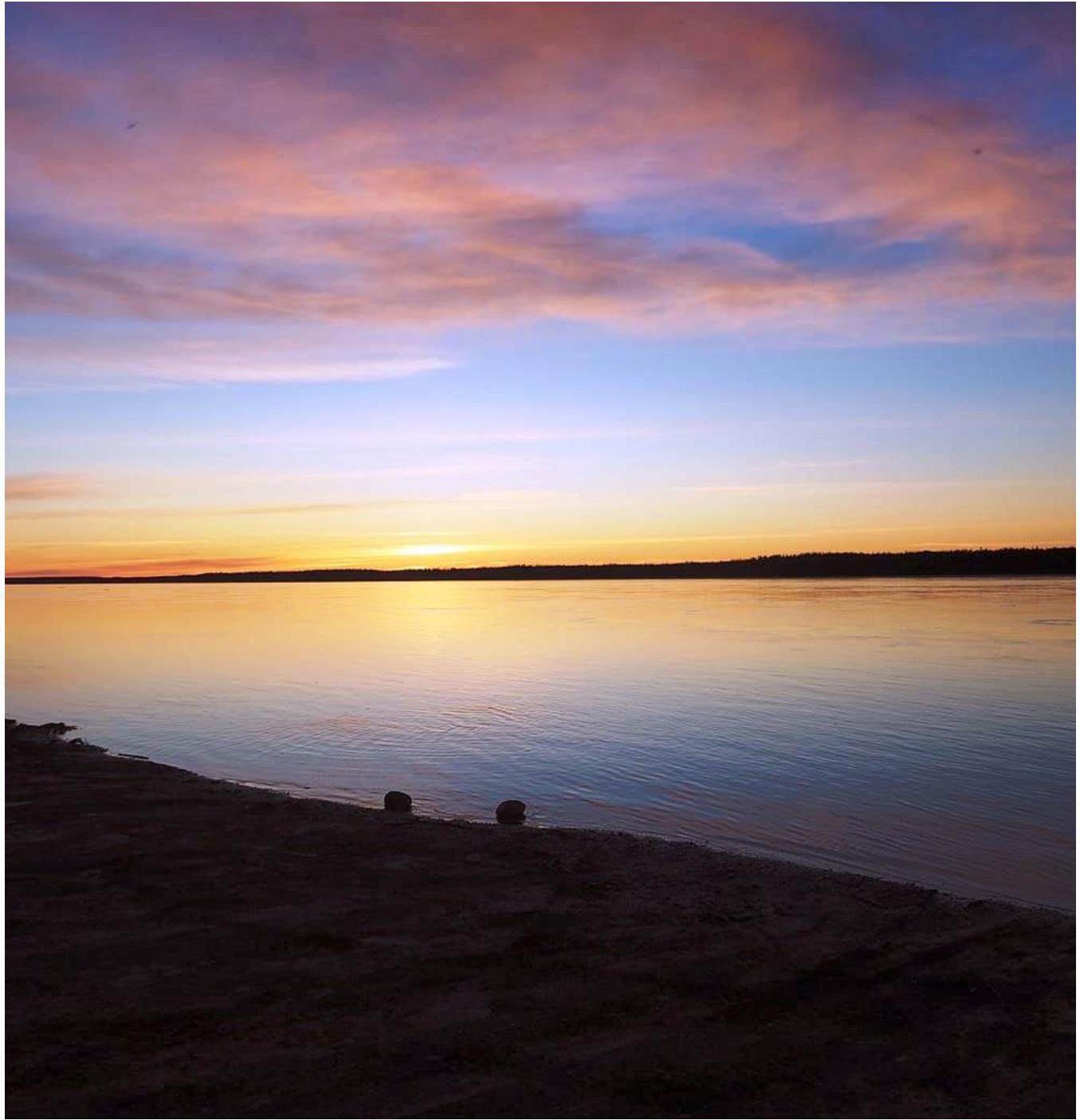


2020-2021 Annual Report

Labour Market Development Agreement (LMDA)





Sunset on the Dehcho, Łíidlłı́ Kúé (Photo by Tanya Klassen, ECE Regional Service Centre, Fort Simpson)

