

# 2018-2019 ANNUAL PLAN

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## Government of Northwest Territories Labour Market Transfer Agreements

Labour Market Development Agreement, and  
Workforce Development Agreement





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## Introduction

This Annual Plan is intended to guide activities of the two Canada-Northwest Territories Labour Market Agreements for the 2018-2019 fiscal year:

- The Canada-Northwest Territories Labour Market Development Agreement (LMDA); and
- The Canada -Northwest Territories Workforce Development Agreement (WDA).

## Environmental Scan and Employment Data

### Environmental Scan

The Northwest Territories (NWT) covers an area of approximately 1,346,106 km<sup>2</sup> (about the size of Alberta and Saskatchewan combined). Of the 33 communities in the NWT, only five have populations exceeding 2,000. Further in 2017, almost half of the population of the Northwest Territories resided in the capital, Yellowknife (20,834 of the 44,520 people). Many of our smallest communities are accessible only via plane or ice road, which is increasingly being affected by climate change.

The population in the NWT is made up of approximately half Indigenous and half non-Indigenous persons (22,278 to 22,242 respectively)<sup>1</sup>. Of the 22,278 Indigenous persons, only 4,983 (22%) are living in Yellowknife, with the majority living in the smaller remote communities.

On January 1, 2018 Statistics Canada estimated that 44,597 people were living in the Northwest Territories, an increase of 0.3% from the previous year. Between January 1, 2017 and January 1, 2018, the population in the Northwest Territories increased by 145 persons. The components of natural increase during this period consisted of 662 births and 222 deaths, resulting in a net increase of 440 persons. Inter-provincial migration accounted for 2,239 persons moving into the Northwest Territories from other provinces and territories, while 2,767 persons moved away, representing a net loss of 528 persons. Internationally, there was a net in-migration of 233 persons.<sup>2</sup>

While in the NWT, population growth fluctuates seasonally, overall population growth has been increasing since 2010. Population growth is expected year over year in the larger centres, however it is expected to decline year over year in many of the smaller communities<sup>3</sup>.

The 2012 Survey on Disability conducted by Statistics Canada (the latest data available) showed that 8.2% of the population of the NWT aged 15 years and older identified as having a disability (2,740 persons).

<sup>1</sup> <https://www.statsnwt.ca/community-data/>

<sup>2</sup> [https://www.statsnwt.ca/population/population-estimates/JanEst\\_2018.pdf](https://www.statsnwt.ca/population/population-estimates/JanEst_2018.pdf)

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



## Employment Data

The employment rates for Indigenous and non-Indigenous persons remain disproportionate to the population distribution. In 2016, 56.1% of Indigenous and 81.2% of non-Indigenous persons were employed. Part of this can be attributed to the higher level of non-Indigenous residents in the capital where there are more employment opportunities. Even with the disparate rate, in the year of 2016, the highest rate of Indigenous employment occurred, within the last 10 years.

The employment rate in the NWT for May 2018 was 64.3% which is down from its highest point in 2006 at 74%. Year-over-year employment in the NWT decreased by .9% or 200 persons, with the job losses coming from full-time employment.<sup>4</sup> Over the past 12 months, the unemployment rate increased from 1,400 to 1,900 individuals, representing a 2.1 percentage point increase (from 6.3% to 8.4%) between May 2017 and May 2018.<sup>5</sup>

## Sector Employment Data

Employment numbers decreased slightly in May 2018 to 20,900 from 21,100 in May 2017.

In May 2018, employment in the public sector was up by 300 compared to 12 months ago. Over the same period, private sector employment and self-employment dropped by a combined total of 400 persons. Gains in part-time employment were offset by losses in full-time employment.

