



2021-2022 Annual Report

Labour Market Development Agreement &
Workforce Development Agreement

Rapport annuel 2021-2022

Entente sur le développement du
marché du travail et Entente sur le
développement de la main-d'œuvre

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English

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French

Kīspin ki nitawih̄tīn ē nīh̄yawih̄k ōma ācimōwin, tipwāsinān.

Cree

Tłıchq yatı k'èè. Dı wegodi newq dè, gots'o gonede.

Tłıchq

ʔerih̄tł'is Dēne Sų́líné yatı t'a huts'elkēr xa beyáyatı theʔą ʔat'e, nuwe ts'ēn yóttı.

Chipewyan

Edı gondı dehgháh got'je zhatıé k'ée edatł'éh enahddhę nıde naxets'é edahłı.

South Slavey

K'áhshó got'jne xədə k'é hederı ʔedłhtł'é yerınwę nıde dúle.

North Slavey

Jii gwandak izhii ginjik vat'atr'ijāhch'uu zhit yınohthan jı', diits'at ginohkhii.

Gwich'in

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.

Inuvialuktun

Ć'ᑔᑕ ᑎᑎᑦᑕᑕᑕ ᑕᑕᑕᑕᑕᑕ ᑕᑕᑕᑕᑕᑕ ᑕᑕᑕᑕᑕᑕ, ᑕᑕᑕᑕᑕᑕ ᑕᑕᑕᑕᑕᑕ.

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Introduction

This Annual Report reflects the activities of the 2021-2022 Annual Plan under the Labour Market Development Agreement (LMDA) and Workforce Development Agreement (WDA) submitted to Employment and Social Development Canada.

The Government of the Northwest Territories (GNWT) Department of Education, Culture and Employment (ECE) administers the Labour Market Transfer Agreements on behalf of the GNWT.

Introduction

Le présent rapport annuel reflète les activités réalisées par rapport au plan annuel de 2021-2022 soumis au ministère de l'Emploi et du Développement social du Canada en vertu de l'Entente sur le développement du marché du travail (EDMT) et de l'Entente sur le développement de la main-d'œuvre (EDMO).

Le ministère de l'Éducation, de la Culture et de la Formation (MÉCF) du gouvernement des Territoires du Nord-Ouest (GTNO) administre les ententes de transfert sur le marché du travail au nom du GTNO.

Environmental scan and employment data

Environmental scan

The Northwest Territories (NWT), in Canada's western arctic, covers an area of approximately 1,346,106 square kms (about the size of Alberta and Saskatchewan combined). There are 33 communities in the NWT, most of which have fewer than 2,000 residents and 27 have fewer than 1,000 residents. Statistics Canada estimated the population of the NWT on January 1, 2022, to be 45,640, an increase of 0.7% from the previous year.¹ Yellowknife, the capital city, represented almost half of the territorial population with 21,775 at July 1, 2021². Many of the smallest NWT communities are only accessible via plane or ice road in winter, which is increasingly being affected by climate change.

Overall, population growth is expected year over year in the NWT's larger centres, however it is expected to decline year over year in many of the smaller communities³.

The population in the NWT is made up of approximately half Indigenous and half non-Indigenous persons. As of July 1, 2021 there were 22,724 Indigenous persons living in the NWT; 5,567 (24%) of

¹ https://www.statsnwt.ca/population/population-estimates/PopEst_Jan2022.pdf

² <https://www.statsnwt.ca/population/population-estimates/bycommunity.php>

³ <https://www.statsnwt.ca/population/community-projections/>

whom were living in Yellowknife⁴.

Scheduled every five years, the 2017 Canadian Survey on Disability conducted by Statistics Canada showed that 20% of the population of the NWT 15 years and older identified as having a disability (6,350)⁵, which was a significant increase from the 8.2% (2,740 persons) reported in the 2012 Survey. The 2022 results were not yet available at the time of writing this report.

Employment data

The employment rate in the NWT was 69.4% in December 2021. This represents a 1.8 percentage point increase from November and 3.9 percentage point rise from 12 months prior. Meanwhile, the unemployment rate increased by 1.8 percentage points from the previous month to 5.2, a result of more people re-entering the labour market looking for work.⁶ In March 2022, the employment rate had already grown to 73.7% (estimated, seasonally unadjusted)⁷, as the NWT began to ease COVID-19 restrictions and employers were attempting to get back to business.

