



# 2009-10 NWT LABOUR MARKET REVIEW





## NWT LABOUR MARKET REVIEW

This report provides an overview of key labour market statistics and current trends provided by the NWT Bureau of Statistics. It also profiles programs, services and initiatives undertaken by the Department of Education, Culture and Employment (ECE) in 2009-10 to address skill shortages and develop a skilled Northern workforce.

In 2009, the NWT employment rate fell by 4.1 percentage points from the previous year, and the number of persons employed decreased by 1,200. However, the number of unemployed persons did not change. The lower employment rate is attributable mostly to the increase in the number of persons not in the labour force, which increased by 1,300 persons.

In 2009, the NWT employment rate was 4.5 percentage points higher than Canada's as a whole. However, compared to other Canadian provinces and territories, the NWT employment rate showed the largest decline.

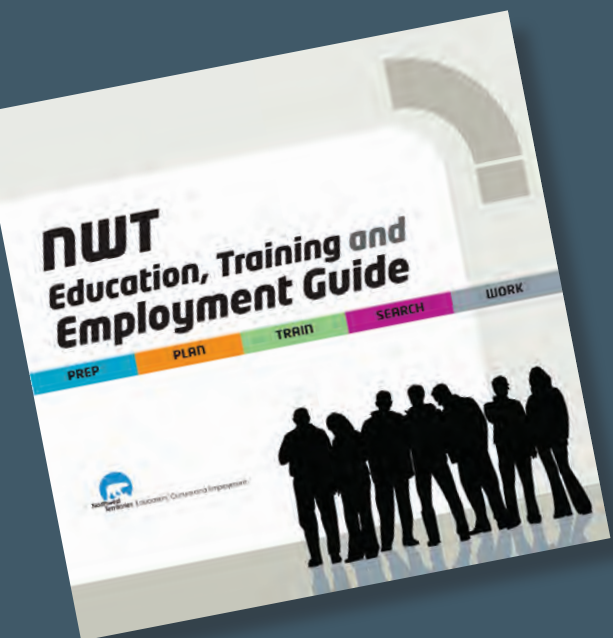
ECE, through its ECE Service Centres, provides information on how to access labour market opportunities, as well as providing career counselling services and employment programs. Together with Aurora College and labour market development partners, ECE provides an array of programs designed to meet the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

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





## PROGRAMS AND SUPPORTS



### CAREER SERVICES

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

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

There were 2,897 career counselling sessions conducted with clients during 2009-2010.

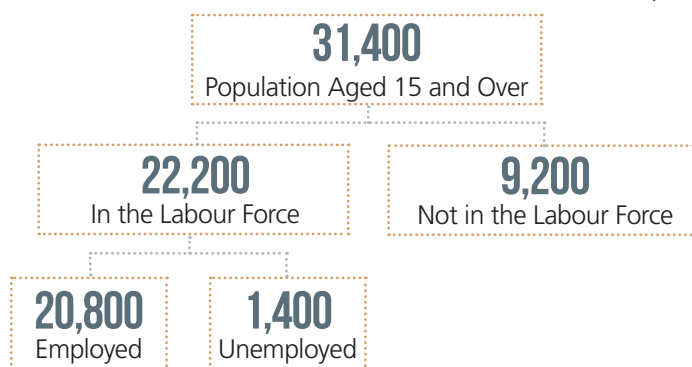
## EMPLOYMENT

### POPULATION AGED 15 AND OLDER, 2009

|             | NWT    | Males  | Female | Aboriginal | Non-Aboriginal |
|-------------|--------|--------|--------|------------|----------------|
| 15 - 24 Yrs | 6,700  | 3,300  | 3,300  | 3,900      | 2,700          |
| 25 - 44 Yrs | 11,700 | 5,800  | 5,900  | 5,200      | 6,500          |
| 45 Yrs +    | 13,100 | 6,900  | 6,200  | 5,600      | 7,500          |
| Total       | 31,400 | 16,000 | 15,400 | 14,700     | 16,700         |