Year-over-year employment levels by industry had contrasting results. The services-producing industry employed 600 more persons in May 2018, while employment in the goods-producing industry declined by 700. Self-employment continued to decrease slightly, from 1,500 in May 2017 to 1,400 in May 2018.<sup>6</sup>

The Tourism industry is considered the largest renewable resource industry in the NWT with annual visitor spending of \$205 million dollars in 2016-17. This impacts small and medium businesses especially in Yellowknife, the capital of the NWT, but also the small and remote communities across the north.<sup>7</sup>

<sup>4</sup> <https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/May2018%20NewStats%20LFS.PDF>

<sup>5</sup> Ibid

<sup>6</sup> Ibid

<sup>7</sup> <http://www.gov.nt.ca/newsroom/news/tourism-nwt-reaches-record-breaking-numbers>



Photos from <http://spectacularnwt.com>

## Gross Domestic Product (GDP) Data

Final figures for 2017 show that the GDP for the NWT rose by 5.2%, with a total GDP of \$3.94 billion. Almost a third of that value was generated from mining, and oil and gas extraction.<sup>8</sup>

The construction industry declined by 10.7% overall with the completion of the Gahcho Kué construction phase contributing to a 38.2% drop for engineering construction. However, an increase in non-residential building construction primarily from the Stanton Hospital Renewal Project, helped negate the industry's losses.

In 2017 there were 4,957 corporations registered in NWT which is a decrease from the previous year.<sup>9</sup>

## Programming Priorities and Objectives

The mission of the Department of Education, Culture and Employment (ECE) is:

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

The mandate of ECE is to provide quality programs, services and supports in early childhood development, JK-12 education, postsecondary and adult education, career development, apprenticeship and occupational certification, employment standards, income security, official languages, immigration, arts, culture and heritage.

<sup>8</sup> <https://www.statsnwt.ca/economy/gdp/>

<sup>9</sup> <https://www.statsnwt.ca/publications/statistics-quarterly/index.php>



The Government of the Northwest Territories (GNWT) offers all services in both of Canada's official languages. In particular, the GNWT has a commitment to making an active offer of services in all **11** official language of the NWT and is working to ensure that all departments can provide good quality information and services in these official languages.

Part of the mandate of the 18th Legislative Assembly is to foster lifelong learning, skills development, training and employability. To support these priorities, the GNWT launched the **Skills 4 Success Initiative** 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** was adopted to ensure that the North's education and training system keeps pace with the changing dynamics of its labour market. Moving forward on this requires sound labour market information (LMI) which is why the GNWT partnered with The Conference Board of Canada to produce a detailed study of how the NWT's labour market will look over the next 15 years. This study, the *Northwest Territories Labour Market Forecast and Needs Assessment*, provides information on NWT jobs that will be in demand in three economic scenarios. It provides the evidence for sound decision-making and has supported the development of the Skills 4 Success 4-Year Action Plan 2016-2020, which outlines the highest priority actions developed from engagements with NWT residents, educators, students, employers, job seekers, and government partners.

In addition, as committed to in the **Skills 4 Success 4-Year Action Plan 2016-2020**, the GNWT has released three key strategies to support labour market development and improve labour market outcomes in the Territory.

- In May 2017, the **Apprenticeship, Trades and Occupational Certification Strategy 2017-2022**, was to improve training, apprenticeship, certification and opportunities in the skilled trades and industrial occupations in the NWT.
- In June 2017, the **Northwest Territories' Immigration Strategy 2017-2022, Building a Skilled Workforce and a Vibrant Economy** was released to maximize economic opportunities over the next several years and support the sustainability of a Northern labour force.
- In April 2018, the **NWT Small Communities Employment Strategy 2018-2024** was released, to enhance employment and training opportunities and outcomes in the small communities of the NWT.



## Objectives and Labour Market Issues

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

### Skills 4 Success Goals



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

Consistent with the objectives of the Skills 4 Success 4-Year Action Plan 2016-2020, in the 2018-19 fiscal year, the GNWT will focus on:

- Supporting the regional delivery of the GNWT's revitalized and redesigned suite of labour market programming, services and supports;
- Enhancing communications and raising awareness of available LMTA-supported programming among individuals, employers and organizations;
- Supporting the development of tools and resources for career and education advisors to assist them in providing enhanced labour market and education information and supports to students;
- Ensuring enhanced accountability in the administration of LMTA-supported programs; and
- Supporting improved data collection and reporting through internal IT systems enhancements.

Internally, one of the priorities within ECE for this fiscal year, is the implementation of Career Development Officers' training sessions on *weekly* basis which is to be delivered via conference call, webinar, YouTube, ClickMeetings and in-person workshops. Subjects to be delivered include the new LMDA & 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.



