicity and Gender

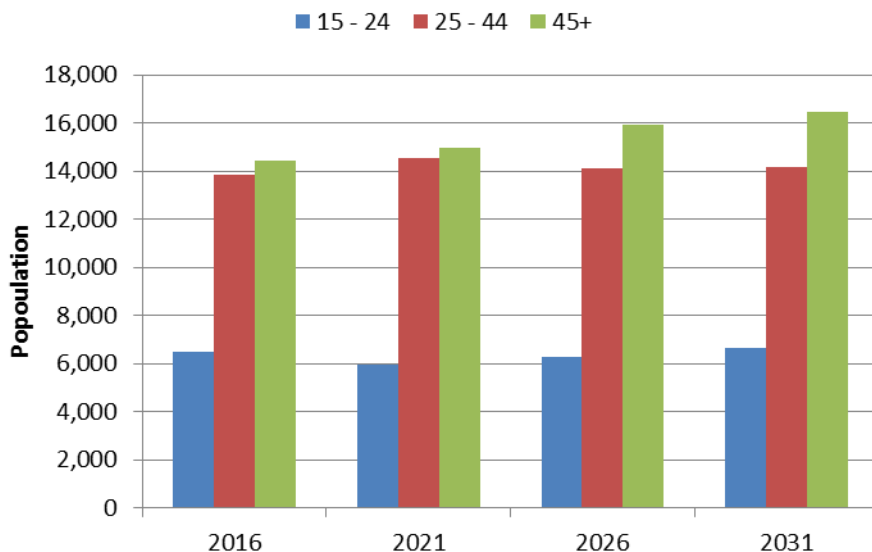
Source: NWT Bureau of Statistics



The chart below shows population projections for the next 15 years. The population 45 years and older is estimated to increase by more than 2,000, while the 15 – 44 years old age group is not expected to experience any significant population growth.

NWT Population Projections

Source: NWT Bureau of Statistics



MIGRATION & IMMIGRATION

PROGRAMS AND SUPPORTS

JobsNorth.ca

ECE is responsible for the JobsNorth website. This website links jobseekers and NWT employers, enabling both groups to meet their employment needs. It also provides a link to the Government of Canada JobBank.

Number of...	2012-13	2013-14
Jobs Posted	1,460	1,865
Resumes Posted	493	517
Job Seekers	2,274	2,683
Employers	164	145

JobsNorth's Top 20 Job Categories by Number of Job Postings, 2012-14

Oil/Gas/Mining	478
Hotel & Restaurant	324
Trades/Labour	268
Transportation	261
Retail	238
Construction	195
Administrative Support	185
Customer Service	159
Health & Medical	155
Management	141
Childcare	117
Social Services	94
Telecommunications	67
Finance	64
Accounting	60
Engineering	57
Civil Service – Municipal	40
Environmental	38
Human Resources	32
Banking	31

MIGRATION & IMMIGRATION

Migration

People from all over Canada have chosen to make the NWT their home. The table below presents in, out, and net migration for the NWT between 2003 and 2013. Net migration is the difference between the number of people coming in (in-migration) and the number of people leaving (out-migration). The net migration has been negative since 2004 which means that each year more people left than moved to the NWT. In 2012 and 2013 the majority of people moving to the NWT were from Alberta, Ontario and British Columbia. Alberta and British Columbia were the provinces of choice for people moving out of the NWT.

NWT Interprovincial Migration, 2003-2013

Source: Statistics Canada



REGIONAL HIGHLIGHTS

Deh Cho ECE Service Centre

Employment Assistance Services (LMDA)

With funding from the LMDA, an individual was contracted to deliver Employment Assistance Services in the Dehcho Region.

This individual has been a successful and valued addition to the client services base, providing assistance with post-secondary programs (Introduction to Underground Mining, Building Trades Helper, Safety Certification, etc.); as well as assisting community members with obtaining their education, training and employment goals, and providing them with all the needed tools and support.

Immigration

In July 2009, the Government of the NWT signed the Canada-NWT Agreement on Provincial Nominees, and launched the NWT Nominee Program (NTNP). The program is administered in partnership with Citizenship and Immigration Canada, and the Departments of ECE and Industry, Tourism and Investment. It has four nomination streams: Skilled Worker, Critical Impact Worker, Entrepreneur, and Self-Employed Business. The program helps strengthen the NWT economy by attracting qualified individuals to fill critical labour shortages and promote business development. It can assist employers in recruiting and retaining foreign workers, as well as supporting foreign workers and their families to make the NWT their permanent home.

Since 2009, 155 Territorial Nominee Program applications have been reviewed.



PROGRAMS AND SUPPORTS

Self-Employment Option

The Self-Employment Option program provides assistance to unemployed individuals who have chosen to start their own business. The program provides support for coaching, counselling, business plan development, short term training, as well as other personal supports during the business start-up period. In 2012-13, ECE provided \$62,909 to support 19 program participants. In 2013-14, ECE provided \$61,852 to support 23 program participants.

Training on-the-Job

Training on-the-Job supports the development of skilled workers by providing wage subsidies to employers to offset the cost of training employees on-the-job. Participants gain essential employability skills while employers develop future workers. In 2012-13, ECE provided \$81,092 to support 16 program participants. In 2013-14, ECE provided \$120,095 to support 13 program participants.

Apprenticeship Training on-the-Job

Apprenticeship Training on-the-Job enables greater participation in apprenticeship training by providing a wage subsidy to employers to offset the cost of training apprentices for journey person certification. In 2012-13, ECE provided \$115,869 to support 12 program participants. In 2013-14, ECE provided \$70,795 to support 9 program participants.