Source: Statistics Canada, Labour Force Survey

### POPULATION AGED 15 AND OLDER BY LABOUR FORCE ACTIVITY, 2009

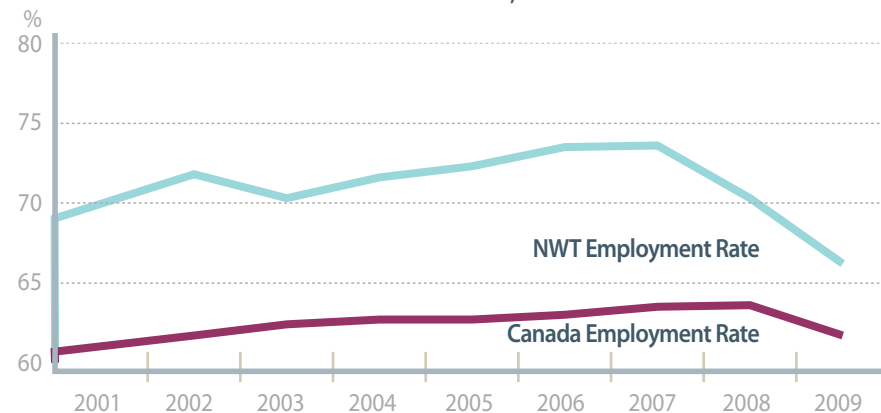


Source: Statistics Canada, Labour Force Survey

### EMPLOYMENT RATE

In 2009, approximately 20,800 persons were employed out of 22,200 people in the labour force in the NWT. This represents an overall employment rate of 66.2%.

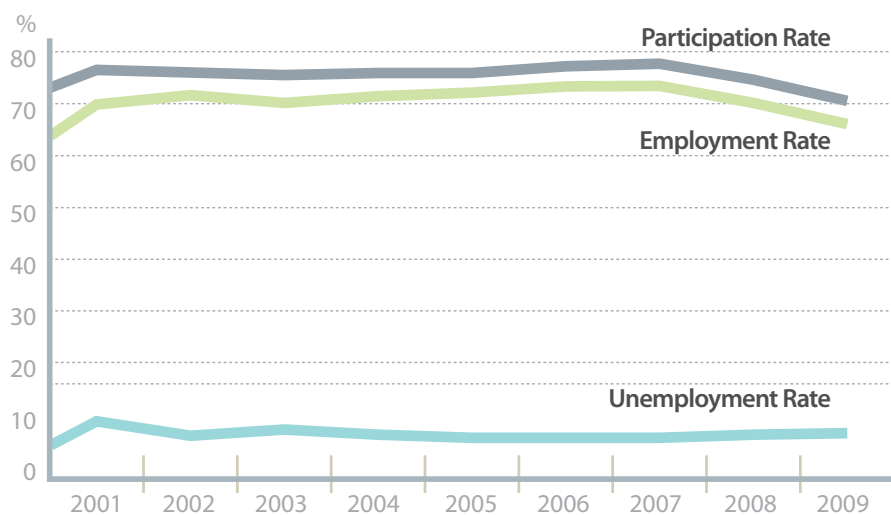
### NWT AND CANADA EMPLOYMENT RATES, 2001-2009



Source: Statistics Canada, Labour Force Survey

NWT's employment rate of 66.2% reported higher than the national employment rate of 61.7% for 2009. Between 2001 and 2009, the number of employed people in the NWT grew from 20,100 to 20,800. This represents an overall increase of 700 jobs for the Northwest Territories over the last nine years, however between 2008 and 2009 the number of persons employed decreased by 1,200.