Both the Canada- Northwest Territories Labour Market Development Agreement (LMDA) and Canada – Northwest Territories Workforce Development Agreement (WDA) have similar objectives which GNWT-ECE has incorporated within their objectives for the LMTA Annual Plan.

## Labour Market Development Agreement-Objectives

The priorities of the LMDA for 2018-2019 are to:

- Provide access to programs for Employment Insurance (EI) clients in order to enhance their skills and increase their likelihood of returning to the labour force quickly;
- Develop the tools to identify EI clients earlier in their claim in order to offer them relevant programming; and
- Continue to provide quality career development resources and services through Regional ECE Service Centres.

## Workforce Development Agreement-Objectives

The priorities of the WDA for 2018-2019 are to:

- Provide clients who are not eligible for 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; and
- Improve access to labour market programs and supports for residents of the NWT to support them in developing the skills necessary to quickly find and maintain employment.

## Program Options

Coinciding with the implementation of the amendment of the LMDA and new WDA, in 2017-2018, the GNWT revitalized its suite of labour market programs. This included streamlining program offerings from 24 to eight offerings to eliminate overlap and duplication, renaming and rebranding programs to align them with federal nomenclature as well as make them more intuitive and client-focused, and revised program forms and internal administration processes to enhance accountability and support easier access by clients.

GNWT's eligible employment benefits and support measures tailored to individuals, employers and organizations, and are based on Training, Skills Enhancement, Employment Supports, Community Partnerships, disseminating Labour Market Information, supporting Innovative projects and enhancing the delivery of GNWT's Labour Market Programs.

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. These programs are described below.



## *Programs for Individuals*

### **Skills Development Program**

The Skills Development Program (SDP) provides support for eligible recipients to participate in training opportunities to upgrade skills and knowledge and/or develop essential employability skills.

Eligible activities include education and training programs that lead to labour market attachment. This may include academic upgrading, life skills, employment readiness programs, pre-employment training courses, skill-specific training programs and postsecondary programs.

SDP interventions may be supported under the LMDA or WDA.

The objectives of the Skills Development Program are to:

- Enhance the labour market participation of NWT residents, including low-skilled workers and under-represented groups;
- Enhance individuals' ability to find long-term employment opportunities through training and education;
- Support apprentices and individuals 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.

The GNWT is intent on ensuring that individuals in the territory have the skills, training and education required to fill jobs in demand. As such, and given the enhanced federal funding provided through the amended LMDA and new WDA, new investments are planned under the Skills Development and Employment Assistance Services Programs.

### **Self-Employment Program**

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

SEP interventions may be supported under the LMDA or WDA.

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.

## *Programs for Employers*

### **Wage Subsidy Program**

The Wage Subsidy Program (WSP) provides support to an employer to hire and train NWT's residents.

This program is intended to provide work experience and training that will better enable participants to obtain meaningful long-term employment.

WSP projects may be supported under the LMDA or WDA.

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.

### **Employee Training Program**

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

The ETP may also be used in conjunction with the Wage Subsidy Program (WSP) to offset the costs of training employees.

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

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.



## *Programs for Organizations*

### **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.

CTP projects may 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.

### **Employment Assistance Services**

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

EAS projects may be supported under the LMDA or WDA.

The objectives of the program are to:

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

### **Job Creation Partnerships**

The Job Creation Partnerships (JCP) is an initiative that provides work experience opportunities to improve the subsequent employment prospects of the participants. The program provides support for third party organizations to deliver community and regional activities that either include a work experience component or have a guarantee of employment at the end of the project. Work experience projects may also include a skills development component.



The program is intended to assist unemployed individuals who need work experience (and training if applicable) to be better able obtain meaningful long-term employment.

JCP projects may be supported under the LMDA or WDA.

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 individuals 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.

## Strategic Workforce Initiatives

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

SWI projects may be supported under the LMDA or WDA.

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; and
- 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.



## Eligible Clients

Through the LMDA, the NWT provides programs and services to unemployed Employment Insurance (EI) eligible individuals, either those receiving active EI Part I benefits or Reachback clients. This may also include Social Assistance Recipients (SARs), if their eligibility meets the LMDA criteria. It also supports projects and partnerships aimed at enhancing the overall employability of NWT residents.