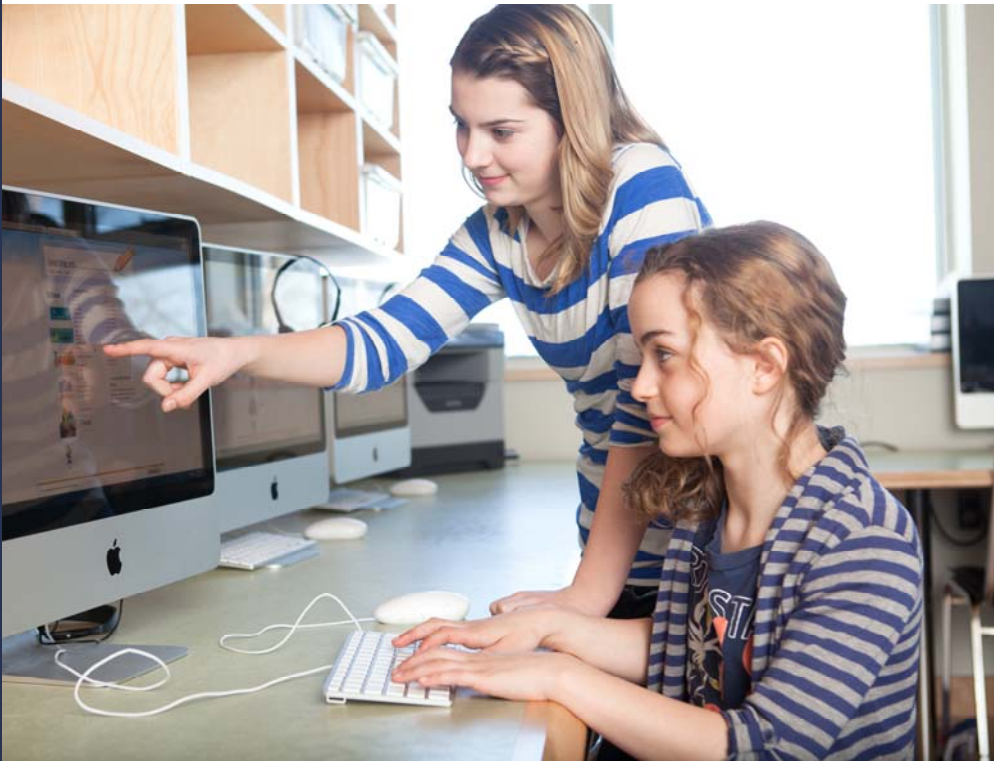
EDUCATION

Many employers require a high school diploma as minimum level of education. The number of people 15 years and older with less than high school diploma declined by 5% between 2012 and 2013 in the NWT. As shown in the table below, in 2013, 1,300 more people obtained a high school diploma, post-secondary certificate or diploma, or university degree than in 2012.

NWT Education Attainment

Education Levels (Population 15+)	2012	2013
Less than high school graduate	9,200	8,700
High school graduate	4,000	4,700
Some post-secondary education	2,800	2,100
Post-secondary certificate or diploma	10,300	10,700
University degree	5,700	5,900

Source: NWT Bureau of Statistics



Adult Literacy and Basic Education

Source: Adult Literacy and Basic Education Program

Adult Literacy and Basic Education (ALBE) provides students with the skills and knowledge necessary to enter post-secondary education, trades programs or the workforce. ALBE subject areas include English, Math, Financial Literacy, Science, Social Studies, Information and Communications Technology and Career Life Planning. ALBE programming is delivered at the three Aurora College campuses (Yellowknife, Inuvik and Fort Smith), 22 Aurora College Community Learning Centres, three Non-Governmental Organization (NGO) service providers in Yellowknife, and two correctional centres.

Between 2011 and 2014, students were enrolled in an average of 1,096 ALBE courses per year, with an average of 393 course completions each year. This represents an average completion of 36%.

Community Literacy Development Fund

The Community Literacy Development Fund (CLDF) provides financial assistance to community organizations to develop and deliver local programs that will increase literacy skills and raise awareness of the importance of literacy. The CLDF promotes literacy development for adults in the NWT, including youth aged 16-25, working-age adults, parents and seniors (60 and older). Special priority is given to youth and adults developing emergent literacy skills, and to Income Assistance clients. Groups eligible for funding include community organizations, band councils, hamlets, libraries, and registered non-profit societies.

In 2012-13, ECE provided \$705,916 to support 42 projects in 20 communities.

In 2013-14, ECE provided \$623,374 to support 35 projects in 14 communities.

ECE has been working on coordinating an Accountability Framework for the programs and services, which should in further see an increase in participation.

