



Skills 4 Success
4-year Action Plan 2021-2025
ANNUAL REPORT 2021-22
Plan d'action quadriennal (2021-2025)
Des compétences pour réussir

RAPPORT ANNUEL 2021-2022

Le présent document contient la traduction
française du résumé.

June | 2023

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English

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French

Kīspin ki nitawihtīn ē nīhiyawihk ōma ācimōwin, tipwāsinān.

Cree

Tlıchö yatı k'èè. Dı wegodi newo dè, gots'o gonede.

Tłicho

?erihet'ís Dëne Sųłiné yati t'a huts'elkér xa beyáyatı thepä ?at'e, nuwe ts'ën yólti.

Chipewyan

Edi gondı dehgáh got'je zhatié k'ée edat'eh enahddhe nide naxets'é edahfí.

South Slavey

K'áhshó got'ıne xədə k'é hederı ɂedıħtl'é yerinıwę nídé dúle.

North Slavey

Jii gwandak izhii ginjik vat'atr'ijahch'uu zhit yinohthan jì', diits'at ginohkhii.

Gwich'in

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.

Inuvialuktun

Inuktitut

Hapkua titiqqat pijumagupkit Inuinnagtun, uvaptinnut hivajarlutit.

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Introduction

On behalf of the Government of the Northwest Territories (GNWT), the Department of Education, Culture and Employment (ECE) developed the *Skills 4 Success 10-Year Strategic Framework* (Framework), with the following vision: “NWT residents have the skills, knowledge and attitudes for employment success”.

The Framework identifies four fundamental goals with priorities designed to develop NWT residents’ skills through education and training, close education and employment gaps through streamlined supports, address recruitment and retention challenges, and provide reliable labour market data for informed decision making.

Skills 4 Success 4-Year Action Plan 2021-2025 builds upon the Framework and outlines the actions that the GNWT will take, with its partners, to improve employment success, close skill gaps for in demand jobs, and more effectively respond to employer and industry needs. It focuses on using labour market information to enable evidence-based decision making, while also listening to education and training providers, employers and industry partners, and other governments and agencies to understand the best approach to advance the skills and education of NWT residents.

As outlined in *Action Plan 2021-2025*, the GNWT committed to report annually on status and progress of the actions within, and to make the report publicly available by posting it on the Department of Education, Culture and Employment’s website by July each year.

This report is the first annual report of the *Skills 4 Success 4-Year Action Plan 2021-2025*.

Introduction

Au nom du gouvernement des Territoires du Nord-Ouest (GTNO), le ministère de l’Éducation, de la Culture et de la Formation (MÉCF) a élaboré le Cadre stratégique décennal de l’initiative *Des compétences pour réussir* (le Cadre) dans la perspective suivante : « Les Ténois possèdent les compétences, les connaissances et les attitudes essentielles à leur réussite professionnelle ».

Le Cadre fait état de quatre objectifs fondamentaux, accompagnés de priorités et se traduisant comme suit : développer les compétences des Ténois par l’éducation et la formation; combler les besoins en éducation et en emploi grâce à des mesures de soutien simplifiées; relever les défis du recrutement et du maintien en poste; et fournir des données fiables sur le marché pour faciliter la prise de décisions.

Le Plan d’action quadriennal 2021-2025 de l’initiative *Des compétences pour réussir* se fonde sur le Cadre et fait état des mesures que le GTNO entend prendre avec ses partenaires pour améliorer la réussite professionnelle des Ténois, combler les lacunes au niveau des compétences pour les emplois recherchés, et répondre plus efficacement aux besoins des employeurs et de l’industrie. Le plan est axé sur l’utilisation de données sur le marché du travail afin de permettre la prise de décision fondée sur des données probantes, tout en demeurant à l’écoute des établissements d’enseignement et de formation, des employeurs et partenaires de l’industrie, et des autres gouvernements et organismes, pour identifier la meilleure approche à prendre en vue d’améliorer les compétences et le niveau d’éducation des Ténois.

Conformément au Plan d'action quadriennal 2021-2025, le GTNO s'engage à produire un rapport annuel sur l'avancement des mesures prises et à le publier sur le site Web du MÉCF chaque année avant le mois de juillet.

Il s'agit ici du premier rapport annuel produit dans le cadre du Plan d'action quadriennal 2021-2025 *Des compétences pour réussir*.

Goal 1: Increase skill levels through relevant education and training

Priority 1.1 Skills development and post-secondary education programs are aligned with labour market.

Priority 1.2 Adult and basic education programs lead to employment.

Priority 1.3 Pathways exist where students earn dual credits towards post-secondary or job-related credentials.

Priority 1.4 Programs focus on achieving defined outcomes in support of employment.

Priority 1.5 Programs build long-term capacity for existing and emerging northern economic opportunities.

Note: 2021-2022 results are in Blue.