In December 2021, 59.1% of Indigenous and 75.2% of non-Indigenous persons were employed⁸ (55.1% and 72.4% for the same period in 2020, respectively)⁹. The relatively high employment rate in the NWT during the COVID-19 pandemic was related to many factors, such as the low number of COVID-19 cases in the territory during that time and the different job opportunities created by the Federal and Territorial Public Administration, as well as jobs stemming from the pandemic, such as security guards, specialized cleaners and janitors, logistics and delivery. During 2020-2021, COVID-19 crept into some NWT communities but gathering restrictions were put in place to curb the spread. At the same time, the GNWT Department of Education, Culture and Employment (ECE) developed a Labour Market Recovery Wage Grant to assist employers in those communities where gathering restrictions were implemented.

Sector employment data

Between January 2021 and January 2022, the public sector saw an increase in its employment numbers from 10,800 to 11,900, while the private sector increased from 9,600 to 10,800 over the same period¹⁰. Self-employment also increased from January 2021 (1,800) to January 2022 (2,000).¹¹ At 2021-2022 fiscal year-end, public-sector employment numbers had dropped to 11,400, private sector numbers had further increased to 11,400 and self-employment numbers also

⁴ <https://www.statsnwt.ca/population/population-estimates/bycommunity.php>

⁵ NWT Bureau of Statistics <https://www.statsnwt.ca/health/disabled/index.html>

⁶ https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2021_NewStats%20LFS.pdf

⁷ https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/March2022_NewStats%20LFS.pdf

⁸ https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2021_NewStats%20LFS.pdf

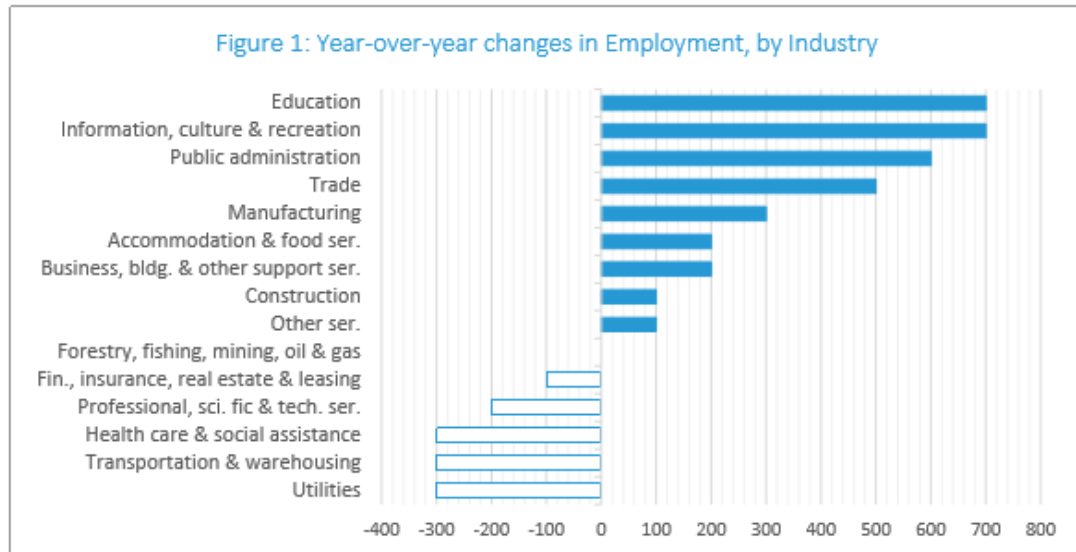
⁹ https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2021_NewStats%20LFS.pdf

¹⁰ <https://www.statsnwt.ca/labour-income/labour-force-activity/> (Table LFS100: Monthly Data Tables, Ind&COW tab)

¹¹ <https://www.statsnwt.ca/labour-income/labour-force-activity/> (Table LFS100: Monthly Data Tables, Ind&COW tab)

increased to 2,600.

Among industries, year-over-year employment increased the most in education services, information, culture & recreation, public administration, and trade. Employment declines were recorded in health care & social assistance, transportation & warehousing, and in utilities.¹²



¹ NWT LFS estimates are based on seasonally unadjusted, three-months moving-average time series data.

Gross domestic product (GDP)

The mining, oil and gas extraction industry, the largest industry in the territory, grew by 11.9% between 2020 and 2021. Following a temporary shutdown for most of 2020, the Ekati Mine reopened in early 2021 resulting in a 12.2% increase of the GDP in the diamond mining industry. The construction industry also grew in 2021, largely a result of increased engineering construction.¹³

GDP changes between 2020 and 2021 varied among service producing industries. Real estate and renting and leasing, along with the retail trade industry, saw GDP increase between 2019 and 2020, and again between 2020 and 2021. Finance and insurance also increased over both years as did public administration.¹⁴

In contrast, wholesale trade GDP decreased a further 25% between 2020 and 2021. Transportation and warehousing, professional, scientific, and technical services, management, and arts, entertainment and recreation industries also saw GDP decrease between both two-year periods.