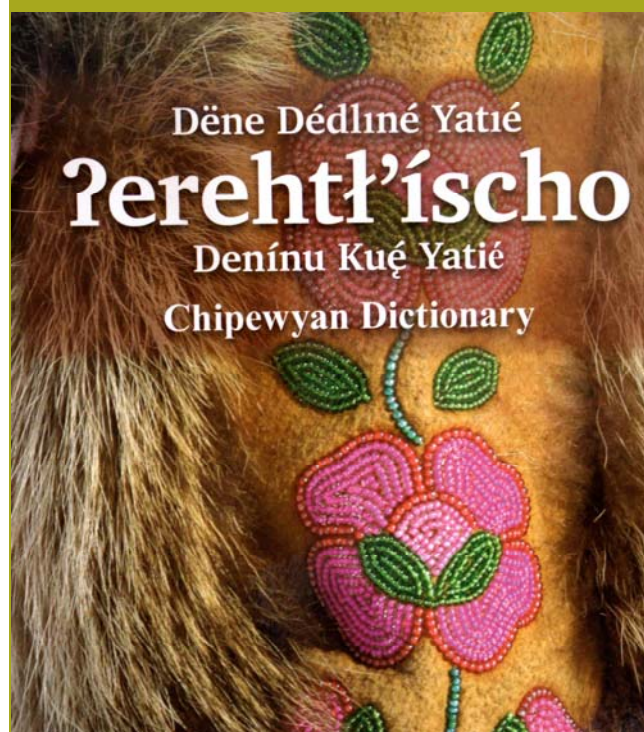
REGIONAL HIGHLIGHTS

North Slave ECE Service Centre

Apprenticeship Training on-the-Job (LMDA)

Starting a journey through the Schools North Apprenticeship Program, a client was able to complete an Apprenticeship with a local construction company, and has become the youngest individual in the North Slave to achieve Journeyman status.

The client continues to work with the same company and is now being trained for a supervisory position.



LABOUR FORCE

PROGRAMS AND SUPPORTS

Building Essential Skills

Building Essential Skills (BES) provides support for short-term training to help unemployed individuals return to work quickly. BES may also provide financial assistance to apprentices who attend technical training. In 2012-13, ECE provided \$677,034 to support 221 program participants. In 2013-14, ECE provided \$605,399 to support 190 program participants.

Employment Assistance Services

Employment Assistance Services provides funding to community partners to deliver career development services, otherwise unavailable, to unemployed individuals. In 2012-13, ECE provided \$1,038,096 to 23 organizations in 15 communities, and \$1,165,486 to 21 organizations in 13 communities in 2013-14 to deliver Employment Assistance Services.

Local Labour Market Partnerships

Local Labour Market Partnerships (LLMP) support community partners in identifying economic trends and creating strategies to develop a responsive local labour force. Community partnerships are formed to identify and initiate projects. In 2012-13, ECE funded 12 LLMPs for a total cost of \$360,069 and 10 LLMPs with a cost of \$324,586 in 2013-14.

LABOUR FORCE

The table below compares the NWT's labour force characteristics such as employment, unemployment, and participation rate, for 2012 and 2013. The labour force remained steady between 2012 and 2013 showing less than a 1% decline in the employment rate which stayed above 70%, well above the Canadian level of 61.8%.

Labour Market Characteristics, 2012 and 2013

Source: NWT Bureau of Statistics

Characteristic	2012	2013	Change %
Population 15+	32,100	32,100	0
Labour Force	24,700	24,500	-0.8%
Employed	22,700	22,500	-0.9%
Unemployed	2,000	2,000	0
Participation Rate	76.9%	76.6%	-0.3
Unemployment Rate	8.1%	8.2%	0.01
Employment Rate	70.70%	70.30%	0.4



REGIONAL HIGHLIGHTS

Sahtu ECE Service Centre

Small Community Employment Support

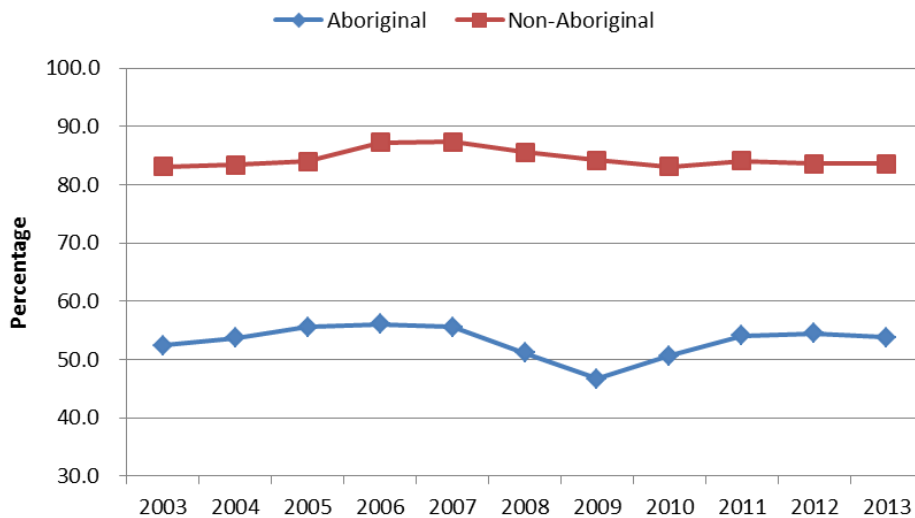
With a subsidy provided through the Small Community Employment Support program, a client was able to complete the Indigenous Women in Community Leadership program, offered through St. Francis Xavier University. Upon completion of the program the client became employed as the Community Wellness Coordinator in their community.

Employment Rates

The Aboriginal employment rate in 2013 was 53.8%, almost 1.5% higher than a decade ago. Even though there has been an increase in the Aboriginal employment rate it is still below the Non-Aboriginal rate of 83.6%.

Aboriginal and Non-Aboriginal Employment Rate, 2003-2013

Source: NWT Bureau of Statistics



The NWT's employment rate was 70.3% in 2013 which was well above the national employment rate of 61.8%. The NWT's employment rate has remained above 70% since 2003 with the exception of 2009 and 2010 when it dropped to about 66%. The national rate has been below 62% since 2009.