Table of Contents

Introduction.....	4
Environmental Scan and Employment Data	4
Environmental Scan.....	4
Employment Data.....	5
Sector Employment Data	5
Gross Domestic Product Data	6
COVID-19	7
Programming Priorities and Objectives.....	8
Programming Priorities	11
Labour Market Transfer Agreements	11
Programming Objectives	12
Programs for Individuals	13
Programs for Employers.....	17
Programs for Organizations	19
Research and Innovation Projects	23
Eligible Clients	23
Consultations/Engagements.....	24
Internal Consultations	24
External Stakeholders.....	25
Territorial Consultation Activities Undertaken in 2019-2020.....	26
Program Expenditures – 2019-2020.....	27
Results and Reporting	28
Results	28
Reports	29
Evaluation	29
Conclusion	29
Annex A - Stakeholders.....	30

Introduction

This Annual Report is intended to reflect the activities of the 2020-2021 Annual Plans under the Labour Market Development Agreement (LMDA) submitted to Employment and Social Development Canada (ESDC).

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

Environmental Scan and Employment Data

Environmental Scan

The Northwest Territories (NWT), in Canada's western arctic, covers an area of approximately 1,346,106 square kilometres (about the size of Alberta and Saskatchewan combined). There are 33 communities in the NWT, most of which have fewer than 2000 residents and 27 have fewer than 1,000 residents. The total estimated population of the NWT is 45,161¹, (a decrease of 0.1 % from same period in previous year). Yellowknife, the capital, represents almost half of the territorial population with 21,372. 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 communities². The population in the NWT is made up of approximately half Indigenous and half non-Indigenous persons. As of July 1, 2020 there were 22,660 Indigenous persons living in the NWT; 5,134 (23%) of whom were living in Yellowknife³.

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

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)⁴, which was a significant increase from the 8.2% (2,740 persons) reported in the 2012 Survey.

Employment Data

The employment rate in the NWT for December 2020 was 65.5%⁵, which was similar to the December 2019 employment rate of 66%⁶.

In December 2020, 55.1% of Indigenous and 72.4% of non-Indigenous persons were employed⁷ (48.3 % and 80.9% for the same period in 2019, respectively)⁸. The relatively high employment rate in the NWT during the COVID-19 pandemic is 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.

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

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

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

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

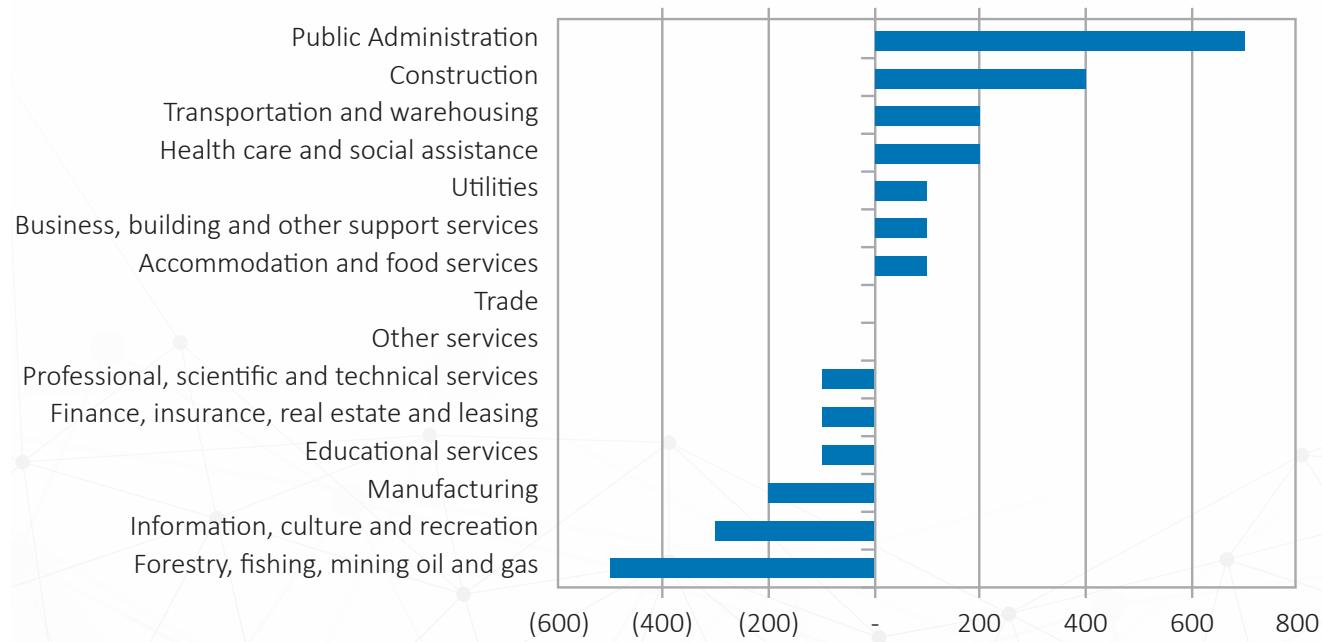
8 <https://www.statsnwt.ca/labour-income/labour-force-activity/Table%20101%20Labour%20force%20activity%20by%20sex,%20age,%20ethnicity,%20geography,%20education;%20annually,%202001-2020,%20NWT.xlsx>