¹² https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/March2022_NewStats%20LFS.pdf

¹³ https://www.statsnwt.ca/economy/gdp/May2022_GDP.pdf

¹⁴ https://www.statsnwt.ca/economy/gdp/May2022_GDP.pdf

After decreasing in 2020 by 38.7%, accommodation and food services rose by 8.0% in 2021. The next release of provincial/territorial economic accounts information is scheduled for November 2022.¹⁵

COVID-19

While the NWT was successful in mitigating the worst public health impacts of COVID-19 during the 2020-2021 fiscal year, 2021-2022 saw an increase in COVID-19 cases in the NWT, and gathering restrictions were ordered in communities that began to experience community spread in August, September 2021 and in January, February 2022. Like elsewhere in Canada, many adult education and training courses were delivered remotely or postponed due to the pandemic; these began to return to in-class delivery in 2021-2022, with periods of online delivery used at specific times as deemed necessary.

In 2020-2021, career/adult education and training providers delivered their programming almost entirely online during the pandemic, and ECE's approach for the fiscal year was to ensure that its labour market programs were flexible and supportive of students who would be taking online classes. ECE's approach was no different in 2021-2022; the department continued its program to include the purchase of technology equipment for individuals registered in online learning, and also developed resources and materials outlining tips, tricks and best practices in online learning to assist students in achieving success. These were instituted at the beginning of the COVID-19 pandemic and were still in place through the end of fiscal 2021-2022. In addition to providing financial assistance for tuition, books, course materials, software and other fees, a \$750 Technology Grant was continued for students in the Skills Development Program (SDP) and the Self-Employment Program (SEP), to assist with the purchase of technology equipment required to learn remotely (computers, printers, scanners, etc.) Furthermore, SDP participants were still eligible for the COVID-19 Support Grant (introduced in 2020-2021), a monthly grant of \$100 to assist with additional costs, such as internet fees.

Programming priorities and objectives

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

*"To invest in and provide for the development of the people of the Northwest Territories, enabling them to reach their full potential, to lead fulfilled lives and to contribute to a strong and prosperous society."*¹⁶

The Department is mandated to provide residents of the NWT with access to quality programs, services and supports to assist residents in making informed and productive choices for themselves

¹⁵ https://www.statsnwt.ca/economy/gdp/May2022_GDP.pdf

¹⁶ <https://www.ece.gov.nt.ca/en/mission-and-values>

and their families in regards to education, training, careers, employment and labour, child development, languages, culture and heritage.

The 19th Legislative Assembly has priorities related to labour market programs such as: increase the employment in small communities; and increase the number of health care professionals by at least 20 per cent. These priorities are linked to the GNWT Skills 4 Success (S4S) Initiative¹⁷ launched in 2016, with the goal to improve employment success for NWT residents, close skill gaps for in-demand jobs, and more effectively respond to employer and industry needs.

The ***Skills 4 Success 10-Year Strategic Framework*** was adopted to ensure that the North's education and training system keeps pace with the changing dynamics of its labour market.

The *Skills 4 Success 10-Year Strategic Framework 2015-2025* reached its mid-way point and was evaluated in 2020-2021; results are not yet collated at time of writing. Further, the S4S 4-Year Action Plan 2016-2020 has concluded and will also be evaluated, the results are not yet available.

The importance of stakeholder feedback and solid labour market information was particularly important given the impact of COVID-19 on the labour market. In 2015, in support of the GNWT's S4S initiative, ECE contracted the Conference Board of Canada to undertake a comprehensive labour market forecast and needs assessment in the NWT from 2015 to 2030. The resulting labour market information served as a foundation for S4S and the NWT's approach to its labour market programs and priorities, and, along with stakeholder consultations, informed a complete redesign of ECE's labour market programs in 2018.

In early 2021, ECE started to renew its 4-year action plan and undertook significant stakeholder and partner consultations and engagement initiatives to identify priority areas in a new action plan. Once again the Conference Board of Canada was contracted to update the skills and jobs in demand forecast, as well as labour market outlook for 2022 and beyond.

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



¹⁷ <https://www.ece.gov.nt.ca/en/services/des-competences-pour-reussir/supporting-documents>

These goals and their related priorities and action items can be found on the GNWT-ECE website:

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

The objectives state the direction that ECE will take on Labour Market issues and concerns, as well as the following objectives:

1. Promote the use of the National Job Bank services to employers and job seekers;
2. Develop the Labour Market Information Strategy in partnership with Employment and Social Development Canada (ESDC);
3. Foster inclusive labour market participation;
4. Align skills with labour market needs; and
5. Create efficient labour market supports and programming.

These objectives will be achieved by adhering to the following principles:

- ✓ Client-centered focused;
- ✓ Inclusion of all NWT residents;
- ✓ Outcomes focused;
- ✓ Flexible programming and its delivery;
- ✓ Responsive to the labour market needs;
- ✓ Innovative approach to program delivery;
- ✓ Collaborative partnerships with invested stakeholders; and
- ✓ Labour Market Information dissemination.