Actions	Indicators	Results	Lead Department
<p>Action #1: This action's indicators report on the Post-Secondary Education programming being delivered in the NWT that builds education and skills related to NWT occupations in demand. NWT Occupations in demand are those forecasted by the Conference Board of Canada to be in high demand in the NWT between 2020 and 2040.</p>			
<p>The information gathered and reported is based on the academic year <u>July 1, 2021, to June 30, 2022</u>. The post-secondary education programs listed below are programs delivered in the NWT and supported by the Department of Education, Culture and Employment.</p>			
<p>1. Promote the delivery of programs that lead to NWT jobs in demand, by working in partnership with post-secondary education (PSE) providers to provide those program offerings</p>	<p>1A- Number and name of PSE programs delivered in NWT that align with jobs in demand</p>	<p>20 programs</p> <ul style="list-style-type: none"> • Aurora College (16) <ul style="list-style-type: none"> ○ Business Administration Diploma ○ Business Administration Certificate ○ Business Administration Diploma ○ Office Administration Certificate ○ Office Administration Diploma ○ Early Childhood Development Certificate ○ Early Learning and Child Care Certificate 	<p>ECE in collaboration with PSE providers</p> <ul style="list-style-type: none"> • Aurora College • Dechinta Centre for Research and Learning • Dene Wellness Warriors • Stanton Territorial Hospital Ophthalmologist • Terry Harold School of Aviation

Actions	Indicators	Results	Lead Department
	1B- Number and name of other PSE programs delivered in NWT.	<ul style="list-style-type: none"> ○ Early Learning and Child Care Diploma ○ Environment and Natural Resources Technician Program Diploma ○ Bachelor of Science in Nursing Degree ○ Practical Nurse Diploma ○ Fundamentals of Carpentry Certificate ○ Apprenticeship Carpentry ○ Fundamentals of Electrical Certificate ○ Apprenticeship Electrical ○ Apprenticeship Heavy Equipment Technician ○ Apprenticeship Plumber/Gasfitter B ● Dechinta Centre for Research and Learning (1) <ul style="list-style-type: none"> ○ Community and Land-Based Research certificate ● Dene Wellness Warriors (1) <ul style="list-style-type: none"> ○ Indigenous Counsellor Program certificate ● Stanton Territorial Hospital (1) <ul style="list-style-type: none"> ○ Ophthalmologist ● Terry Harold School of Aviation (1) <ul style="list-style-type: none"> ○ Aviation business diploma <p>8 programs</p> <ul style="list-style-type: none"> ● Northern Leadership Development Program (Record of Achievement) 	

Actions	Indicators	Results	Lead Department
		<ul style="list-style-type: none"> • Certificate in Adult Education • Personal Support Worker Certificate • Community Health Representative Certificate • Apprenticeship Oil heat Systems Technician • Class 1/3 Driver Training (Record of Participation) • Observer/Communicator – (Certificate of Achievement) • Mine Training (Record of Achievement /Record of Participation) 	
	1C- Number of students in listed programs from #1A and #1B	<p>Students in programs from #1A</p> <ul style="list-style-type: none"> • Aurora College <ul style="list-style-type: none"> ○ (Business Administration Certificate – 30 students) ○ Business Administration Diploma – 16 students) ○ Office Administration Certificate – 22 students) ○ Office Administration Diploma – 8 students) ○ Early Childhood Development Certificate – 66 students) ○ Early Learning and Child Care Certificate – 24 students) ○ Early Learning and Child Care Diploma – 12 students) ○ Environment and Natural Resources Technician Program 	

Actions	Indicators	Results	Lead Department
		<p>Diploma – 33 students</p> <ul style="list-style-type: none"> ○ Bachelor of Science in Nursing Degree – 109 students ○ Practical Nurse Diploma – 20 students ○ Fundamentals of Carpentry Certificate – 11 students ○ Apprenticeship Carpentry – 36 students ○ Fundamentals of Electrical Certificate – 7 students ○ Apprenticeship Electrical – 22 students ○ Apprenticeship Heavy Equipment Technician – 8 students ○ Apprenticeship Plumber/Gasfitter B – 2 students <ul style="list-style-type: none"> ● Dechinta Centre for Research and Learning (Community and Land-Based Research certificate) <ul style="list-style-type: none"> ○ Dechinta Centre for Research and Learning (Community and Land-Based Research – 40 students) ● Dene Wellness Warriors (Indigenous Counsellor Program) – 19 students ● Stanton Territorial Hospital Ophthalmologist – 0 (zero) students ● Terry Harold School of Aviation – 2 students 	

Actions	Indicators	Results	Lead Department
		<p>Students in Programs #1B</p> <ul style="list-style-type: none"> ● Aurora College - (8 programs) <ul style="list-style-type: none"> ○ Northern Leadership Development Program (Record of Achievement) - 38 students ○ Certificate in Adult Education - 32 students ○ Personal Support Worker Certificate - 50 students ○ Community Health Representative Certificate - 7 students ○ Apprenticeship Oil heat Systems Technician - 5 students ○ Class 1/3 Driver Training (Record of Participation) - 9 students ○ Observer/ Communicator - (Certificate of Achievement) - 37 students ○ Mine Training (Record of Achievement /Record of Participation) - 10 students 	
1D- Student retention rates in listed programs from #1A and #1B	Student retention rates in Programs from #1A.	<ul style="list-style-type: none"> ● Aurora College <ul style="list-style-type: none"> ○ Business Administration Certificate 96.7% ○ Business Administration Diploma 87.5 	