Through the WDA, all residents of the NWT who are Canadian citizens and permanent residents are eligible to receive assistance under the WDA. This includes:

- Unemployed individuals who need training to obtain a job;
- Under-employed individuals, including youth who need training for a better job; and
- Individuals who are employed but who need training for a better job

## Persons with Disabilities

Additional support measures are available to persons with disabilities, across all programs.

GNWT- ECE will continue to support program costs for employment and training supports for persons with disabilities, and is committed to meeting its WDA commitments related to WDA and GNWT spending on supports for persons with disabilities.

ECE has allocated a “cost match” for organizations targeting persons with disabilities during this fiscal year for organizations that in the past, have relied on Labour Market Agreement for Persons with Disabilities program funding which has now sunset.

## Research and Innovation Projects

In accordance with Annex 1, Section 4.c) of the Canada-NWT LMDA, the NWT may provide funding to support research, planning or innovative activities that identify better ways of helping persons to prepare for, obtain, and keep employment and be productive participants in the labour force.

In 2018-2019, ECE will be piloting a new, innovative approach to working with students in Grades 9 to 12 and with youth aged 18 to 24 to help them make informed decisions that improve their education and employment outcomes in the NWT. The introduction of Career and Education Advisor positions will ensure that residents, particularly students and youth, are prepared for in-demand job opportunities.

The Department continues to implement the Skills 4 Success 4-Year Action Plan 2016-2020 with a focus on developing the NWT's workforce to participate in the 28,500 to 36,700 job openings forecasted in the NWT to the year 2030. Approximately 78% of the job openings require some form of postsecondary education and/or extensive work experience. NWT youth represent the largest



resident resource for labour supply with up to 11,000 students who will exit the NWT JK-12 system in that timeframe.

The four priorities of this initiative are:

1. Improving career and academic educational counseling support to high school students and youth to promote NWT jobs in demand;
2. Providing outreach services to NWT postsecondary students receiving Student Financial Assistance (SFA) to connect with in-demand employers;
3. Promoting NWT apprenticeship in skilled trades and certified occupations as first choice
4. careers to increase the number of NWT students and youth pursuing these in-demand careers; and
5. Supporting evidence-based and informed educational, career and business decisions with a new interactive NWT Labour Market Information Portal.

A key aspect of this initiative is developing the tools and resources needed by these new positions to be able to effectively work with NWT residents, in particular students and youth. This includes the development of an Interactive NWT Labour Market Information Portal to provide easy access to relevant, accurate and timely labour market information to make informed and evidence-based educational, career and business decisions.

The introduction of Career and Education Advisors into the school system is an identified key priority under the NWT Small Communities Employment Strategy 2018-2024. The initiative is being supported by territorial budgets totaling \$1.3 million, starting in 2018-2019. The NWT proposes to allocate \$250,000 in 2018-2019 and 2019-2020 respectively to support the development of tools and resources that are needed to engage with students and job seekers to enable them to enter and succeed in NWT occupations in demand. Although this initiative has the possibility of continuing beyond the framed three year period, it will be piloted in 2018-2019 and support provided under the LMDA will be time limited for a two year period.

## Consultations

Regional ECE Service Centres are the primary points of contacts and delivery agents for labour market programming in the NWT. ECE, through the Assistant Deputy Minister, Labour and Income Security, meets on a monthly basis with Regional Superintendents of the five administrative regions of the NWT (Beaufort-Delta, Sahtu, North Slave, Dehcho and South Slave Regions) and with the Director of Income Security and the Director of Labour Development and Standards.

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, Indigenous Governments, community organizations, industry and other stakeholders involved in education and training to determine regional training and labour market priorities. In addition to Regional Training Partnerships, as appropriate, ECE engages with regional community interagency groups to identify priorities and labour market issues of importance.



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

### **Consultation Activities Undertaken in 2017-18**

Over the course of the 2017-2018 fiscal year, ECE continued to engage regularly with employers, organizations and community stakeholders to identify key labour market barriers and opportunities for Northern residents, and to adjust priorities and focus as required.