Throughout 2021-2022, ECE continued the delivery of Career Development Officers' (CDOs') training sessions (May 2021 and February 2022) which consist of a combination of teleconference, webinars and training recorded on videos. Subjects delivered included the new Labour Market Development Agreement (LMDA), Workforce Development Agreement (WDA), implementation guidelines for these agreements, updates on program delivery, teaching and learning styles, apprenticeship program delivery, Employment Insurance sessions, data entry and processing and collaborative partnerships. ECE Headquarters made the decision to offer CDO training sessions approximately quarterly, to assist new and existing staff stay current and fresh, particularly in their knowledge of labour market programs. In June 2021, Career Development Officers attended a three-day Career Coach virtual training, supporting CDOs to employ a variety of formal and informal career assessment tools and techniques when meeting with clients.

It is important to note that each Regional ECE Service Centre focuses on regional labour market

priorities that align with the broader goals of ECE and the Canada-NWT Labour Market Transfer Agreements.

Programming priorities

Labour Market Transfer Agreements (LMDA/WDA)

ECE's key priorities for 2021-2022 were to continue to implement the new *Labour Market Transfer Agreements (LMTA)*. These agreements enabled the streamlining of employment programs and services, by implementing new programs, building and strengthening partnerships and training new and existing staff on the changes within ECE's LMTA delivery models.

The priorities of the LMDA/WDA agreements for 2021-2022 were to:

- ✓ Priority for LMDA was to provide access to programs for Employment Insurance (EI) Part 1 clients in order to enhance their skills for returning to the labour force and decrease social program dependency (EI);
- ✓ Priority for WDA was to provide clients who are not eligible for EI Part 1 benefits 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;
- ✓ Collaborate with existing and new partners to address education and training gaps and increase skill levels of NWT residents;
- ✓ Provide support toward addressing workforce needs through the implementation of the ECE's framework, strategies and action plans; and
- ✓ Increase awareness of labour market programs and services through Regional ECE Service Centres.
- ✓ Assist employers impacted by COVID-19 to prevent further job losses and to support labour market recovery.

Programming objectives

As part of a redesign in 2018, the GNWT's programs were tailored specifically to address the needs of individuals, employers and organizations. The result is a suite of programs that ensures more equitable supports and services to both EI and non-EI-eligible clients, as most programs can be supported through LMDA and WDA funding streams, depending on client circumstances.

The GNWT is intent on ensuring that individuals in the territory have the skills, training and education required to fill jobs in demand. In 2020-2021, the GNWT, in addition to LMDA and WDA

funding, continued to deliver its Small Community Employment Support (SCES) program and strategy, which delivers funding to all 32 communities, except Yellowknife. This focused approach to small community support is based on specific needs to create employment in all small communities. In coordination with ECE Regional Service centres, the strategy adds to the existing LMDA/WDA suite of programs and provides more support where needed: in small communities.

Programs for individuals

Skills development program

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

The eligible activities that were delivered accessing SDP programming included education and training programs that led to viable employment opportunities within the local labour market. This included academic upgrading, life skills, employment readiness programs, pre-employment training courses, skill-specific training programs and post-secondary programs.

The objectives of the SDP were to:

- ✓ Enhance the labour market participation of NWT residents, including low-skilled workers and under-represented groups;
- ✓ Enhance clients' ability to find long-term employment opportunities through training and education;
- ✓ Support apprentices and clients to obtain the formal instruction required for certification in designated trades and occupations and to progress in their chosen occupation; and
- ✓ Provide NWT residents access to supports and incentives that are relevant, effective and aligned with territorial labour market needs.

Best Practice with SDP funding

"All SDP clients, three cousins from a community in the Dehcho region completed the Surface Miner Training Program together, which allowed them to create a unique support system amongst themselves and for each other. All three are currently working at various mines in the NWT."

"Another individual from a community in the southern Dehcho region accessed SDP funding in the final year of her Bachelor of Arts degree program at a New Brunswick university, majoring in Indigenous Studies. She was a single mother for the majority of her schooling, with 3 children in tow. After obtaining her degree, she secured a position as an Analyst with the provincial government in New Brunswick."

Note: Majority of the LMDA funding is used with SDP funding due to the inflated costs of doing business in the north and sending many clients south for specific skills training programs. This funding was also used for underemployed and up-skilling clients either employed or not employed and building a client's employability within the northern and local labour market.

As mentioned above in the COVID-19 section, a \$750 Technology Grant was introduced for students

in the SDP, as well as a COVID-19 Support Grant, a monthly grant of \$100 to assist with additional costs, such as internet fees. These grants were continued into 2021-2022. During fiscal year 2021-2022, there were 178 clients who accessed LMDA/WDA SDP funding.