## NWT EMPLOYMENT, PARTICIPATION AND UNEMPLOYMENT RATES 2001-2009



Source: Statistics Canada, Labour Force Survey

## UNEMPLOYMENT

In 2009, out of 22,200 people in the labour force, there were 1,400 unemployed persons in the NWT representing an unemployment rate of 6.3%. From 2001 to 2009, the total number of unemployed persons declined by 500, and the unemployment rate decreased by 2.3 percentage points. The lower employment rate is attributable mostly to the increase in the number of persons not in the labour force.

## NOT IN THE LABOUR FORCE

In 2009, there were a reported 9,200 persons that were not in the labour force. From 2001 to 2009 the total number of persons not in the labour force increased by 2,500. According to the 2009 NWT Community Survey, of those persons 15 years of age and older not in the labour force, 26.5% wanted a job. Looking at the 20 to 45 year old age group, 39.3% of those not in the labour force wanted a job. Of the 1,135 persons aged 20 to 45 not in the labour force but wanting a job, 87.6% were Aboriginal, and 55.7% were women.

## REGIONAL HIGHLIGHTS

### NORTH SLAVE CAREER EXPO

In April of each year, as part of the Territorial Skills Competition, Skills Canada and ECE, in cooperation with its industry and community partners, offers a Career Expo to provide exhibitors from a variety of sectors the opportunity to share information with youth. The purpose is to increase awareness about careers in trades and technology, and to provide organizations with an opportunity to share their information and message at a larger event. The Career Expo is a one-day event that is attended by approximately 500 youth.

Photos: Skills Canada NWT



## PROGRAMS AND SUPPORTS

### JOBSNORTH.CA

Jobsnorth is an online labour exchange service that helps connect jobseekers and employers. In 2009-2010 there were 2,977 registered job seekers, 284 registered employers, and 1,047 jobs posted.

### JOBSNORTH TOP 20 JOB CATEGORIES BY NUMBER OF JOB POSTINGS 2009-10

|                        |     |
|------------------------|-----|
| Hotel and Restaurant   | 118 |
| Trades/Labour          | 91  |
| Administrative Support | 78  |
| Management             | 65  |
| Health and Medical     | 63  |
| Retail                 | 54  |
| Childcare              | 52  |
| Transportation         | 50  |
| Oil/Gas/Mining         | 41  |
| Construction           | 40  |
| Customer Service       | 40  |
| Telecommunications     | 34  |
| Accounting             | 29  |
| Social Services        | 27  |
| Environmental          | 26  |
| Engineering            | 22  |
| Education              | 21  |
| Finance                | 20  |
| Information Technology | 20  |
| Tourism/Travel         | 16  |

Source: Jobsnorth Administrative Data

## EMPLOYMENT

### PARTICIPATION RATE

In 2009, the percentage of persons 15 years of age and over who are in the labour force was reported at 70.7%, which is a decline from the 2001 rate of 76.7%. In comparison, on a national level during the same time period, the Canada-wide participation rate was reported at 65.9% in 2009 and 67.3% in 2001.