Sector Employment Data

Between January 2020 and 2021, the public sector saw an increase in its employment numbers from 10,100 to 10,800⁹. Self-employment also increased from January 2020 (1,700) to January 2021 (1,800).¹⁰

Among industries, year-over-year employment increased the most in public administration, construction, health care and social assistance, in transportation and warehousing, and health care and social assistance. The largest employment declines were recorded in information, culture and recreation and forestry, fishing, mining, oil and gas industries.¹¹

FIGURE 3. NWT EMPLOYMENT CHANGE BY INDUSTRY, JAN 2020 & JAN 2021



9 <https://www.statsnwt.ca/labour-income/labour-force-activity/> (Table 100: Monthly Data Tables, Ind&COW tab)

10 <https://www.statsnwt.ca/labour-income/labour-force-activity/> (Table 100: Monthly Data Tables, Ind&COW tab)

11 https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Jan2021_NewStats%20LFS.pdf

Gross Domestic Product Data

The largest contributor to NWT GDP, the mining, oil and gas extraction industry, fell by 30.5% between 2019 and 2020 (from 1.336 billion to 936 million)¹². Oil and gas extraction and diamond mining industries dropped due to temporary shutdowns of production. The Ekati diamond mine was closed for most of 2020, while a fire suspended oil and gas production in Norman Wells for a few months that summer. In contrast, the construction industry grew by 27.4%, largely a result of increased engineering construction including projects such as the Tłı̨chǫ Highway¹³.

Several service-producing industries experienced large GDP declines in 2020, particularly those related to tourism. Air transportation declined by over 60% and accommodation and food services fell by 37%. Wholesale trade, which is linked to diamond production, declined by over 35% between 2019 and 2020. Service industries that can be linked to large-scale consumer purchases fared better than other industries. Retail trade and real estate both increased, as did finance and insurance¹⁴.

12 https://www.statsnwt.ca/economy/gdp/May2021_GDP.pdf
13 https://www.statsnwt.ca/economy/gdp/May2021_GDP.pdf
14 https://www.statsnwt.ca/economy/gdp/May2021_GDP.pdf

COVID-19

While the NWT was successful in mitigating the worst public health impacts of COVID-19 during the 2020-2021 fiscal year, like elsewhere in Canada, most adult education and training courses were delivered remotely or postponed due to the pandemic.

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. To this end, ECE adjusted its program to include the purchase of technology for individuals registered in online learning, and also developed resources and materials outlining tips, tricks and best practices in online learning to assist students in achieving success. These were instituted at the beginning of the COVID-19 pandemic and continued through the end of fiscal 2020-21. In addition to providing financial assistance for tuition, books, course materials, software and other fees, a \$750 Technology Grant was introduced 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 eligible for a new COVID-19 Support Grant, 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.”¹⁵

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

The 19th Legislative Assembly has priorities related to labour market programs such as: increase the employment in small communities; and increase the number of health-care professionals by at least 20 per cent. These priorities are linked to the GNWT **Skills 4 Success (S4S) Initiative**¹⁶ 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**¹⁷ 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; again, 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.