Self-employment program

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

The objectives of the SEP are to:

- ✓ Provide support for NWT residents to develop small businesses;
- ✓ Encourage business development as a means to create future local employment opportunities; and
- ✓ Grow the NWT workforce through partnerships

Best Practice with SEP funding

An SEP client in the North Slave region commented: “The self-employment program helped me so much. Everything in life is learning. No one is born with all the knowledge they require to start a business. I got assistance with market research, developing a business plan and bookkeeping. I focused on the first and most important thing being client satisfaction. When a client is satisfied they will come back. I got the support I needed to figure out where to start and how to start in order to build a stable business.”

As mentioned above in the COVID-19 section, a \$750 Technology Grant was introduced for students in the SEP, as well as a COVID-19 Support Grant, a monthly grant of \$100 to assist with additional costs, such as internet fees. During the fiscal year 2021-2022, there were 21 clients who accessed LMDA/WDA SEP funding.

Programs for employers

Wage subsidy program

The Wage Subsidy Program (WSP) provides support to an employer to hire and train NWT residents while on the job. This program is intended to provide work experience and training that will better enable clients to obtain meaningful long-term employment. In 2021-2022, 51 employers were funded under WSP to subsidize the wage of 111 individuals.

The objectives of the WSP 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.

Most of the employers who accessed WSP funding were attaching level 1 apprentices to assist with the training of a new apprentice. This funding assisted clients and employers in bridging the learning curve in starting a new job/occupation with the local labour market. It is important to note that the majority of the employers who accessed this program are small to medium sized employers.

Best Practice with WSP funding

“After graduating with a diploma in Accounting and Payroll Administration in the summer of 2021 from CDI College, a single mother of three children in a South Slave community was hired in September 2021 by a local sporting goods business, through the use of LMDA WSP monies, to train as a Finance and Administration Officer. To this day, she has remained with that company in the role that she was initially hired for.”

Employee training program

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

The objectives of the 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.

Three employers accessed the LMDA/WDA-ETP in the 2021-22 fiscal year, providing funding for three individuals.

Programs for organizations

Community training partnerships

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

The program is intended to assist unemployed individuals who need training to obtain meaningful long-term employment and can only be supported under the WDA.

The objectives of CTP are to:

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

48 organizations accessed the WDA-CTP in 2021-2022 fiscal year.

Best Practice with CTP funding

“In the Sahtu Region, a youth canoe program was funded in 2021-2022 through a CTP. The result was increased youth employability and it assisted youth in connecting with their lands and culture. Furthermore, it connected communities and youth across the Sahtu region, and strengthened mental well-being and resiliency in the youth participants.”

“In the Beaufort-Delta region, an individual participated in the Heavy Equipment Operator program that ran in one of the communities, and was the top student! The training company was very impressed with his dedication so this summer they will start training him to become an instructor for Class 1 & Class 4 driver training!”

Employment assistance services

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

The objectives of the program are to:

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

Best Practice with EAS funding

“The Work Ready or Common Ground program supports members of a North Slave community’s homeless population to have direct access to employment and skills development, mentorship and barrier-free employment; it provides huge motivation for people to take agency over their lives and enter the workforce. Individuals are able to develop employment skills including communication, punctuality, professionalism and the basics of payroll and direct deposit. Some individuals have

been supported to get their driver's license, to get their own place and to become financially independent and not rely on Income Assistance. The program has a successful network of graduates.

The organization funding the program using EAS resources reported that this year, a total of 82 individuals participated in the program for a total of 8,231 hours worked."

There were a total of 27 LMDA EAS service providers in 2021-2022. Referrals were also made to ECE staff to move into further interventions.

Light touch or no touch clients

Under the EAS Program, there are two types of clients participating in programming, services and/or training;

1. "Light Touch" or "No Touch" clients: These are clients who may receive a range of ECE services and supports, such as employment counselling and job search assistance but who do not access direct financial support from ECE to participate in labour market programming, and clients accessing labour market programming, services and supports through ECE-funded third party employment services providers and organizations,
2. Regular clients: These are individuals and employers who access direct ECE financial support to participate in ECE-supported training and skills development programming.

2021-2022 LMDA/WDA EAS - "Light Touch" or "No Touch" Clients

Region	# of Organizations	LMDA	WDA	Total Clients
South Slave	5	151	58	209
Dehcho	1	0	9	9
Sahtu	4	69	0	69
Beaufort Delta	8	1585	0	1585
North Slave	6	88	5088	5176
Totals	24	1883	5155	7048

Job creation partnerships

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

experience projects may also include a skills development component. The program was intended to assist unemployed clients who need work experience (and training, if applicable) to be better able to obtain meaningful long-term employment.