Between April and June 2017, ECE conducted an external engagement process with partners and stakeholders, including Indigenous Governments, communities, employers, residents, GNWT departments and Aurora College, to inform the development of a strategy aimed at enhancing employment opportunities and outcomes in small NWT communities. In total, 411 stakeholders, from 31 of the 33 NWT communities, participated in the engagement process, which included interviews, focus group discussions, and public survey. Stakeholders included GNWT staff, ASETS managers, community organizations, local businesses, Aurora College staff and members of the public, in the five regions: North Slave, South Slave, Sahtu, Dehcho and Beaufort Delta.

The feedback and input received during those engagements was themed and summarized in a “What We Heard”<sup>10</sup> document. Input and feedback received under various themes is included below:

#### **Education and Training**

- Career Services in the school system can lead to better employment outcomes
- Communities need up-skill training to bridge the education and employment gaps
- Job seekers need recognition of prior learning to enhance employability
- Job seekers need recognition of prior learning to enhance employability
- Training needs to be locally controlled and flexible

#### **Employment and the Economy**

- Private sector investment can support job creation
- Self-government may be a job creator across small communities in the NWT
- Entrepreneurial paths need to be prioritized and supported
- A small group of participants believe there are jobs in the NWT but people lack skills
- Tourism is a potential generator of employment in the NWT and requires supports
- Agriculture, greenhouses and farming can generate employment in the communities

#### **Social**

- Community health and wellness are key to eliminating barriers to employment

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<sup>10</sup>

([https://www.ece.gov.nt.ca/sites/ece/files/what\\_we\\_heard\\_small\\_communities\\_employment\\_strategy\\_final.pdf](https://www.ece.gov.nt.ca/sites/ece/files/what_we_heard_small_communities_employment_strategy_final.pdf))



### Communication and Coordination

- Coordination is needed within the GNWT and with other levels of government
- Labour Market Programming for Small Communities

Following this external engagement process, ECE staff conducted a secondary internal engagement process with key stakeholders from within the GNWT to ensure that the proposed Small Communities Employment Strategy was aligned with other complimentary strategies and initiatives developed by other GNWT departments.

As part of the implementation of the Apprenticeship, Trades and Occupational Certification (ATOC) Strategy 2017-2022, stakeholder engagement was a key component to the development of the Strategy. Engagement consisted of direct one on one interviews, in person or by telephone as well as an on-line survey that was promoted to stakeholders through email, the ATOC website and Facebook page ensuring everyone had an opportunity to comment on 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 4 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 from apprentices. Stakeholders include, but are not limited to, employers of apprentices (including mines), apprentices, career development officers, ATOCB Board, ASETS holders and GNWT Departments (Public Works and Transportation and Housing Corporation). The predominant theme in stakeholder engagement was the need for Client-Centered Service, to increase the numbers of apprentices, and to provide them with more resources.

As part of the implementation of the NWT Immigration Strategy 2017-2022, in the fall of 2017, ECE delivered regional information sessions on its Nominee Program to employers to gather information on workforce gaps and hiring challenges, and to provide information on ways the Northwest Territories Nominee Program and ECE's suite of labour market programs could assist them in addressing their workforce needs.

In the implementation of this Strategy, ECE regularly consults with a range of stakeholders including local employers and francophone service providing organizations.



## Consultation Activities Planned in 2018-19

In 2018-2019, ECE will continue to engage regularly with employers, employee organizations, not-for-profit organizations, community stakeholders, and official minority language communities to identify key labour market barriers and opportunities for Northern residents, and to adjust priorities and focus as required.

Beginning in 2018-2019, ECE will pilot a Job Bank Service Check process to engage employers who have Job Bank postings for a particular position in excess of 30 days. This will provide opportunity for ECE to engage directly with employers who have workforce gaps and provide the Department with information on how or whether Job Bank could be improved, how labour market programming could better serve employer needs as well as provide opportunity for ECE to promote and raise awareness of its labour market programming and supports for employers.

Also beginning in 2018-2019, through delivery of its GNWT-funded labour market programs for communities, ECE will work with designated community authorities across the NWT to support the development and advancement of community labour market development plans. These plans will assist ECE in developing partnerships with communities and provide meaningful information on community-level labour market needs and priorities which can inform LMTA-supported labour market programming and supports in 2018-2019 and beyond.