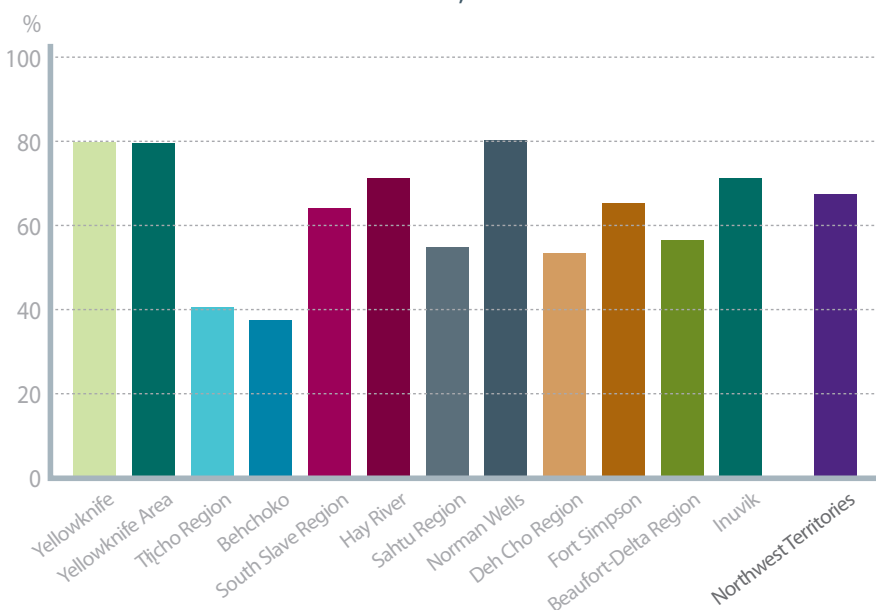
### WORKFORCE POPULATION

| Workforce Population Data | 2009   |
|---------------------------|--------|
| Northwest Territories     | 22,699 |
| Beaufort Delta            | 3,052  |
| Deh Cho                   | 1,396  |
| Sahtu                     | 1,107  |
| South Slave               | 3,657  |
| Tłı̨cho                   | 822    |
| Yellowknife Area          | 12,664 |

Source: 2009 NWT Community Survey

A look at employment rates by region shows that the Yellowknife Area has the highest employment rate at 79.4% of all regions in 2009, followed by the South Slave region at 64.1%. Norman Wells reported the highest community employment rate at 80.3%.

### EMPLOYMENT RATE BY NWT REGION, 2009

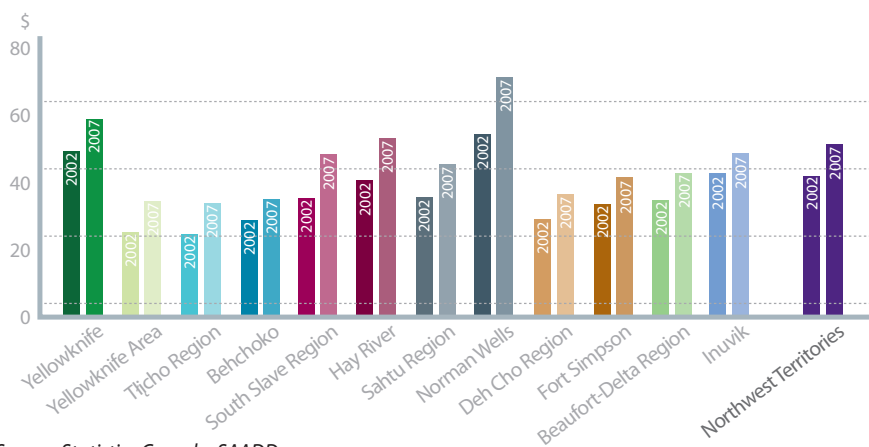


Source: 2009 NWT Community Survey

## INCOME

In 2007, average employment income for the NWT stood at \$50,627 compared to the national average of \$39,403 for the same year. Average income has seen increases across all regions in the NWT. The largest growth over the five year period of 2002 to 2007 was seen in the South Slave region at 30.2%, followed by the Sahtu region at 28.8%. A look at average employment income by largest community per region showed Hay River with the largest overall increase at 32.2% from 2002 to 2007.

### AVERAGE EMPLOYMENT INCOME (\$'000) BY ADMINISTRATIVE REGION AND LARGEST COMMUNITY, 2002 & 2007



Source: Statistics Canada, SAADD

## INDUSTRIES

In the Northwest Territories, services-producing industries employed 17,300 persons, while 3,600 persons were employed in goods-producing industries.

### EMPLOYMENT BY INDUSTRY

| Industry Group                                  | 2009          |
|---|---------------|
| <b>Goods-producing sector</b>                   | <b>3,600</b>  |
| Forestry, fishing, mining, oil and gas          | 1,800         |
| Utilities                                       | 300           |
| Construction                                    | 1,300         |
| Manufacturing                                   | 200           |
| <b>Services-producing sector</b>                | <b>17,300</b> |
| Trade   | 2,000         |
| Transportation and Warehousing                  | 1,700         |
| Finance, insurance, real estate and leasing     | 1,000         |
| Professional, scientific and technical services | 700           |

continued...