Actions	Indicators	Results	Lead Department
		<ul style="list-style-type: none"> ○ Office Administration Certificate 81.8% ○ Office Administration Diploma 87.5% ○ Early Childhood Development Certificate 83.3% ○ Early Learning and Child Care Certificate 91.2% ○ Early Learning and Child Care Diploma 83.3% ○ Environment and Natural Resources Technician Program Diploma 90.9% ○ Bachelor of Science in Nursing Degree 87% ○ Practical Nurse Diploma 95% ○ Fundamentals of Carpentry Certificate 81.8% ○ Apprenticeship Carpentry- not available ○ Fundamentals of Electrical Certificate 100% ○ Apprenticeship Electrical -not available ○ Apprenticeship Heavy Equipment Technician- not available ○ Apprenticeship Plumber/Gasfitter B- not available ● Dechinta Centre for Research and Learning (Community and Land-Based Research certificate) – not available ● Dene Wellness Warriors (Indigenous 	

Actions	Indicators	Results	Lead Department
		<p>Counsellor Program) 79%</p> <ul style="list-style-type: none"> • Stanton Territorial Hospital Ophthalmologist – 0% • Terry Harold School of Aviation –(100%) <p>Student retention rates in Programs from #1B.</p> <ul style="list-style-type: none"> • Aurora College – (8 programs) <ul style="list-style-type: none"> ○ Northern Leadership Development Program (Record of Achievement) – 100% ○ Certificate in Adult Education – 100% ○ Personal Support Worker Certificate – 74% ○ Community Health Representative Certificate – 100% ○ Apprenticeship Oil heat Systems Technician– not available ○ Class 1/3 Driver Training (Record of Participation) – 100% ○ Observer/ Communicator – (Certificate of Achievement) – 51.4% ○ Mine Training (Record of Achievement /Record of Participation) – 80% 	

Actions	Indicators	Results	Lead Department
	1E- Student completion rates in listed programs from #1A and #1B	<p>Student completion rates for Programs listed in #1A</p> <ul style="list-style-type: none"> ● Aurora College <ul style="list-style-type: none"> ○ Business Administration Certificate – 48.3% ○ Business Administration Diploma – 50% ○ Office Administration Certificate – 72.2% ○ Office Administration Diploma – 71.4% ○ Early Childhood Development Certificate – 10% ○ Early Learning and Child Care Certificate – 50% ○ Early Learning and Child Care Diploma – 60% ○ Environment and Natural Resources Technician Program Diploma – 42% ○ Bachelor of Science in Nursing Degree – 88.9% ○ Practical Nurse Diploma not available ○ Fundamentals of Carpentry Certificate – 11.1% ○ Apprenticeship Carpentry – not available ○ Fundamentals of Electrical Certificate – 71.4% ○ Apprenticeship Electrical – not available ○ Apprenticeship Heavy Equipment Technician – not available 	

Actions	Indicators	Results	Lead Department
		<ul style="list-style-type: none"> ○ Apprenticeship Plumber/Gasfitter B – not available ● Dechinta Centre for Research and Learning (Community and Land-Based Research certificate) – 100% ● Dene Wellness Warriors (Indigenous Counsellor Program) – 79% ● Stanton Territorial Hospital Ophthalmologist – 0% ● Terry Harold School of Aviation – <i>in progress</i> <p>Student completion rates for Programs listed in #1B</p> <ul style="list-style-type: none"> ● Aurora College – (8 programs) <ul style="list-style-type: none"> ○ Northern Leadership Development Program (Record of Achievement) – 60.5% ○ Certificate in Adult Education – 21.9% ○ Personal Support Worker Certificate – 62.2% ○ Community Health Representative Certificate – 28.6% ○ Apprenticeship Oil Heat Systems Technician – not available ○ Class 1/3 Driver Training (Record of Participation) – not available ○ Observer/Communicator – (Certificate of Achievement) – 52.6% 	

Actions	Indicators	Results	Lead Department
		<ul style="list-style-type: none"> ○ Mine Training (Record of Achievement /Record of Participation) – 62.5% 	
<p>Action #2: This action's indicators report on laddering programs delivered in the NWT that support secondary school education in the NWT. Laddering programs allow individuals to further their education by completing outstanding or uncompleted education, thereby allowing them to achieve secondary school credentials or access to post-secondary.</p> <p>The information that is gathered and reported is based on the academic year <u>July 1, 2021, to June 30, 2022</u>. These laddering programs are delivered by Aurora College and are supported by the Department of Education, Culture and Employment.</p>			
<p>2. Promote the delivery of laddering programs that lead to further education, by working in partnership with post-secondary education (PSE) providers to provide those programs</p> <p><i>Laddering programs are considered are Adult Learning and Basic Education (ALBE), Occupational Certificate Access (OCAP), and University and College Access (UCAP)</i></p>	<p>2A- Number and name of laddering programs accessible to students</p>	<ul style="list-style-type: none"> ● Aurora College (35 programs) <ul style="list-style-type: none"> ○ Adult Literacy and Basic Education (ALBE) – 33 courses ○ Occupational Certificate Access Program (OCAP) – 1 course ○ University and College Access Program (UCAP) – 1 course 	<p>ECE in collaboration with NWT PSE providers</p> <ul style="list-style-type: none"> ● Aurora College
	<p>2B- Number of students in listed laddering programs from #2A</p>	<ul style="list-style-type: none"> ○ Adult Literacy and Basic Education (ALBE) – 224 students ○ Occupational Certificate Access Program (OCAP) – 41 students ○ University and College Access Program (UCAP) – 48 students 	