LABOUR FORCE

LABOUR FORCE DEFINITIONS

According to Statistics Canada: "Labour force status is typically collected for persons 15 years old and older and excludes institutional residents 15 years old and older;" and "The employed are persons having a job or business, whereas the unemployed are without work, are available for work, and are actively seeking work. Together the unemployed and the employed constitute the labour force. Persons not in the labour force are those who were unwilling or unable to offer or supply labour service under conditions existing in their labour markets (this includes persons who were full-time students currently attending school)."



LABOUR FORCE

Employment Rates, 2003-2013

Source: NWT Bureau of Statistics



Unemployment rates differ across Canada.

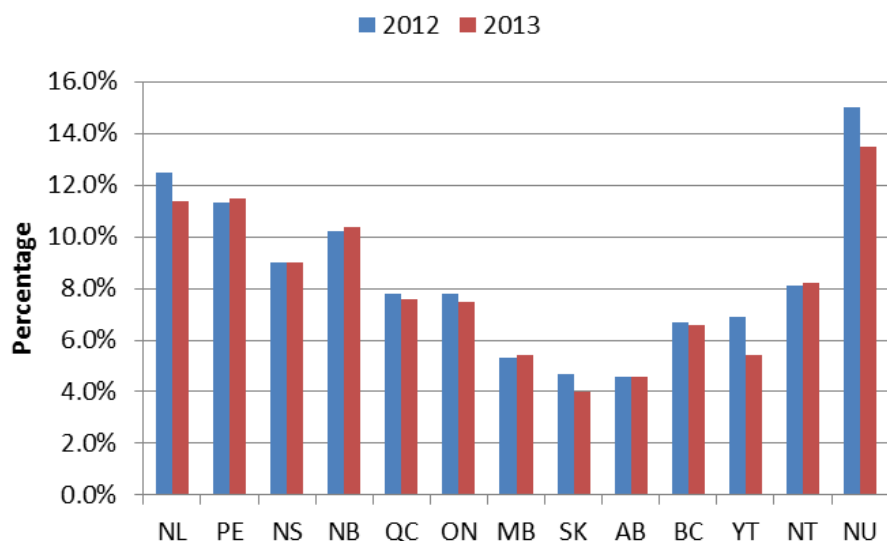
For the three territories in 2012 and 2013, Yukon had the lowest unemployment rate (6.9%-2012, 5.4%-2013) followed by the NWT (8.1%-2012, 8.2%-2013) and Nunavut (15%-2012, 13.5%-2013).

In 2012, out of 24,700 people in the labour force in the NWT, there were 2,000 unemployed persons representing an unemployment rate of 8%. The unemployment rate remained constant in 2013 which indicated that the number of people looking for work hadn't changed.

In 2012 and 2013 the provinces with the lowest unemployment rates, below 7%, were Manitoba, Alberta, Saskatchewan and British Columbia.

Unemployment Rate, Province and Territories

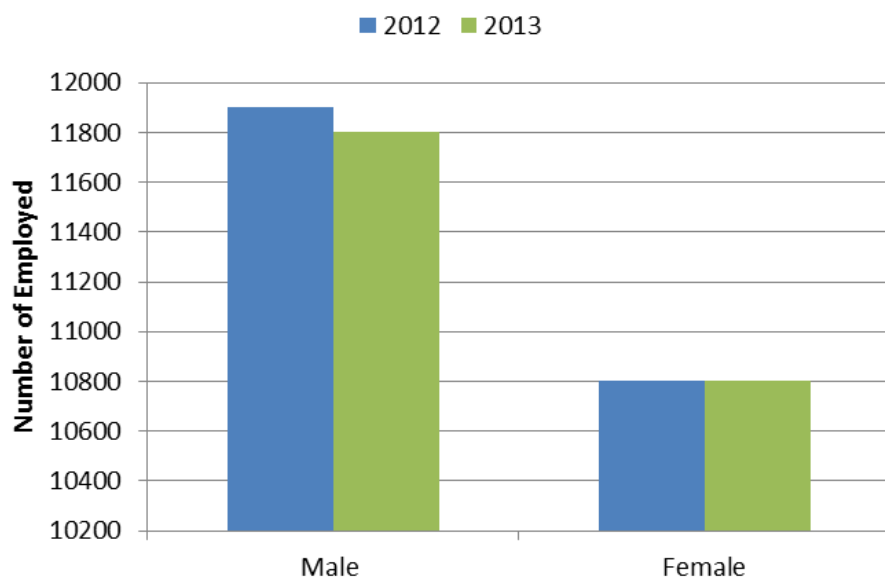
Source: NWT Bureau of Statistics



In 2013, NWT employment among men declined by 100 to 11,800 but remained unchanged at 10,800 among women.

Employment by Gender

Source: NWT Bureau of Statistic



REGIONAL HIGHLIGHTS

South Slave ECE Service Centre

Self-Employment Option (LMDA)

An unemployed teacher approached ECE with the idea of starting up a day home in the community. In spite of not having experience in business and limited financial resources, the client was referred to ECE's business experts for assessment and they responded with a positive feasibility opinion.

A year later, the client's business is flourishing to the point that there is a waiting list of parents wanting to enrol their children in the day home.