## Forecast of Program Expenditures

LABOUR MARKET DEVELOPMENT AGREEMENT Program Areas	Expenditures
Skills Development Program	\$1,175,000
Self-Employment Program	\$200,000
Wage Subsidy Program	\$238,000
Employment Assistance Services	\$1,075,000
Job Creation Partnerships	\$147,000
Strategic Workforce Initiatives	\$170,000
Research and Innovation	\$250,000
Administration	\$1,450,000
<b>Total</b>	<b>\$4,705,000</b>



WORKFORCE DEVELOPMENT AGREEMENT Program Areas	Expenditures
<b>Individual Programs</b> (including, Skills Development Program & Self Employment Program)	\$464,000
<b>Employer Programs</b> (including, Wage Subsidy Program & Employee Training Program)	\$1,000,000
<b>Organization Programs</b> (including, Employment Assistance Services, Job Creation Partnerships, Community Training Initiatives & Strategic Workforce Initiatives)	\$1,048,000
Administration (20%)	\$630,000
<b>Total</b>	<b>\$3,142,000</b>

The GNWT is intent on ensuring the availability of programming, supports and services to assist persons with disabilities in improving their labour market outcomes. Therefore, and in accordance with the Workforce Development Agreement, the GNWT commits to spending \$407,000 from the each of the WDA and Territorial funds on supports and services for persons with disabilities.



## Expected Results

In 2018-2019, GNWT-ECE plans to achieve the following expected results:

	<b>Results</b>	<b>Targeted Amount</b>
1.	Number of active EI claimants who access LMDA programming	300
2.	Number of insured participants with an emphasis on active EI claimants, returned to employment or self-employment	200
3.	The amount of savings to the Employment Insurance Account	\$2,500,000
4.	Number of program interventions delivered	475
5.	Number of counseling sessions delivered	1000
6.	Number of Employers and type, who receive assistance and support	45
7.	Number of organizations served who support individuals who are underrepresented	12

## Evaluation

In 2017-2018, ECE hired an independent evaluator to complete evaluations on the Labour Market Agreement for Persons with Disabilities and the Job Fund Agreement. These evaluations were completed in March 2018. As well, ECE and ESDC completed Cycle II of the LMDA Evaluation and this was signed off in September 2017. In the development of new labour market programs, ECE referred to the findings and recommendations of all three evaluations to ensure that evidence-based decision making was used in the development of new and revised programming.

ECE recognizes the important role that accountability plays in an effective, long-term approach towards reaching the shared goal of improving the labour market situation for all Northern residents. All results of the labour market agreements evaluations will be shared with the public and Canada.

ECE is participating the LMDA Cycle III Evaluation and looks forward to continuing this work multilaterally and bilaterally with Employment and Social Development Canada.

ECE will jointly evaluate the Labour Market Development Agreement and the Workforce Development Agreement with Canada on the following;

- a. Establishing a Multilateral Steering Committee to prepare and finalize an evaluation framework that adheres to commonly accepted evaluation practices and methodologies;
- b. Work collaboratively to carry out the evaluation;



- c. Oversee the conduct of the evaluation according to the plan laid out in the framework;
- d. Produce a final copy of the evaluation report by no later than March 31, 2022.



Mársı | Kinanāskomitin | Thank you | Merci | Haj' | Quana | Qujannamiik | Quyanainni | Máhsı | Máhsı | Mahsì



## Stakeholders

Government of the Northwest Territories
• Various Departments
Northwest Territories Housing Corporation
• Includes Local Housing Authorities
NWT Power Corporation
Aurora College
Includes Program Heads and Community Adult Educators
Government of Canada
Various Departments and Agencies
NWT Association of Communities
Local Government Administrators of NWT (LGANT)
NWT Tourism Association
NWT Chamber of Commerce
• Includes Regional Chambers of Commerce
NT/NU Construction Association
NT/NU Chamber of Mines
Mine Training Society of the NWT
NWT Literacy Council
NWT Disabilities Council
NWT Territorial Farmers Association
College Nordique Francophone
Conseil de développement économique des Territoires du Nord-Ouest (CDÉTNO)
Federation Franco-Tenoise (FFT)
Skills Canada NWT
NWT Construction Association
FOXY (Fostering Open Expression Among Youth)
City of Yellowknife
Yellowknife Association for Community Living
YWCA of the NWT
Yellowknife Women's Society
Side Door Youth Ministries
Tree of Peace Friendship Centre
Native Women's Association of the NWT
Rainbow Coalition of Yellowknife
Akaitcho Business Development Corporation
Dominion Diamond Mines
Diavik Diamond Mines
DeBeers Canada
Fortune Minerals
Tł'chǫ Government
Akaitcho Territory Government
Deh Cho First Nations
Sahtu Secretariat Inc.
Gwich'in Tribal Council
Inuvialuit Regional Corporation
NWT Metis Nation