Actions	Indicators	Results	Lead Department
	2C- Student completion rates in listed laddering programs from #2A	<ul style="list-style-type: none"> Adult Literacy and Basic Education (ALBE) – 48.5% completion rate Occupational Certificate Access Program (OCAP) – 50% completion rate University and College Access Program (UCAP) – 41.9% completion rate 	
<p>Action #3: This action's indicators report on innovative program delivery with adult learners who are incarcerated. This indicator reports on incarcerated persons at the North Slave Correctional Centre who participated in writing the General Education Diplomas (GED) exams. This information is based on fiscal year <u>April 1, 2021 to March 31, 2022</u>. GED comprises of five (5) exams that must be completed to receive one's full GED diploma status.</p>			
3. -Support NWT incarcerated persons with adult learning and basic education (ALBE), achievement of high school courses, General Education Diploma (GED), trades exam preparation, first level safety courses and life skills	3A- Number of NWT incarcerated residents that participate in courses and programs by course/program name.	<ul style="list-style-type: none"> 24 incarcerated residents wrote 67 General Education Diploma (GED) exams 	Justice in collaboration with ECE <ul style="list-style-type: none"> North Slave Correction Centre ECE in collaboration with GNWT departments, NWT industry
	3B- Number of NWT incarcerated residents that complete courses and programs by course/program name	<ul style="list-style-type: none"> 51 of the 67 exams written were with a passing mark. 2 incarcerated residents completed and passed their full GED diploma status. 	

Actions	Indicators	Results	Lead Department
Action #4: Micro-credentials are not currently defined or regulated in the NWT. Work toward the introduction of micro-credential courses is anticipated to be forthcoming.			
<p>4. Identify, prioritize, and distribute information on micro-credential certified courses and programs that link to NWT jobs in demand, by working in partnership with industry to provide that information</p> <p><i>Micro-credentials are new, shorter and more modular forms of learning and reskilling that provides an accredited specific skill or skill set required by an industry to quickly bridge skills gaps.</i></p> <p><i>A micro-credential is a certification of assessed competencies that is additional, alternate, complementary to, or a component of a formal qualification</i></p>	4A- Number and name of micro-credential programs and courses that link to NWT jobs in demand	Not available	<ul style="list-style-type: none"> ECE - Labour Development and Standards – Advanced Education unit
	4B- Number of students in micro-credential programs and courses from #4A	Not available	
	4C- Student completion rates in micro-credential programs and courses from #4A	Not available	
Action #5: This action's indicators demonstrate the Science, Technology, Engineering and Mathematics programming delivered in NWT Junior Kindergarten to Grade 12 educational programming. This information is collected on the academic year July 1, 2021 to June 30, 2022.			
<p>5. Promote Science, Technology, Engineering, and Math (STEM) curriculum throughout Junior Kindergarten to grade 12 (JK-12) to increase the number of students pursuing advanced STEM-related courses at the high school level, in preparation for opportunities in the workforce</p>	5A – Number of STEM centered courses focused on a Northern context throughout grades JK-9, that promote access to advanced STEM-related courses in high school	<ul style="list-style-type: none"> Junior Kindergarten to Grade 9: 21 courses(Courses listed in Appendix A) Grade 10 to Grade 12: 34 courses (Courses listed in Appendix B) 	<p>ECE</p> <p>*Curriculum Development and Student Assessment</p>
	5B – Number of students enrolled in advanced STEM related courses at the high school level (grades 10-12), beyond those required for graduation	<ul style="list-style-type: none"> 2,529 students enrolled in advanced STEM-related courses at the high school level. 	

Actions	Indicators	Results	Lead Department
	5C – Completion rate of students enrolled in advanced STEM related courses at the high school level, beyond those required for graduation	<ul style="list-style-type: none"> • 91.78% (2,321 enrollments resulted in credit acquisition) 	

Goal 2: Bridge Education and Employment Gaps through Targeted Supports

Priority 2.1 Partners work together to streamline the delivery of career development supports and services

Priority 2.2 People have supports and incentives to increase competencies and improve individual well-being and employability to move into available jobs

Priority 2.3 People are supported through post-secondary education to develop skills that lead to employment

Priority 2.4 Employers are supported through partnerships and incentives to hire and train NWT residents

Note: 2021-2022 results are indicated below in Blue

Actions	Indicators	Results	Lead Department
		<p>Action #6: This action's indicators report on the delivery of ECE programming to support upskilling, skills development, and training opportunities for individuals, employers, organizations, and communities. It includes financial support provided by ECE to contracted third parties for their delivery of labour market supports and services to NWT residents. The information below is from April 1, 2021 to March 31, 2022.</p>	
<p>6-Build capacity of external partners by providing access to career development supports and services</p> <p><i>External partners are Indigenous Governments and Organizations, industry leaders, employers, not-for-profit organizations, education and training providers, etc.</i></p> <p><i>Examples may include: resume writing support,</i></p>	<p>6A- Number and name of GNWT career development supports and services available to external partners</p>	<p>There were 11 Supports and Services. The number of clients served is identified under each listing.</p> <ul style="list-style-type: none"> • <u>Wage Subsidy Program</u> -110 recipients • <u>Employee Training Program</u> -6 recipients • <u>Employment Assistance Services</u> -23 organizations • <u>Job Creation Program</u> -9 organizations 	<p>ECE in collaboration with Finance</p> <ul style="list-style-type: none"> • ECE, LDS - Labour Market Programs • Finance-HR