The objectives of JCP are to:

- ✓ Create jobs through projects in partnership with community organizations;
- ✓ Provide opportunities for employer involvement in training to ensure that skills are better aligned to job opportunities, particularly in sectors facing skills mismatches and shortages;
- ✓ Enable clients to obtain and improve essential skills needed in the workplace;
- ✓ Bridge education and employment gaps through targeted supports; and
- ✓ Grow the NWT workforce through partnerships.

Best Practice with JCP funding

“In a collaboration between two North Slave charitable organizations under JCP funding, a program was created that would provide training opportunities for those clients accessing their services/programs the ability to attain training and find employment. Clients could apply as various training courses became available such as Food Safety, Standard First Aid & CPR, Fall Protection, Class 7 and Class 5, This gave clients that were previously accessing income the opportunity to work towards employment with supports from staff who are part of this program.”

There were nine LMDA JCPs for 2021-2022.

Strategic workforce initiatives

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

The objectives of the SWI are to:

- ✓ Support the labour market through the formation of partnerships that contributes to the development of healthy economies through common initiatives;
- ✓ Enable interested parties to address the labour market needs within their community;
- ✓ Support the labour market through the advancement of current community plans and assist in strategic planning for labour market development at the community level; and
- ✓ Grow the NWT workforce through partnerships.

Best Practice for SWI funding

“Through a SWI, funding was provided to a regional renewable resource board in the Sahtu region for Art of Hosting Facilitation and Participatory Leadership Training. Given the complex nature of the board’s work, with many stakeholders and collaborators, hosting meaningful and fruitful conversations is essential. Facilitation skills, at all staff levels within the organization, are important on a daily basis for ensuring that the meetings, sessions, and workshops are effective, and that the overall vision and goals of the organization are met.”

During 2021-2022, there were five LMDA/WDA-SWI projects.

Eligible clients

Through the LMDA, the NWT provided programs and services to unemployed Employment Insurance (EI) Part 1 clients and/or former EI clients. This may also include Social Assistance recipients, if their eligibility meets the LMDA criteria. It also supports projects and partnerships aimed at enhancing the overall employability of NWT residents.

Research and innovation projects

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

Consultations/engagements

Stakeholders and formal/informal partnerships are paramount in contributing to a vibrant and healthy local labour market. Within the NWT, these partnerships are cultivated by Regional ECE Service Centre staff by regularly meeting with community leaders and Indigenous Governments, coordinating and actively participating in Regional Training Partnership Committee meetings, attending community career events as well as engaging with community employers and organizations during in-person meetings.

One of the benefits of engaging with our community partners and stakeholders is that it has allowed ECE to be informed of where gaps exist and continues to give ECE staff an opportunity to see where improvements are needed and how we can improve programming to better serve our clients.

Through these discussions we found that the majority of employment opportunities are with local and Indigenous Governments, local businesses and with infrastructure projects or related to the resource extraction sector.

These partnerships have resulted in positive program delivery, a better understanding of the training needs and opportunities of the local labour market for Regional ECE Service Centre staff and ECE's community partners.

Internal consultations

Regional ECE Service Centres are the primary points of contacts and delivery agents for labour market programming in the NWT. Internally, ECE has and continues to foster an environment of transparency and open communication with our internal partners.

The Assistant Deputy Minister, Labour and Income Security, meets on a monthly basis with Regional Superintendents of the five regions of the NWT (Beaufort Delta, Sahtu, North Slave, Dehcho and South Slave) as well as with the Director, Income Assistance and the Director, Labour Development and Standards.

The Director, Labour Development and Standards meets quarterly with Regional ECE Service Centre program delivery staff with updates on program updates, program deliveries and program priorities.

The Director, Labour Development and Standards has also implemented the Labour Development and Standards' Managers Working Group (MWG) that meets monthly on proposed program policies, procedures, priorities and staff learning needs. The MWG also proactively worked together on problem solving, annual planning, reporting, evaluation, strategic projects and best practices. This Managers' Working Group consists of all five Regional Managers, Career Development as well as Managers, Labour Market Programs; Apprenticeship and Occupational Certification, from headquarters.

External stakeholders

In the Regional ECE Service Centres, the Regional Superintendents meet with Regional Training Partnership Committees or partnership representatives on a regular basis. These committees included representation from the GNWT, Aurora College, local employers and employer organizations, Indigenous Governments, community organizations, industry and other stakeholders involved in education, training and employment to determine regional training and labour market priorities. In addition to Regional Training Partnerships, ECE staff engages with community interagency groups to identify priorities and labour market issues of importance (see Annex A for list of ECE's Stakeholders).