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

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

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

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.

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.



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 2020-2021, ECE continued the delivery of Career Development Officers training sessions, which consists of a combination of teleconference, webinars and training sessions recorded on videos. Subjects delivered included the new LMDA and Workforce Development Agreements (WDA) funding agreements, 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.

It is important to note that each Regional ECE Service Centre focuses on regional labour market priorities that align with their own local labour market priorities with the broader goals of ECE and the Canada-NWT Labour Market Transfer Agreements.

Programming Priorities

ECE's key priorities for 2020-2021 were to continue to implement its Labour Market Development Agreement and deliver the program it supports. This also included streamlining employment programs and services, building and strengthening partnerships and training new and existing staff on ECE's labour market programs.

Labour Market Development Program (LMDA)

The priorities of the LMDA for 2020-2021 were 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);
- 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 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.



Wage Subsidy Program, Children First Society, Inuvik

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.



Rusty Raven, Wage Subsidy Program



EF Repairs and Renovations, Wage Subsidy Program

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 Skills Development Program 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:

"An individual in the Dehcho region had applied and was approved for Skills Development funding to take the Early Learning and Child Care diploma program through Aurora College for the 19/20 year. Her funding was completed in the 20-21 year and she secured full-time employment as an Early Childhood Coordinator within the Early Childhood and Development division of ECE in Yellowknife."

Note: The majority of the LMDA funding is used with Skills Development Program 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 under-employed 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 Skills Development Program (SDP), as well as a COVID-19 Support Grant, a monthly grant of \$100 to assist with additional costs, such as internet fees. During fiscal year 2020-21, there were 120 clients who accessed LMDA 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:

A new carpentry company that specializes in detail and finishing carpentry in Yellowknife and surrounding area consists of the owner and two apprentices. The owner stated: "With the help and oversight of the Self Employment Program, as well as my support system through locally established business professionals, [my company] has been able to create a sustainable 5-year business plan in the hopes of branching the company out into specific niches, including but not limited to a furniture building shop, a fine finishing division, and a construction division. [We have] experienced success in the projects that we have taken on. We have satisfied numerous clients who have grown our client base to double what it was last year and who have committed to additional projects in the future. Our work speaks for itself.

As mentioned above in the COVID-19 section, a \$750 Technology Grant was introduced for students in the Self-Employment Program (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 2020-21, there were 21 clients who accessed LMDA SEP funding.

Programs for Employers

Wage Subsidy Program (WSP)

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 2020-21, 53 employers were funded under WSP to subsidize the wage of 55 individuals.

The objectives of the Wage Subsidy Program are to:

- Provide opportunities for NWT residents to gain work experience and increase workplace essential skills;
- Encourage employers to hire NWT residents with minimal work experience by offsetting the costs of hiring and training; and
- Grow the NWT workforce through partnerships.

The majority of the employers who accessed WSP funding were attaching Level 1 apprentices to assist with the 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 Practices for WSP funding:

“Łiidlı Ké First Nation administration went through an overhaul and created numerous new positions to help assist the economic arm of the business. Many of these new positions required on-the-job training as there were a number of applicants, but many did not have adequate training to perform their job duties accurately. A Wage Subsidy application was approved from November 2019-November 2020 and once the WSP was completed (November 11, 2020), the individual was hired indeterminately into their new position.”

Employee Training Program (ETP)

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 employer who require employee up-skilling due to economic, technological and/or organizational change, and may be used to support employees who are under-employed or employed and in need of training to maintain their current job and/or advance, progress or move to a different and/or better job. The ETP was accessed in conjunction with the Wage Subsidy Program (WSP) to offset the costs of training employees.

The objectives of the Employee Training Program (ETP) are to support employers:

- To increase employee skill levels through relevant education and training to facilitate advancement within their career;
- To bridge employment skills gaps through specialized training supports; and
- To encourage employers to hire NWT residents with minimal work experience by offsetting the costs of training.