Actions	Indicators	Results	Lead Department
<p><i>mock interviewing, understanding competencies, and learning about GNWT recruitment initiatives as well as discussing NWT Job profiles and Jobs in Demand. Career fairs, symposiums and Regional Training Partnerships are examples of how this will be implemented</i></p>		<ul style="list-style-type: none"> • Community Training Program -12 organizations • Strategic Workforce Initiatives -5 organizations • Small Community Employment Supports Program -115 organizations • Community Literacy Development Fund -29 organizations • Trades and Occupations Wage Subsidy Program -87 recipients • Apprenticeship Program -259 • Counselling Interventions: -1,245 	
	6B- Number of GNWT external partners receiving career development supports and services	<p>Twenty Three (23) partners receiving Employment Assistance Services and supports.</p> <ul style="list-style-type: none"> • Inclusion NWT • Tuktoyaktuk Community Corporation • Hamlet of Ulukhaktok • Ehdiitat Gwich'in Council • Gwich'in Tribal Council • Aklavik Community Corporation • Hamlet of Paulatuk • Aurora College, Head office • Side Door Youth Ministries • Native Women's Association of NWT • Inuvialuit Regional Corporation • Nahanni Bette Dene Band • The Salvation Army • Young Women's Christian Association • K'asho Got'ine Chartered Community 	

Actions	Indicators	Results	Lead Department
		<ul style="list-style-type: none"> • Deline Got'ine Government • Conseil De Developpement Economique Des Territoires Du Nord-Quest (2 contracts) • Hamlet of Tutila • Behdzi Ahda First Nation • Yellowknife Women's Society • Hay River Committee for Persons with Disabilities • South Slave Divisional Education Council 	
		<p>Action #7: This action's indicators report on the GNWT's Human Resources division and their efforts on upskilling and assisting existing GNWT employees on advancing within the GNWT through various training programs and opportunities. These statistics were collected based on fiscal year April 1, 2021 to March 31, 2022. Completion rate refers to individuals who continued in their programs or initiatives until the end of their contracts and/or term of hire. Transfer assignment completion rates are those employees that were in a Transfer Assignment contract during the fiscal year.</p>	
<p>7-Increase the use of developmental programs within GNWT departments to ladder employees and new graduates into more advanced positions in their field of study</p> <p><i>Developmental programs may include but are not limited to: developmental transfer assignments, gateway programs, management development program, Indigenous targeted programs, etc. Example: engineering graduates advance from engineer-in-training to Professional Engineer, then to permanent hire as junior officer</i></p>	<p>7A- Number of GNWT employees by program and department in developmental programs</p>	<ul style="list-style-type: none"> • Regional Recruitment Program - 3 • Indigenous Career Gateway Program - 19 • Indigenous Management Development and Training Program - 12 • Transfer Assignments started - 742 <p>See details in Appendix C</p>	<p>ECE in collaboration with Finance</p> <ul style="list-style-type: none"> • Finance-HR
	<p>7B- Completion rate of GNWT employees in developmental programs by program name</p>	<ul style="list-style-type: none"> • Regional Recruitment Program Completion Rate - 100% • Indigenous Career Gateway Program Completion Rate - 100% • Indigenous Management Development Completion Rate - 100% Transfer Assignment Completion Rate - 95.6% 	

Actions	Indicators	Results	Lead Department
Action #8: This action's indicators provide information on the GNWT's efforts to improve the quality of career and education advising services in the NWT through the work of Career and Education Advisors (CEAs). Full implementation of GNWT CEAs did not begin until the 2022-2023 academic school year. Also, the Covid-19 pandemic restrictions restricted CEAs' travel and access was limited to NWT schools.			
8- Improve the quality of career and education advising services for NWT secondary students.	8A- Number of students requesting advising sessions with Career and Education Advisors (CEAs) and Career Development Officers (CDOs)	24 students requesting advising sessions with CEAs 177 students requesting advising sessions with CDOs	<ul style="list-style-type: none"> • ECE • LDS-Labour Market Programs • Student Support and Wellness
	8B- Number of students receiving advising sessions from CEAs and CDOs	CEAs <ul style="list-style-type: none"> • 24 students CDOs <ul style="list-style-type: none"> • 177 students 	
	8C- Results of CEA and CDO student satisfaction surveys	Results for this time frame are not available as a survey had not yet been constructed for this performance indicator.	
Action #9: This action's indicators report on the introduction of targeted incentives and students' access to the Student Financial Assistance (SFA) Program. ECE is reviewing the SFA Program to ensure it continues to meet the needs of residents in their pursuit of a post-secondary education. The Review is anticipated to be complete in 2023 and some of the indicators below will be reported on in future S4S annual reporting.			
9 - Introduce targeted incentives under the Student Financial Assistance program to increase post-secondary student enrolment in programs that are linked to the most in-demand NWT jobs	9A- List of new targeted incentives for PSE programs	To be implemented in fiscal year 2022-2023 and will be reported in the next annual report.	<ul style="list-style-type: none"> • ECE • Income Security Program – Student Financial Assistance
	9B- Number of SFA students enrolled in programs noted in 9A by each program	Data specific to the number of SFA students enrolled in programs noted in 9A by each program is not available for fiscal year 2021-2022. Students enrolled in current SFA programming (September 1, 2021 to August 31, 2022) <ul style="list-style-type: none"> • Total number of Student Financial Assistance (SFA) clients: <u>1,336</u> • Total number of SFA students attending programming directly related to NWT Jobs in Demand: <u>1,288</u> (97%) 	