Career Development Officers located in the Regional ECE Service Centres work with clients, education and training providers, Indigenous Governments, community organizations, and businesses within the communities to provide employment and career education, programs and services in order to serve the needs of individuals, employers, organizations, and communities.

Territorial consultation activities undertaken in 2021-2022

As part of the implementation of the [*NWT Small Communities Employment Strategy 2018-2024*](#), ECE engaged with designated community authorities (local government entities), stakeholders and employers to identify opportunities to enhance local training opportunities and improve employment outcomes. ECE also engaged in preliminary discussions to support the development of community labour market development plans. This is an innovative approach to addressing local labour market demands and skill shortages gaps.

As part of the implementation of the [*NWT Apprenticeship, Trades and Occupational Certification \(ATOC\) Strategy 2017-2022*](#), stakeholder engagement has been a key component to ensuring success in the implementation of the Strategy. ECE also formed an Advisory Committee comprised primarily of industry representatives. The work of this Advisory Committee was supported by the development of four working groups tasked with developing options on how to move forward on the four 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. The advisory committee and ATOC Board met on numerous occasions in 2021-2022.

As part of the implementation of the [*NWT Immigration Strategy 2017-2022*](#), ECE regularly consults with a range of stakeholders, including settlement service providing organizations. In 2020-2021, ECE met once with immigration settlement service providers to improve partnerships and ensure that we are responsive to the needs of foreign nationals and Northern employers, within the NWT labour market. ECE is also a member of the Yellowknife Immigration Partnership and the Réseau d'immigration francophone des Territoires du Nord-Ouest (RIFTNO) both groups are supporting the settlement and integration of newcomers to the NWT.

A full list of Partnerships is listed in [*Annex A*](#), of this report.

Program Expenditures – 2021-2022

LABOUR MARKET DEVELOPMENT AGREEMENT	
Program Areas	Expenditures
INDIVIDUALS & EMPLOYERS programs:	
Skills Development Program, Self-Employment Program & Wage Subsidy Program	\$2,441,930
ORGANIZATIONS:	
Employment Assistance Services, Job Creation Partnerships, Employee Training Programs,	\$1,622,277
Strategic Workforce Initiatives	
Research and Innovation	\$6,800
Total (includes recovered overpayments)	\$4,071,007
WORKFORCE DEVELOPMENT AGREEMENT	
Program Areas	Expenditures
Programming for PERSONS WITH DISABILITIES: Employment Assistance, Skills Development (including during Covid-19)	\$607,260
INDIVIDUALS & EMPLOYERS programs:	
Skills Development Program, Self-Employment Program & Wage Subsidy Program, including COVID-19 Labour Market Recovery Program (LMRP)	\$776,376
ORGANIZATIONS:	
Employment Assistance Services, Job Creation Partnerships, Community Training Partnership, Strategic Workforce Initiatives, including COVID-19 EAS	\$1,098,159
Total (includes recovered overpayments)	\$2,402,650

Results and Reporting

In 2021-2022, ECE planned to implement the following expected results stated from the *LMDA*, which are:

Results

	LMDA/WDA Results	Targeted Amount LMDA/WDA	Actual LMDA/WDA Results¹⁸
1.	Number of active EI clients that access programming	275	173
2.	Number of insured clients with an emphasis on active EI claimants, returned to employment or self-employment	250	20
3.	Number of program interventions delivered	645	1,254
4.	Number of counselling sessions	2000	1,254
5.	Number of employers who received assistance and support, including LMRP (WDA)	164	187
6.	Number of organizations served who support clients who are underrepresented – EAS	23	41

Reports

Quarterly uploads to the Federal Government's Data Gateway have been implemented and conducted in a timely manner. P14 for 2021-2022 was uploaded in June, with joint work between ESDC and GNWT to confirm data accuracy and compliance still ongoing.

The aggregate information required for the LMDA – Annex 5 was completed on a quarterly basis. GNWT's *Case Management Administration System (CMAS)* has been upgraded to include all the mandatory data elements necessary for the compliance of the Labour Market Transfer Agreements – Performance Management Plan's data elements.

Evaluation

In 2021-2022, LMTA evaluations were coordinated and implemented by *Employment and Social Development Canada (ESDC)* in consultation with the Provinces and Territories. We participated in the LMDA Heterogeneity of Treatment Effects Study and Cost-Benefit Analysis Study as member of the LMDA evaluation committee.

¹⁸ Number of Active EI clients (#1) and number of insured clients with emphasis on active EI claimant (#2) data come from the P14 report; all others (#'s 3-6) come from the 2020-2021 CMAS LMTA report.