Lutselk'e Dene First Nation
Yellowknives Dene First Nation
Tlicho Community Service Agency
• Includes local schools
Tlicho Investment Corporation
Rae-Edzo Friendship Centre
Community Government of Whati
Lac La Martre Development Corporation
Community Government of Gameti
Community Government of Wekweeti
Hay River Metis Council
Northland Utilities (NWT) Ltd
Soaring Eagle Friendship Centre
Hay River Committee for Persons with Disabilities
Town of Hay River
South Slave District Education Council
• Includes local schools
South Slave Labour Market Planning Partnership
Northern Farm Training Institute
Hamlet of Enterprise
Katlodeeche First Nation
Hamlet of Fort Resolution
Deninu K'ue First Nation
Fort Resolution Metis Council
Town of Fort Smith
Fort Smith Métis Council
Salt River First Nation
Smith's Landing First Nation
Pentecostal Sub Arctic Leadership Training (SALT) College
Thebacha Business Development Services
Uncle Gabe's Friendship Centre
Fort Smith Chamber of Commerce
Village of Fort Simpson
Liidlii Kue First Nation
Canadian Zinc
Dehcho District Education Council
• Includes local schools
Dehcho Friendship Centre
Fort Simpson Metis Nation Local 52
Pehdzeh Ki First Nation - Wrigley
Ka'a'gee Tu First Nation - Kakisa
Sambaa K'e Dene Band
Sambaa K'e Development Corporation
Jean Marie River First Nation
Nahanni Butte Dene Band
Hamlet of Fort Liard
Acho Dene Koe First Nation
Hamlet of Fort Providence
Deh Gah Got'ie First Nation, Fort Providence



Fort Providence Metis Council
Zhahti Koe Friendship Centre, Fort Providence
Sahtu District Education Council
• Includes local schools
Town of Norman Wells
Norman Wells Land Corporation
Norman Wells Renewable Resources Council
Imperial Oil Resources NWT Ltd
Conoco Phillips
Enbridge Pipelines Inc
K'asho Gotine Charter Community
Yamoga Land Corporation
Metis Local #54
Renewable Resource Council (FGH)
Sahtu Land Use Planning Board
Sahtu Land & Water Board
Hamlet of Tulita
Tulita Land Corporation
Tulita Dene Band Council
Tulita Renewable Resources Council
Fort Norman Metis Land Corporation
Tulita Yamoria Community Secretariat
Déliné Gotine Government
Déliné Renewable Resources Board
Ayoni Keh Land & Dugha Financial Corporation
Behdzi Ahda First Nation Band Council
Behdzi Ahda Renewable Resources Council
Beaufort Delta Education Council
• Includes local schools
Town of Inuvik
Gwich'in Development Corp
Gwich'in Land & Water Board
Gwich'in Renewable Resource Council
Inuvik Community Corporation
Inuvik Emergency Warming Shelter
Inuvik Homeless Shelter
Nihtat Gwich'in Council
Western Arctic Business Development Corporation
Hamlet of Aklavik
Aklavik Community Corporation
Aklavik Indian Band
Edhiitat Gwich'in Council
Hamlet of Fort McPherson
Tetlit Gwich'in Council
Tetlit Zeh Development Corp
Hamlet of Ulukhaktok
Ulukhaktok Community Corporation
Hamlet of Paulatuk
Paulatuk Community Corporation



Hamlet of Sachs Harbour
Sachs Harbour Community Corp
Tsigehtchic Charter Community
Designated Gwich'in Organization
Gwichin Social & Culture Institute
Hamlet of Tuktoyaktuk
Tuktoyaktuk Community Corp
Employers
• Various Employers from all regions of the NWT