Best Practices for ETP funding:

“In the Fort Norman Métis Community organization, the programs *Reading and Understanding Financial Statements and Excel Formatting* from Aurora College were undertaken by an individual. Upon successful completion of the program, the individual started working in the same organization as a financial clerk. As well, an ETP was delivered in another community to an employee at the local housing association; the program was *Bookkeeping Financial Clerk* training. Upon successfully completing the program, the individual started working in the same organization as an assistant manager.”

Three employers accessed the LMDA-ETP in 2020-21 fiscal year, providing funding for three individuals.

Programs for Organizations

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 Practices for EAS funding:

“Career Development Officers (CDOs) play a vital role in northern communities. They are present in the community, on the ground, day after day, to support the needs of the residents. They deliver services directly to community members and offer critical support to help people be part of the work-force/ connect to the local economy. Two CDOs in these northern communities were funded under EAS and continue to provide critical services to their communities.”

There were a total of 18 LMDA EAS service providers. Referrals were also made to ECE staff to move into further interventions.

Job Creation Partnerships

The Job Creation Partnerships (JCP) is an initiative that provides work experience opportunities to improve the subsequent employment prospects of the clients. The program provided support for third party organizations to deliver community and regional activities that either include a work experience component or have a guarantee of employment at the end of the project. Work experience projects may also include a skills development component. The program was intended to assist unemployed clients who need work experience (and training, if applicable) to be better able to obtain meaningful long-term employment.

The objectives of Job Creation Partnerships (JCP) are to:

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

There were three LMDA JCPs for 2020-2021.

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

During 2020-21, there was one LMDA-SWI project.

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

There were no Research and Innovations Projects funded under LMDA in 2020-2021.

Consultations/Engagements

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

One of the benefits of engaging with our community partners and stakeholders is that it has allowed ECE to be informed of gaps that 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, and 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, Sahtú, 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 is also proactively working together on problem solving, annual planning, reporting, evaluation, strategic projects and best practices. This Managers' Working Group consists of all five (5) 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 2019-2020

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

As part of the implementation of the [NWT Apprenticeship, Trades and Occupational Certification \(ATOC\) Strategy 2017-2022](#), stakeholder engagement has been a key component to ensuring success in the implementation of the Strategy. ECE also formed an Advisory Committee comprised primarily of industry representatives. The work of this Advisory Committee was supported by the development of four working groups tasked with developing options on how to move forward on the 4 goals of the ATOC Strategy. The working groups were comprised of various stakeholders, including representatives from industry, government, training providers, as well as from apprentices. The Advisory Committee and working groups met on numerous occasions in 2020-21.

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 twice with immigration settlement service providers to improve partnerships and ensure that we are responsive to the needs of foreign nationals and northern employers, within the NWT labour market.

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

Program Expenditures – 2020-2021

LABOUR MARKET DEVELOPMENT AGREEMENT Program Areas	Expenditures
INDIVIDUALS & EMPLOYERS programs: Skills Development Program, Self-Employment Program & Wage Subsidy Program	\$1,368,640
ORGANIZATIONS: Employment Assistance Services, Job Creation Partnerships, Strategic Workforce Initiatives	\$967,721
Total	\$2,336,661

Results and Reporting

In 2020-2021, ECE planned to implement the following expected results stated from the *LMDA*, which are:

Results

	LMDA Results	Targeted Amount LMDA/ WDA	Actual LMDA Results ¹⁸
1.	Number of active EI clients that access programming	250	152
2.	Number of insured clients with an emphasis on active EI claimants, returned to employment or self-employment	200	110
3.	Number of program interventions delivered	300	492
4.	Number of counselling sessions	5,000	492
5.	Number of employers who received assistance and support	150	18
6.	Number of organizations served who support clients who are underrepresented – EAS	35	18

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.

Reports

Quarterly uploads to the federal government's Data Gateway have been implemented and conducted in a timely manner. P14 for 2019-2020 was uploaded in July, with joint work between ESDC and GNWT to confirm data accuracy and compliance.