Actions	Indicators	Results	Lead Department
		<ul style="list-style-type: none"> Total number of SFA students attending programming directly related to STEM studies: 223 (17%) 	
	9C- Student completion rates for programs noted in 9A by program	Student completion rates <ul style="list-style-type: none"> To be reported in 2022—2023 Annual Report 	
	9D- Total dollar amounts of targeted non-repayable incentives listed in #9A provided to SFA students per academic year	Total dollar amounts of targeted non-repayable incentives. <p>To be reported in 2022—2023 Annual Report</p>	
<p>Action #10: This action's indicators report on GNWT program support to GNWT employees through targeted programming to upskill employers. It also provides information on the GNWT-ECE programs and services support to NWT residents for upskilling, career decision making and job search services. These indicators are reported by fiscal year (April 1, 2021 to March 31, 2022).</p>			
<p>#10- Increase the use of on-the-job learning opportunities within and outside the GNWT to support education and skill attainment for NWT jobs in demand.</p> <p><i>Learning opportunities may include but are not limited to mentorships, coops, practicums, internships, casual and summer student employment</i></p>	<p>10A- Number of GNWT employees by department in on-the-job learning opportunities</p>	<ul style="list-style-type: none"> Summer Students GNWT Hired - 314 Interns GNWT Hired - 43 Apprentices GNWT Hired - 5 Coops GNWT Hired - 0 Practicums GNWT Hired - 0 <p>Details in Appendix D</p>	<ul style="list-style-type: none"> Within GNWT - Finance in collaboration with GNWT departments Outside GNWT - ECE LDS-Labour Market Programs
	<p>10B -Number of employers that receive support from GNWT for on-the-job learning opportunities and that NWT employers are providing</p>	<p>Number of employers that receive support from GNWT for on-the-job learning opportunities.</p> <p>Regional ECE Service Centres</p> <ul style="list-style-type: none"> Wage Subsidy Programs: 110 employees; 50 employers Trades and Occupations Wage Subsidy Program: 87 apprentices; 50 employers Small Community Employment Support: 514 employees (206 summer jobs); 113 employers 	

Goal 3: Grow the NWT Workforce through Partnerships

Priority 3.1 - NWT residents are provided opportunity for education and skills training to enter and advance in the workplace.

Priority 3.2 The NWT's resident labour force is the primary focus of recruitment and retention initiatives.

Priority 3.3 New graduates, skilled workers and professionals are provided with incentives and supports to stay in the NWT.

Priority 3.4 In-demand and hard to fill positions are targeted for recruitment outside the NWT when needed.

Note: 2021-2022 results are indicated in Blue

Actions	Indicators	Results	Lead Department
Action #11: This action's indicators report on partnership with Employment and Social Development Canada (ESDC) to provide trades pathways, pre-trades and trades awareness programming.			
11- Work with federal and territorial partners to provide trades pathways, including pre-trades and trades awareness programming	11A- Amount of Employment and Social Development Canada funding secured under federal Skills for Success initiative	<ul style="list-style-type: none"> • \$2,323,000 (1st year) April 1, 2022-March 31, 2023 fiscal year. • \$1,870,000 (2nd year) April 1, 2023 to March 31, 2024 fiscal year 	ECE in partnership with Aurora College and NWT Literacy Council *LDS-AESI
	11B- Number of pre-trades programs offered in NWT communities by community	Not available for fiscal year 2021-2022	
	11C- Number of participants in pre-trades programs by community	Not available for fiscal year 2021-2022	
	11D- Number of trades awareness programs offered in communities by community	Not available for fiscal year 2021-2022	
	11E- Number of participants in trades awareness programs by region	Not available for fiscal year 2021-2022	
	11F- Number of grade 9-12 students in Trades Awareness Program that continue onto trades training	Not available for fiscal year 2021-2022	

Actions	Indicators	Results	Lead Department
Action #12: This action's indicators report on new initiatives to provide apprentices with flexible on-the-job training, mentorship and supervision. The reporting for this indicator is by academic year (August 15, 2021 to August 14, 2022).			
12- Introduce, in partnership with employers and communities, additional options in the Apprenticeship program that provide apprentices with flexible on-the-job training, mentorship and supervision	12A- Number of employers utilizing alternative options for apprenticeship training	6 Employers use Designated Trainers	<ul style="list-style-type: none"> • ECE • Labour Development Standards- Apprenticeship, Trades and Occupation Certification
12B- Number of apprentices by trade who have found employment through alternative options for apprenticeship training	<ul style="list-style-type: none"> • Automotive Service Technician - 1 • Carpenter - 1 • Communications Technician -1 • Cook - 1 • Housing Maintainer - 1 • Roofer -1 		
Action #13: This action's indicators report on the inclusion of new employment and training opportunities for local and NWT residents in large Department of Infrastructure projects that occur in the NWT. This is based on large contracts valued at over \$1,000,000 that incorporate terms and conditions that relate directly to NWT residents training and employment provisions. This indicator is reported by fiscal year (April 1, 2021 to March 31, 2022).			
13- Identify and consider options for the inclusion of new employment and training opportunities for local and NWT residents in large GNWT contracts	13A- Number and percent of large GNWT contracts that identify inclusion of employment and training opportunities	<ul style="list-style-type: none"> • 34 Infrastructure contracts or 45% of the total GNWT large (over \$1,000,000) contracts 	<ul style="list-style-type: none"> • Finance with support from Infrastructure
13B- Number of contracts in 13A that fulfill employment and training provisions	<ul style="list-style-type: none"> • 23 contracts reference employment and training opportunities or 68% of total infrastructure contracts 		
13C- Number of NWT residents that participated in the contracts stated above that related to employment and training opportunities	<ul style="list-style-type: none"> • 355 residents have been employed in these contracts with 70 accessing training opportunities 		