Conclusion

The NWT was able to avoid COVID-19 community spread during the 2020-21 fiscal year as mandatory quarantine measures were put in place for all travelers crossing the NWT borders. However, in 2021-2022 restrictions were implemented for affected communities in attempts to curb the spread. To support businesses in communities where gathering restrictions were implemented, ECE implemented a Labour Market Recovery Wage Grant Program to assist employers with retaining or bringing staff back into the workplace in an environment where the employer lost revenue because of the gathering restrictions being issued or amended by the Office of the Chief Public Health Officer (OCPHO) after August 1, 2021. As direct support to residents previously provided by the Government of Canada, such as the Canadian Emergency Response Benefit (CERB) and the Canadian Emergency Wage Subsidy (CEWS) had ended, the Wage Grant Program was a way to target specific communities affected by COVID-19.

In the NWT, many of the participants in ECE's programs (mainly Skills Development Program) were able to return to classes, with some continuing through remote learning. ECE supported these participants by continuing to offer grants to reimburse for technology-related items like computers, tablets, printers, internet fees, and so on. This added to the continued flexibility required of everyone as we began to find our way out of the global pandemic.

Annex A - Stakeholders

GNWT-Education, Culture and Employment **Stakeholders & Partnerships**

ECE works with education and training providers, Indigenous, community, territorial and Federal governments, community organizations and businesses to serve the career development needs of individuals and communities. The majority of this work has been done through face-to-face communications, community visits and email. Through the engagement with the stakeholders and partners, ECE has a better understanding where the workforce gaps exist and as a result are in a position to focus on these areas of need, demand and gaps, to provide support in those areas.

One of the benefits of engaging with our partners and stakeholders is that it allows ECE to be better informed of where gaps exist and gives ECE a heightened awareness of what opportunities and what improvements are needed and how ECE can improve programming to better serve our clients.

Through these discussions we found that the majority of employment opportunities are in local and indigenous governments, local businesses and the mining industry.

Indigenous Governments

Acho Dene Koe First Nation (Fort Liard)
Akaitcho Territorial Government
Behdzi Ahda First Nation,
Deh Cho First Nation
Deh Gáh Got'îê First Nation (Fort Providence)
Dehcho First Nation
Délıne Got'ıne Government
Deninu Kųé First Nation
Fort Resolutions Metis Council
Fort Smith Metis Council
Gwich'in Designated Gwich'in Organization
Gwich'in Tribal Council
Hay River Metis Government Council
Inuvialuit Regional Corporation
Jean Marie River First Nation
Ka'agee Tu First Nation (Kakisa)
Kát'odeeche First Nation
Łı́ıdlı́ Kųé First Nation (Fort Simpson)
Łutsel K'e Dene First Nation Metis Nation (Fort Providence & Fort Simpson)
Nahanni Butte Dene Band
NWT Metis Nation
Sahtu Dene Council
Salt River First Nation
Sambaa K'e First Nation (Trout Lake)

Tłıchq Government
Tulita Dene Band
West Point First Nation
Yellowknives Dene First Nation

Training provider Organizations

Aurora College
CDETNO
Deh Cho Divisional Education Council
Deh Gah School (Fort Providence)
Echo Dene School (Fort Liard)
Hay River District Education Authority
łı́ıdlı́ Kúé Regional High School
Mine Training Society
Northern Farming Training Institute (NFTI)
South Slave Education Council

Employer Organizations

Apprenticeship, Trades, Occupational Certification Board
Welding Companies
Skills Canada
NWT Construction Association
Yellowknife Chamber of Commerce
NWT Chamber of Commerce

Government(s) & Crown Corporations

Aklavik Community Corporation
Ayoni Keh Development Corp
Charter Community of Tsiigehtchic
Deh Cho Business Development Centre
Department of Environment and Natural Resources
Department of Industry, Tourism and Investment
Department of Infrastructure
Fort Norman Metis Land Corporation
Fort Simpson Housing Authority
Hamlet of Aklavik
Hamlet of Fort Liard
Hamlet of Fort McPherson
Hamlet of Fort Providence
Hamlet of Paulatuk
Hamlet of Sachs Harbour
Hamlet of Tuktoyaktuk

Hamlet of Tulita

Hamlet of Ulukhaktok

K'asho Goti'ne Charter Community

Norman Wells Land Corporation

Northwest Territories Power Corp

Sahtu Renewable Resources Board

Town of Inuvik

Tuktoyaktuk Community Corporation

Tulita Yamoria Community Secretariat

Village of Fort Simpson

Yamoga Land Corporation

Not-for-Profit Organizations

Akaitcho Business Development Corporation

Fort Good Hope Housing Society

Growing Together

Hay River Persons with Disabilities

Native Women's Association

Side Door Youth Centre

Soaring Eagle Friendship Centre

Yellowknife Association for Community Living

Yellowknife Women's Society

YWCA

Zhahti Koe Friendship Centre