PROGRAMS AND SUPPORTS

Small Community Employment Support

There are two streams in the Small Community Employment Support Program that provide opportunities for residents in small communities: Youth Employment and Developing Workplace Capacity. In 2012-13, ECE provided \$1,224,471 which supported 209 employees as well as Community Initiative Projects, spanning 24 communities, and \$907,035 to support 128 employees and Community Initiative Projects in 20 communities in 2013-14.

Targeted Initiative for Older Workers

The Targeted Initiative for Older Workers (TIOW) program is a federal/territorial cost-shared initiative that provides support to unemployed older workers age 55-64 (or in exceptional circumstances workers age 50-54 or 65+) in targeted communities through programming aimed at reintegration into employment. Programming may be aimed at increasing the employability of older workers and ensuring they remain active and productive labour market participants while their communities undergo adjustments. Between 2012 and 2014, Employment and Social Development Canada (ESDC) contributed \$239,602 and ECE provided \$45,638 to support 16 participants in a community partnership initiative through TIOW.

INDUSTRY

Employment in the Goods-producing sector increased by 100 while Service-producing employment declined by 300 between 2012 and 2013.

Public administration, trade, health care, and social assistance were the top three industry groups with the highest employment in 2012 and 2013.

Goods and Service Producing Sector Employment

Source: NWT Bureau of Statistics

Industry Group	2012	2013	Change
Goods-producing sector	3,800	3900	100
Forestry, fishing, mining, oil and gas	1,700	1,500	-200
Utilities	300	200	-100
Construction	1,500	1,900	400
Manufacturing	200	200	0
Services-producing sector	18,900	18,600	-300
Trade	2,300	2,700	400
Transportation and warehousing	1,700	1800	100
Finance, insurance, real estate and leasing	1,000	800	-200
Professional, scientific and technical services	900	900	0
Business, building and other support services	500	400	-100
Educational services	2,100	1,900	-200
Health care and social assistance	2,300	2,100	-200
Information, culture and recreation	900	800	-100
Accommodation and food services	1,100	1,100	0
Other services	800	700	-100
Public administration	5,300	5,300	0
Total Employment All Industries	22,700	22,500	-200

Sales and service, and business, finance and administrative occupations had the highest employment levels in 2012 and 2013, employing more than 9,000 people combined.

REGIONAL HIGHLIGHTS

Beaufort Delta ECE Service Centre

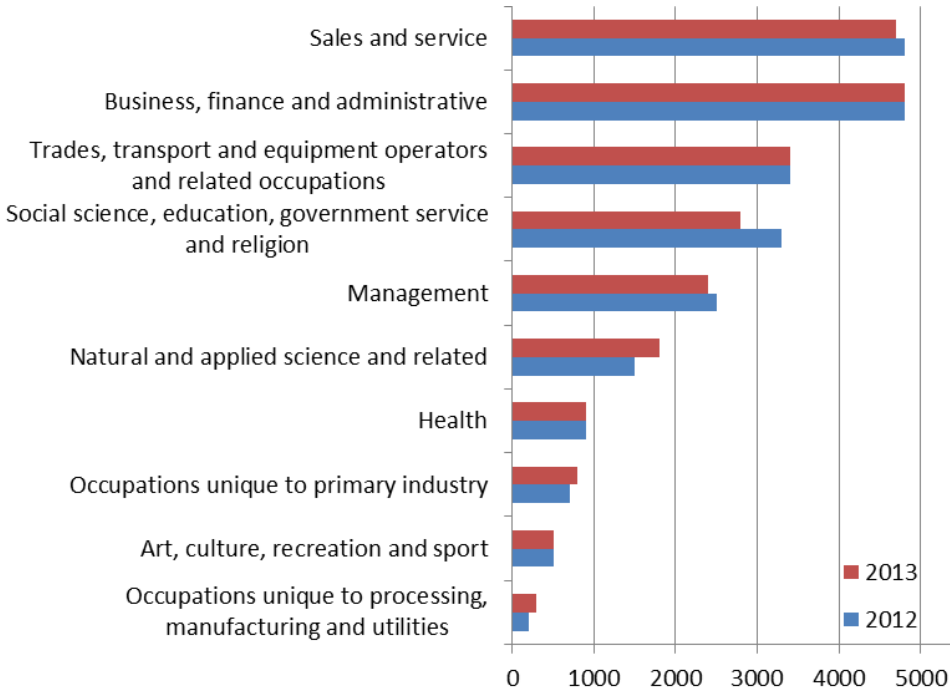
Youth Employment (LMDA)

Through the Youth Employment program, a client was able to get on-the-job training and discovered the world of trades and labour. Upon completion of the work experience, the client continued on to the Trades Access program in Inuvik, passed the exam, and is planning to continue in heavy equipment operation.



Employment by Occupation

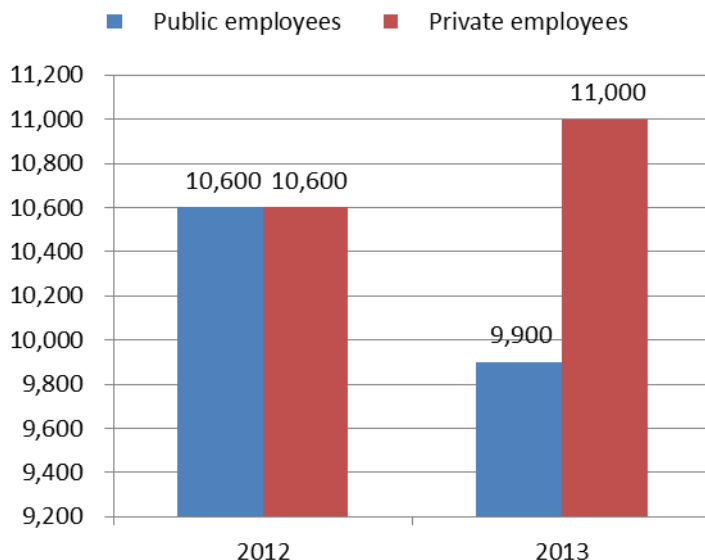
Source: NWT Bureau of Statistics



In 2012 and 2013, more than 90% of NWT residents were employed in the private or public sectors in the NWT. In 2013 there was a shift away from the public sector to the private sector resulting in 1,100 fewer employees in public sector.