## REGIONAL HIGHLIGHTS

### SAHTU NORMAN WELLS BIOMASS PROJECT

ECE partnered with the Norman Wells Renewable Resource Council and the Department of Industry, Tourism, and Investment to deliver a six week Norman Wells Biomass project. This project created employment for 11 individuals and its primary objective was to encourage the use of biomass as a fuel source in the town of Norman Wells and create future economic opportunity for the development and long term maintenance of a commercial wood lot. The project gave elders and community members the opportunity to access a commercial wood lot at little to no cost; it provided experienced bush people with an opportunity to pass on traditional skills to the younger generation, and provided the younger participants with chainsaw safety training, tree selection knowledge, and other skills involved with living on the land. This program was very successful due to an encouraging environment free of criticism with positive role models.

## PROGRAMS AND SUPPORTS

### SELF-EMPLOYMENT OPTION

The self employment program provides assistance to unemployed individuals who have chosen to start their own business. The program provides support for coaching, counselling, business plan development, short term training, as well as other personal supports during the business start up period. Overall, in 2009-2010 ECE provided approximately \$364,000 to support 44 program participants.

### TRAINING ON-THE-JOB

Training on-the-Job supports the development of skilled workers by providing wage subsidies to employers to offset the cost of training employees on the job. Participants gain essential employability skills while employers develop future workers. In 2009-2010, ECE provided approximately \$139,000 to support 9 program participants.

### APPRENTICESHIP TRAINING ON-THE-JOB

Apprenticeship Training on-the-Job enables individuals to participate in apprenticeship training by providing a wage subsidy to offset costs of employers training registered apprentices towards journeyperson certification. In 2009-10, ECE provided approximately \$1,143,000 in funding to support 119 apprentices.

## EMPLOYMENT

|   |               |
|---|---------------|
| Business, building and other support services | 500           |
| Educational services                          | 1,700         |
| Health care and social assistance             | 2,400         |
| Information, culture and recreation           | 800           |
| Accommodation and food services               | 800           |
| Other services                                | 600           |
| Public administration                         | 5,100         |
| <b>Total Employment</b>                       | <b>20,900</b> |

Source: Statistics Canada, Labour Force Survey

### EMPLOYMENT BY CLASS OF WORKER

| Employment, by Class of Worker | 2009   |
|--------------------------------|--------|
| Employees                      | 19,100 |
| Public employees               | 9,500  |
| Private employees              | 9,600  |
| Self-employed                  | 1,700  |

Source: Statistics Canada, Labour Force Survey

## OCCUPATIONS

### EMPLOYMENT BY OCCUPATION GROUP

| Occupation Group  | 2006          | Percentage    |
|---|---------------|---------------|
| Management occupations  | 2,855         | 12.2%         |
| Business, finance and administrative occupations                          | 4,185         | 17.8%         |
| Natural and applied sciences and related occupations                      | 1,695         | 7.2%          |
| Health occupations  | 1,005         | 4.3%          |
| Occupations in social science, education, government service and religion | 2,585         | 11.0%         |
| Occupations in art, culture, recreation and sport                         | 705           | 3.0%          |
| Sales and service occupations   | 5,305         | 22.6%         |
| Trades, transport and equipment operators and related occupations         | 4,265         | 18.2%         |
| Occupations unique to primary industry                                    | 635           | 2.7%          |
| Occupations unique to processing, manufacturing and utilities             | 210           | 0.9%          |
| <b>Total</b>  | <b>23,445</b> | <b>100.0%</b> |