The aggregate information required for the 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 (LMTA) – Performance Management Plan's data elements.

Evaluation

In 2020, LMTA evaluations were coordinated and implemented by *Employment and Social Development Canada (ESDC)* in consultation with the provinces and territories. We participated in the national self-employment program and the Labour Market Partnership studies as member of the LMDA evaluation committee.

Conclusion

The Northwest Territories was able to avoid COVID-19 community spread during the 2020-21 fiscal year as mandatory quarantine measures, were put in place for all travellers crossing the NWT borders. The tourism industry was impacted the most. With all leisure travel being prohibited in the territory, tourism operators and the service industry had to rely on NWT residents using their services and facilities to operate during that period. Support provided by Government of Canada, such as the Canadian Emergency Response Benefit and the Canadian Emergency Wage Subsidy were widely accessed by individuals and employers, supporting them during public health emergency.

In the NWT, many of the participants in ECE's programs (mainly Skills Development Program) had to adjust to remote learning. ECE supported these participants by offering grants to reimburse for technology-related items like computers, tablets, printers, internet fees, etc. This added to the flexibility required of everyone while in the middle of a 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 engagement with stakeholders and partners, ECE has a better understanding where the workforce gaps exist and, as a result, are in a position to focus and provide support in these areas on these areas of need, demand and gaps.

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 improvements are needed and how ECE can improve programming to better serve our clients.

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

Indigenous Organizations

Acho Dene Koe First Nation (Fort Liard)
Akaitcho Territorial Government
Behdzi Ahda First Nation
Deh Gah Got'ie First Nation (Fort Providence)
Dehcho First Nation
Déljnę Goti'ne Government
Deninu Kue First Nation
Fort Resolutions Métis Council
Fort Smith Métis Council
Ehdiitat Gwich'in Council
Gwichya Gwich'in Council
Nihtat Gwich'in Council
Tetlit Gwich'in Council
Gwich'in Tribal Council
Hay River Métis Government Council
Inuvialuit Regional Corporation
Jean Marie River First Nation
Ka'agee Tu First Nation (Kakisa)
Kátł'odeeche First Nation
Łiidlii Kúé First Nation (Fort Simpson)
Łutsel K'e Dene First Nation
Métis Nation (Fort Providence & Fort Simpson)
Nahanni Butte Dene Band
NWT Métis Nation
Sahtú Dene Council
Salt River First Nation
Sambaa K'e First Nation (Trout Lake)
Tłı̨chǫ Government
Tulita Dene Band
West Point First Nation
Yellowknives Dene First Nation

Training Provider Organizations

Aurora College
Conseil de développement économique des Territoires du Nord-Ouest (CDETNO)
Deh Cho Divisional Education Council
Deh Gah School (Fort Providence)
Echo Dene School (Fort Liard)
Hay River District Education Authority
Ł'íidlı́ 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 Tsiiigehtchic
Deh Cho Business Development Centre
Dept. of Environment & Natural Resources
Dept. of Industry, Tourism & Investment
Dept. of Infrastructure
Fort Norman Métis Land Corporation,
Fort Simpson Housing Authority
Hamlet of Aklavik
Hamlet of Fort Liard
Hamlet of Fort McPherson
Hamlet of Fort Providence
Hamlet of Paulatuk
Hamlet of Sachs Harbour
Hamlet of Tuktoyaktuk
Hamlet of Tulita
Hamlet of Ulukhaktok
K'asho Goti'ne Charter Community
Norman Wells Land Corporation
Northwest Territories Power Corp
Sahtu Renewable Resources Board
Town of Inuvik
Tuktoyaktuk Community Corporation
Tulita Yamoria Community Secretariat
Village of Fort Simpson
Yamoga Land Corporation

Not-for-Profit Organizations

Akaitcho Business Development Corporation
Fort Good Hope Housing Society
Growing Together
Hay River Committee for Persons with Disabilities
Native Women's Association
Side Door Youth Ministries
Soaring Eagle Friendship Centre
Inclusion NWT
Yellowknife Women's Society
YWCA
NWT Disabilities Council
Zhahti Koe Friendship Centre