Employment by Occupation

Source: NWT Bureau of Statistics



PROGRAMS AND SUPPORTS

International Qualifications Assessment Service

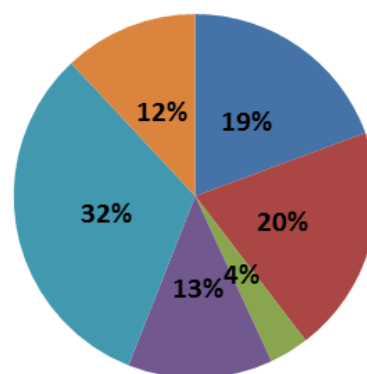
The International Qualifications Assessment Service (IQAS) assesses international educational credentials and compares them to educational credentials in Canada. The Assessment Service is mandated to promote fair recognition of education received outside Canada. The NWT-Alberta IQAS Agreement ensures that NWT residents are granted access to these assessments designed to increase access and entry to: the job market, educational institutions and professional regulatory organizations. Between April 1, 2012 and March 31, 2013, as well as April 1, 2013 and March 31, 2014 there were 14 assessments done for individuals in the Northwest Territories.

LABOUR OUTLOOK

As shown in the chart below, by 2020 the majority of jobs will be created in trades, transport and equipment operation and business, finance and administration. It is projected that within the next six years one in every three new jobs created will be in trades, transport and equipment operator occupations, and that one in every five new jobs will be in business, finance and administrative occupations. (Projections were based on 2009 data).

2020 Incremental Employment by Skill Type

Source: NWT Bureau of Statistics



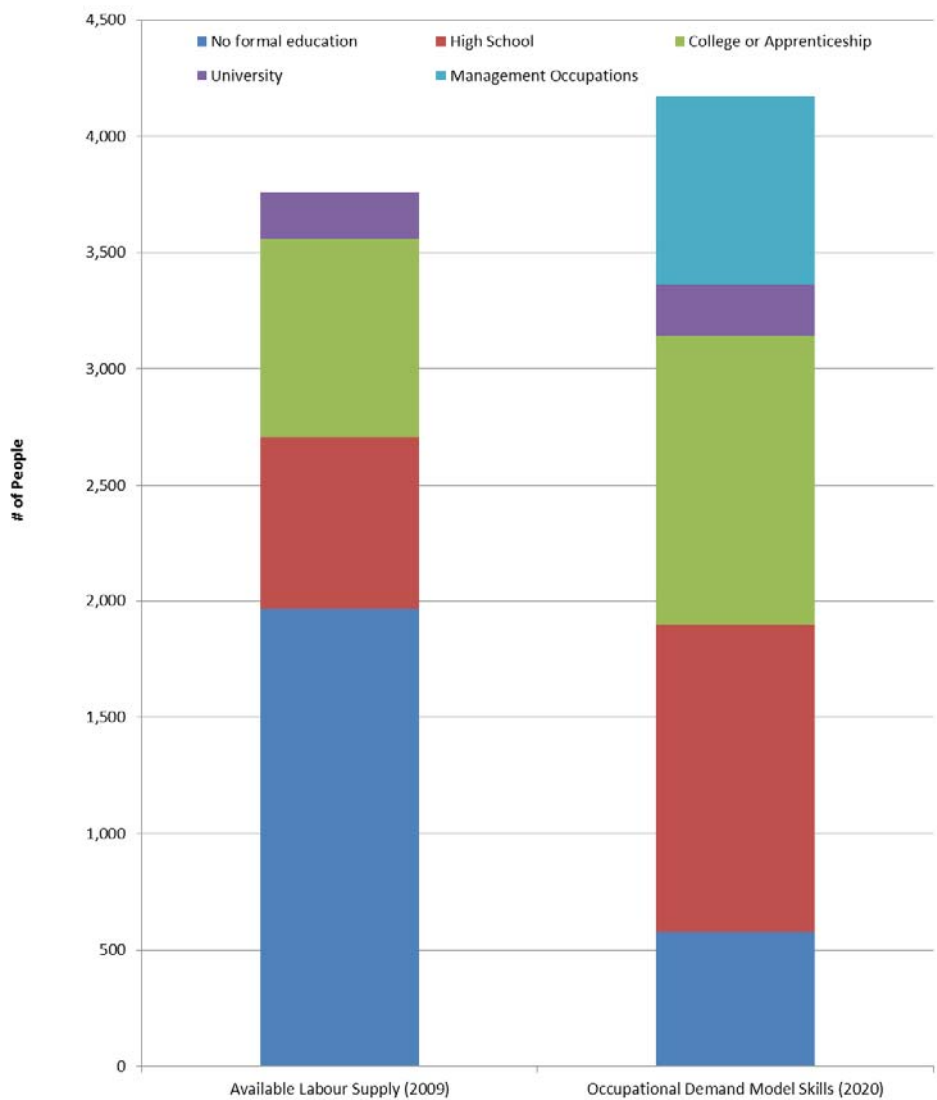
- Management Occupations
- Business, Finance and Admin.
- Natural & Applied Sciences
- Sales & Service Occupations
- Trades, Transport & Equip. Operators
- Other Occupations



It is expected that by 2020, there will be increased need for people with high school and post secondary education. The new jobs will likely be filled from the available labour supply.