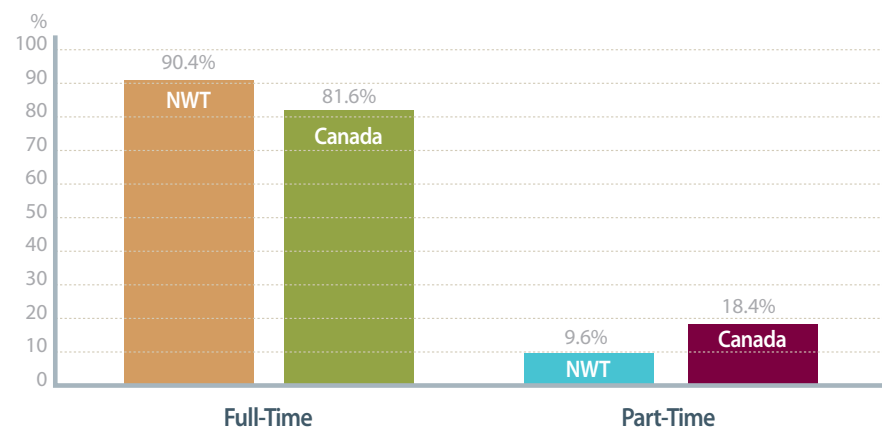
Source: Statistics Canada 2006 Census



## FULL-TIME AND PART-TIME EMPLOYMENT

On average in the NWT, 90% of employed people were working full-time between 2005 and 2009, while only 10% worked part-time. At 18.4%, far more people on average were working part-time over this period on a national level.

## FIVE YEAR AVERAGE FOR FULL-TIME & PART-TIME EMPLOYMENT 2005-2009

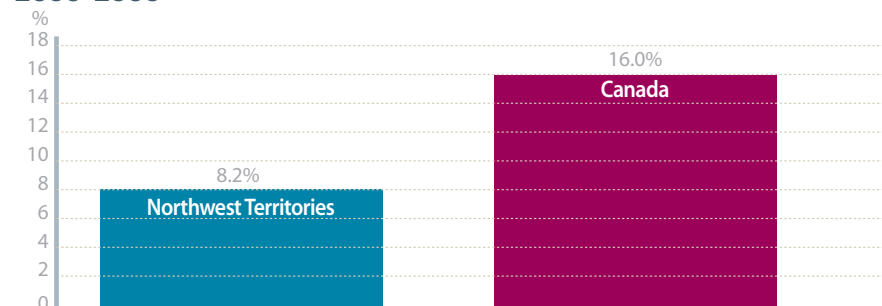


Source: Statistics Canada, Labour Force Survey

## SELF-EMPLOYMENT

Self-employment in the NWT accounted for 8.2% of total employment in 2009, compared to the Canadian average of 16.0%.

## FIVE YEAR AVERAGE FOR FULL-TIME & PART-TIME EMPLOYMENT 2005-2009



Source: Statistics Canada, Labour Force Survey

## REGIONAL HIGHLIGHTS

### SOUTH SLAVE SELF EMPLOYMENT OPTION

In 2009-10 the South Slave Region had eleven individuals participate in the self employment program. Of the eleven people, six individuals still continue to operate their business. This is remarkable success given the challenges and risks of a small business start up and the current economic climate.





## PROGRAMS AND SUPPORTS

### EMPLOYMENT ASSISTANCE SERVICES

Employment Assistance Services provides funding to community partners to deliver career development services, otherwise unavailable, to unemployed individuals. In 2009-2010 ECE provided approximately \$680,000 to 19 organizations in 13 communities to deliver employment assistance services.