Actions	Indicators	Results	Lead Department
Action #14: This action's indicators report on efforts to maximize the use of the NWT Nominee Program assist employers in filling in-demand and hard to fill positions and to better respond to NWT labour market needs. NWT Occupations in demand are those forecasted by the Conference Board of Canada to be in high demand in the NWT between and 2040. These statistics are based on fiscal year (April 1, 2021 to March 31, 2022).			
14- Increase the number of nominations issued under the NWT Nominee Program to fill in-demand and hard to fill positions and to better respond to NWT labour market needs	14A- NWT Nominee Program streams that support jobs in demand	Northwest Territories Nominee Program Employer-Driven Stream Three categories <ol style="list-style-type: none"> 1. Skilled Worker 2. Entry Level/Semi Skilled Occupation 3. NWT Express Entry 	<ul style="list-style-type: none"> • ECE • Labour Development Standards – Labour Market Programs
	14B-Number of nominations issued under each stream for jobs in demand by job category	Number of nominations issued under each stream by job category. 68 nominations issued under the employer stream for jobs in demand. Restaurant and food service managers (1) Advertising, marketing, and public relations managers (1) Cooks (8) Baker (1) Accounting technicians and bookkeepers (1) Retail sales supervisors (2) Food service supervisors (5) Retail salespersons (2) Receptionists (1)	

Actions	Indicators	Results	Lead Department
		<p><u>Food and beverage servers (1)</u></p> <p><u>Transport truck drivers (1)</u></p> <p><u>Hotel front desk clerks (2)</u></p> <p><u>Cashiers (13)</u></p> <p><u>Food counter attendants, kitchen helpers and related support occupations (11)</u></p> <p><u>Light duty cleaners (2)</u></p> <p><u>Store shelf stockers, clerks, and order fillers (16)</u></p>	

Goal 4: Improve Decision-making with Relevant Labour Market Information

Priority 4.1 There is improved awareness of labour market information (LMI) and its value.

Priority 4.2 Information on career, education, and training opportunities, programs and supports is easy to find and use.

Priority 4.3 Labour market information (LMI) and data is maintained, analyzed, and shared among stakeholders.

Note: 2021-2022 result are indicated in Blue

Actions	Indicators	Results	Lead Department
Action #15: This action's indicator's report on how we share Labour Market Information through various communication methods. This is a new action and some activities will be reported on beginning in 2022-2023			
15- Develop and distribute job profiles with pathways for NWT jobs in demand	15A- Number of job profiles created on ECE website 15B- Number of ECE website visits by job profile	Not available for this report's time frame Not available for this report's time frame	<ul style="list-style-type: none"> ECE Labour Development Standards-Advanced Education and Strategic Initiatives and Policy, Legislation and Communications - Communications
16- Annually review and update the GNWT inventory of training, employment readiness and support programs available on ECE website linked to program information	16A- Number of training, employment readiness and support programs available on ECE website linked to program information	10 Programs ECE Career, Employment and Training Services 10 Programs ECE Career, Employment and Training Services Skill Development Program Self Employment Program Employee Training Program Wage Subsidy Program Job Creation Partnership	<ul style="list-style-type: none"> ECE Labour Development Standards-Advanced Education and Strategic Initiatives and Policy, Legislation and Communications - Communications

Actions	Indicators	Results	Lead Department
		<p>Community Training Partnership</p> <p>Employment Assistance Services</p> <p>Strategic Workforce Initiative</p> <p>Trades and Occupation Wage Subsidy Program</p> <p>Small Community Employment Support program</p>	
	16B- Number of ECE website visits for inventory info	<p>Information specific to the inventory is not available for 2021-22 reporting as the information was uploaded to the ECE website in April 2022.</p> <p>In 2021-2022, there were 2,810 visits to the ECE Career, Employment and Training Services page.</p>	
17-Provide updated NWT LMI data on ECE website	17A-Number of visits for NWT LMI	<p>NWT Labour Market Information – 735 total website visits</p>	<ul style="list-style-type: none"> • ECE • Labour Development Standards-Advanced Education and Strategic Initiatives and Policy, Legislation and Communications - Communications

Appendix A – Action #5 – STEM courses delivered JK-9

JK-9 STEM Courses Offered	
JK-K (all content areas integrated into the JK-K curriculum)	
JK-K Science and Technology Curriculum	
JK-K Mathematics Program	
Information & Communication Technology curricula	
Grade 1	
Alberta Mathematics 1	
NWT Science and Technology 1	
Grade 2	
Alberta Mathematics 2	
NWT Science and Technology 2	
Grade 3	
Alberta Mathematics 3	
NWT Science and Technology 3	
Grade 4	
Alberta Mathematics 4	
NWT Science and Technology 4	
Grade 5	
Alberta Mathematics 5	
NWT Science and Technology 5	
Grade 6	
Alberta Mathematics 6	
NWT Science and Technology 6	
Grade 7	
Alberta Mathematics 7	
NWT Science and Technology 7	
Grade 8	
Alberta Mathematics 8	
NWT Science and Technology 8	
Grade 9	
Alberta Mathematics 9	
NWT Science and Technology 9	
Total JK-9 STEM Courses: 21 courses delivered.	