Labour Demand vs. Labour Supply

Source: NWT Bureau of Statistics



REGIONAL HIGHLIGHTS

North Slave ECE Service Centre

Self-Employment Option (LMDA)

Through the Self-Employment Option Program, a client was able to develop a business plan and start up, what is now, a successful company. So successful in fact, the client now has had to hire two additional staff.



PROGRAMS AND SUPPORTS

Employment Standards

The principle function of Employment Standards is to administer the *Employment Standards Act*. The *Act* sets out general rights and responsibilities, minimum requirements, and fundamental principles of employment standards. The *Act* covers such areas as hours of work, minimum wage, termination of employment, annual vacation and statutory holidays, and pregnancy and parental leave.

Between April 1, 2012 and March 31, 2013, 180 complaints were received and 103 investigations were completed. There were 39 Orders to Pay issued – 27 Employers Orders (against the company) and 12 Director Orders (against the Director of the company). The total money assessed between April 1, 2012 and March 31, 2013 for Employer Orders was \$105,038.54 and for Director's Orders was \$ 49,535.60. From April 1, 2012 to March 31, 2013, \$96,642.09 was collected and paid out on all outstanding Orders issued by the Employment Standards office.

Between April 1, 2013 and March 31, 2014, 121 complaints were received and 98 investigations were completed. There were 87 Orders to Pay issued – 62 Employers Orders (against the company) and 27 Director Orders (against the Director of the company). During this period, 2 Employers Orders were cancelled. The total money assessed between April 1, 2013 and March 31, 2014 for Employer Orders was \$38,846.60 and for Director's Orders was \$188,841.57. From April 1, 2013 to March 31, 2014 \$227,688.17 was collected and paid out on all outstanding Orders issued by the Employment Standards office.

LABOUR MARKET AGREEMENT

On behalf of the Government of the Northwest Territories (GNWT), the ECE signed a NWT Labour Market Agreement with the Government of Canada in July 2009. This Agreement ended on March 31, 2014.

Between April 1, 2012 and March 31, 2013, a total of 406 clients were served and between April 1, 2013 and March 31, 2014, a total of 668 clients were served under these program categories:

- Skills Development
- Self-Employment
- Work Experience
- Community Initiatives

This agreement provided the GNWT with \$1,531, 000 for 2012-13 (includes re-profiled 2008-09 Part 1 funds) and \$1,267,000 for 2013-14, to deliver labour market programs to target clients not currently eligible for unemployment insurance benefits.

These clients include:

- Aboriginal peoples
- Income assistance recipients
- Youth 19-29 (Government of Canada definition)
- Older workers
- Women
- Immigrants
- Persons with disabilities
- New and re-entrants to the labour market
- Unemployed individuals previously self-employed
- Employed individuals who do not have a high school diploma or who have low levels of literacy and essential skills

REGIONAL HIGHLIGHTS

Sahtu ECE Service Centre

Local Labour Market Partnership (LMDA)

Through its partnership with the Regional Training Partnership Committee, ECE funded the Tulita Land Corporation under the Local Labour Market Partnership Program. This funding supported community consultations with key stakeholders to establish training needs and priorities.

An environmental scan as well as labour market research was conducted, which assisted the Regional Training Partnership Committee to develop a regional 5 year training plan.

How We Did

2012-13	2013-14	Client Indicator
406	668	Total clients served under the program areas
314 or 77%	480 or 72%	were Aboriginal
9 or ≤1%	15 or ≤1%	were immigrants
16 or ≤1%	22 or ≤1%	were older workers
145 or 36%	350 or 52%	were female
179 or 44%	243 or 36%	were youth
24 or ≤1%	42 or 1%	were persons with disabilities
265 or 65%	157 or 24%	had no high school diploma
101 or 25%	199 or 30%	had a high school diploma
21 or ≤1%	26 or ≤1%	indicated that they had a post-secondary education
10 or ≤1%	348 or 52%	did not specify their education level
89 or 22%	53 or 1%	were employed
291 or 72%	225 or 34%	were unemployed
2 or ≤1%	2 or ≤1%	were self employed



LABOUR MARKET AGREEMENT

PROGRAMS AND SUPPORTS

Employment Standards

Appeals Office

Adjudicators hear appeals by employers or employees who are not satisfied with the decision of the Employment Standards Officer. Adjudicators are appointed under the *Employment Standards Act* and have the authority to cancel, amend or confirm an Order issued by the Officer.

Between April 1, 2012 and March 31, 2013, there were 8 Appeals – one from an Employee, and seven from Employers, and between April 1, 2013 and March 31, 2014, there were 13 Appeals – three from Employees, and 10 from Employers.



LABOUR MARKET AGREEMENT

PROGRAM CATEGORIES

Skills Development

Skills Development supports eligible clients so that they are able to develop essential employability skills, participate in training programs at accredited institutions, and upgrade their skills and knowledge to meet the current demands of the labour market. Supports to individuals include: course and tuition costs, book costs, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment.

The decrease in participation in 2013-14 may directly correspond to the increase of individuals participating in the Work Experience Program.

Participation in Skills Development

	12-13	13-14
Aboriginal	73	174
Youth	11	68
Female	13	106
Income Assistance	13	46
Older Worker	*	22
Total Clients**	80	283

Source: LMA Regional Reports, 2012-13 & 2013-14

Self-Employment

Self-Employment supports eligible clients in the pursuit and establishment of their own businesses as a career choice. Supports may also include: travel and living allowances, course costs, childcare, and special equipment and supports. This program provides support for business mentoring expenses through a qualified business expert.

Participation in Self-Employment

	12-13	13-14
Aboriginal	*	*
Youth	*	*
Female	*	*
Income Assistance	*	*
Older Worker	*	*
Total Clients**	2	2

Source: LMA Regional Reports, 2012-13 & 2013-14

*Total clients is too small to report for confidentiality reasons

**Total clients is the sum total of all clients served and not the sum of the client sub-categories

REGIONAL HIGHLIGHTS

South Slave ECE Service Centre

Building Essential Skills (LMDA)

A client with a Class I Driver's licence was told by potential employers that all that was needed to gain employment was Safety Training. This individual approached ECE for assistance in paying tuition and books in order to take a course identified by the Career Development Officer.

Upon completion of the course the individual was hired by one of the mines, and during the two week rotation that they are in the community, the client continues to hunt and trap while training band members.



Work Experience

The Work Experience program links employers with eligible clients to provide work and learning opportunities, ultimately producing an effective workforce. Training on-the-job and work experience projects support youth, unemployed and underemployed persons entering or transitioning into the labour market. Supports to employers include: wage subsidies, course costs, special equipment and supports, job coaching and mentoring.

Participation in Work Experience

	12-13	13-14
Aboriginal	8	28
Youth	10	18
Female	6	16
Income Assistance	*	*
Older Worker	*	0
Total Clients**	15	30

Source: LMA Regional Reports, 2012-13 & 2013-14

Community Initiatives

Through the Community Initiatives program the LMA is able to support community and regionally focused activities aimed at engaging underrepresented groups in the labour market, and at the same time building partnerships within the community. Examples of community initiatives include: delivery of training programs, such as safety training, supporting workplace education programs and community projects such as restoration projects. Community Initiatives also include labour market partnerships to identify, develop and implement labour force adjustment and human resource strategies to improve capacity.

The Community Initiatives program also supports employment assistance services such as job coaching, career counselling, and labour market information.

Participation in Community Initiatives

	12-13	13-14
Aboriginal	205	141
Youth	123	49
Female	82	81
Income Assistance	57	36
Older Worker	14	18
Total Clients**	246	232

Source: LMA Regional Reports, 2012-13 & 2013-14

PROGRAMS AND SUPPORTS

Apprenticeship and Occupational Certification

The NWT Apprenticeship and Occupational Certification (AOC) program aims to train and certify individuals to industry driven and industry recognized standards. Apprenticeship is a combination of on-the-job training and formal technical training, while occupational certification recognizes prior learning and skills and competencies acquired on-the-job or through training. ECE provides supports for employers, apprentices and occupational candidates to complete training through to certification.

In the NWT, there are 53 designated trades, 30 of which are interprovincial Red Seal trades, and 28 designated occupations that employ over 400 men and women in apprenticeships.

Aurora College offers technical training in Fort Smith, NWT, for most levels of trades, including plumber, carpenter, electrician, heavy equipment technician and housing maintainer. For other trades, such as millwright and sheet metal worker, technical training is offered in Alberta.

LABOUR MARKET AGREEMENT

Building Capacity Initiatives

Building Capacity Initiatives is another program offered through the LMA, for the development and delivery of programs throughout the NWT.

Essential Skills at Work in NWT Communities

ECE provided \$50,050 in funding support for the expansion of the NWT Literacy Council's essential skills resource development over a two year period (\$28,050 in 2012-13 and \$22,000 in 2013-14).

Resources being developed through this project are designed for use by learners, adult educators, career development personnel, and the general public.

The Essential Skills at Work in the NWT Communities project identified six specific objectives; to provide learners with improved access to information, to expand the number of northern occupations listed on current materials, to provide adult educators and career development personnel with support materials for enhancing awareness and instruction, to develop a facilitation manual with support materials for use by adult educators and career development personnel, to further develop public awareness materials, and to evaluate the effectiveness of the resources being developed.

Adult Basic Education (ALBE) Curriculum Development

In 2012-13, ECE provided \$23,750 in funding supports to the NWT Literacy Council toward the development of ALBE curriculum.

Curriculum development areas included Career and Life and Social Studies.



This Review's funding is provided through the Canada/Northwest Territories
Labour Market Development Agreement and Labour Market Agreement



For more information on the NWT labour market see the following websites:

Labour Market Information: www.statsnwt.ca

NWT Job Futures: <http://jobfutures.statsnwt.ca/>

For more information on ECE programs, services and resources, visit one of the regional ECE Service Centres:

Yellowknife	Nova Plaza Building	867-766-5100
Hay River	Courthouse Building	867-874-5050
Fort Simpson	Deh Cho Regional Education Centre	867-695-7338
Fort Smith	Sweetgrass Building	867-872-7425
Inuvik	GNWT Multi-use Building	867-777-7365
Norman Wells	Edward G. Hodgson Building	867-587-7157

Or visit the following websites:

www.ece.gov.nt.ca

www.immigratenwt.ca/nominee