Appendix B – Action #5 – STEM courses delivered Grade 10-12

Courses
Grade 10
MAT1791 Mathematics 10C SCN1270 Science 10 SCN1289 Experiential Science 10
Grade 11
MAT2792 Mathematics 20-2 MAT2791 Mathematics 20-1 SCN2231 Biology 20 SCN2796 Chemistry 20 SCN2797 Physics 20 SCN2289 Experiential Science 20
Grade 12
MAT3792 Mathematics 30-2 MAT3791 Mathematics 30-1 MAT3211 Mathematics 31 SCN3230 Biology 30 SCN3796 Chemistry 30 SCN3797 Physics 30 SCN3289 Experiential Science 30
<u>Career Technology Studies</u>
Cluster: Business Administration, Finance & Information Technology (BIT) Courses
CSE1120 Structured Programming 2 CSE1240 Robotics Programming 1 CSE2010 Computer Science 2 CSE2110 Procedural Programming 1 CSE2140 Second Language Programming 1 CSE2240 Robotics Programming 2 CSE3010 Computer Science 3 CSE3140 Second Language Programming 2 CSE3320 Dynamic Structures 1 DES1040 3-D Design 1 DES1050 CAD 1 (computer-aided design) COM2025 Electronic Layout & Publishing 1 COM2035 Raster Graphics 1 COM2045 Vector Graphics 1 COM3045 Vector Graphics 2 CCS3010 Health Care 2 CCS3020 Health Care 3 ELT2160 Robotics Sensor 1
Total Gr 10-12 STEM Courses: 34 courses delivered

Appendix C – Action #7 – GNWT Employees by program and department

Action 7 – Indicator 7A -Number of GNWT employees by program and by department

Metric	Total - GNWT
Employees hired through Regional Recruitment Program	3
Employees accessed through Indigenous Career Gateway Program	19
Employees accessed through Indigenous Management Development and Training Program	12
Transfer Assignments Started	742
Grand Total	776

Metric	Education, Culture and Employment	Environment and Natural Resources	Executive and Indigenous Affairs	Finance	Health and Social Services	Industry, Tourism and Investment	Infrastructure
Employees hired through Regional Recruitment Program	0	1	0	0	0	0	1
Employees accessed through Indigenous Career Gateway Program	2	0	0	2	2	5	2
Employees accessed through Indigenous Management Development and Training Program	0	0	0	3	1	1	2
Transfer Assignments Started	41	39	15	54	81	19	44
Grand Total	43	40	15	59	84	25	49

Metric	Justice	Lands	Legislative Assembly	Municipal and Community Affairs	Business Development and Investment Corporation	Housing NWT	Aurora College	Northwest Territories Health and Social Services Authority
Employees hired through Regional Recruitment Program	0	0	0	0	0	0	1	0
Employees accessed through Indigenous Career Gateway Program	0	0	1	0	0	1	1	3
Employees accessed through Indigenous Management Development and Training Program	0	1	1	0	0	1	1	1
Transfer Assignments Started	67	14	12	18	4	13	31	196
Grand Total	67	15	14	18	4	15	34	200

Metric	Divisional Education Councils	Tlicho Education	Tlicho Health
Employees hired through Regional Recruitment Program	0	0	0
Employees accessed through Indigenous Career Gateway Program	0	0	0
Employees accessed through Indigenous Management Development and Training Program	0	0	0
Transfer Assignments Started	59	11	24
Grand Total	59	11	0

Appendix D -Action 10A – GNWT employees by department in on-the-job opportunities

Action 10 – Indicator 10A - Number of GNWT employees by department in on-the-job opportunities

Metric	GNWT	Education, Culture and Employment	Environment and Natural Resources	Executive and Indigenous Affairs	Finance	Health and Social Services
Summer Students Hired	314	31	43	1	28	20
Interns Hired	43	2	7	2	10	5
Apprentices Hired	5	0	0	0	0	0
Co-ops hired	0	0	0	0	0	0
Practicums Hired	0	0	0	0	0	0

Metric	Industry, Tourism and Investment	Infrastructure	Justice	Lands	Legislative Assembly	Municipal and Community Affairs	Business Development and Investment Corporation
Summer Students Hired	26	47	9	8	5	11	1
Interns Hired	1	5	2	1	2	0	1
Apprentices Hired	0	5	0	0	0	0	0
Co-ops hired	0	0	0	0	0	0	0
Practicums Hired	0	0	0	0	0	0	0

Metric	Housing NWT	Aurora College	Northwest Territories Health and Social Services Authority	Divisional Education Councils	Tlicho Education	Tlicho Health
Summer Students Hired	11	9	58	3	2	1
Interns Hired	1	3	1	0	0	0
Apprentices Hired	0	0	0	0	0	0
Co-ops hired	0	0	0	0	0	0
Practicums Hired	0	0	0	0	0	0