### BUILDING ESSENTIAL SKILLS

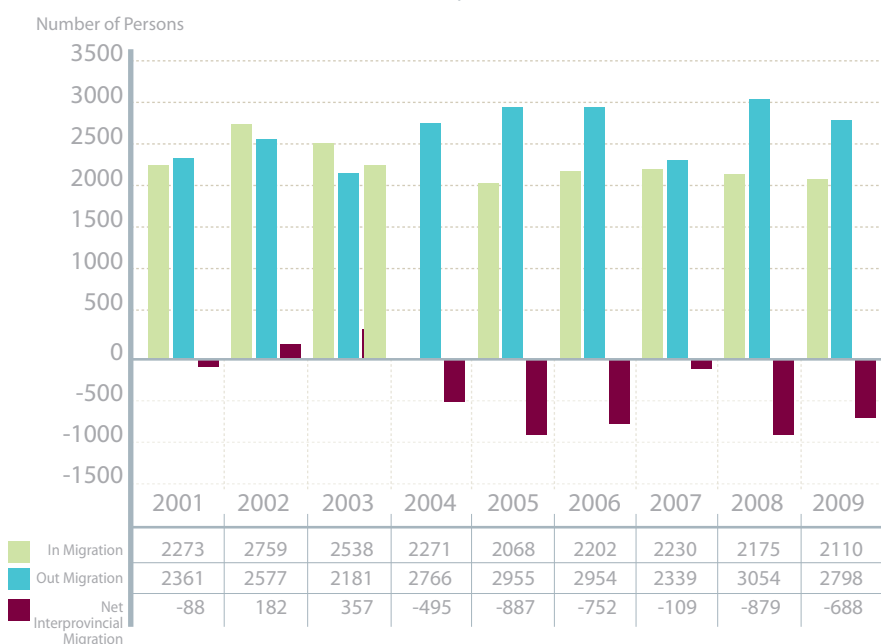
Building Essential Skills (BES) provides support for short-term training to help unemployed individuals return to work quickly. BES may also provide financial assistance to apprentices who attend technical training. In 2009-2010, ECE provided approximately \$1,818,000 to support 320 program participants.



# MIGRATION

People from all over Canada have chosen to make the NWT their home. The table below presents in, out, and net migration numbers for the NWT from 2001 to 2009. While the NWT has seen people move into the NWT, it has generally experienced a small net out migration over the past several years.

### NWT INTERPROVINCIAL MIGRATION, 2001-2009



Source: Statistics Canada

The net interprovincial migration for the NWT amongst provinces and territories is variable year to year. In 2009, approximately 702 persons moved from Alberta to the NWT and another 1,296 persons moved from the NWT to Alberta, resulting in a net loss of 594 people from the NWT. Net out-flows of interprovincial migration were also seen to the other western provinces, Yukon, Nova Scotia and Prince Edward Island. In contrast, Ontario, Quebec, Nunavut, New Brunswick and Newfoundland and Labrador made net contributions to the NWT population in 2009.

## NET NWT INTERPROVINCIAL MIGRATION, BY JURISDICTION

| Province / Territory of Origin | 2005  | 2006  | 2007  | 2008  | 2009  |
|--------------------------------|-------|-------|-------|-------|-------|
| Nunavut                        | 75    | 43    | 54    | (14)  | 46    |
| Yukon                          | (70)  | (81)  | (36)  | (36)  | (92)  |
| British Columbia               | (240) | (132) | (156) | (306) | (111) |
| Alberta                        | (745) | (607) | (446) | (385) | (594) |
| Saskatchewan                   | (68)  | (60)  | (44)  | (85)  | (21)  |
| Manitoba                       | (23)  | (3)   | (21)  | (33)  | (114) |
| Ontario                        | (108) | 114   | 184   | (42)  | 106   |
| Quebec                         | 17    | 19    | 56    | 8     | 49    |
| New Brunswick                  | 42    | (34)  | 5     | 99    | 19    |
| Nova Scotia                    | 98    | (42)  | 98    | 32    | (10)  |
| Prince Edward Island           | 22    | 6     | 44    | (29)  | (1)   |
| Newfoundland & Labrador        | 113   | 19    | 153   | (88)  | 35    |

Source: Statistics Canada

## REGIONAL HIGHLIGHTS

### DEH CHO ESSENTIAL SKILLS AND WORK EXPERIENCE (FORT LIARD)

Collaborative efforts between the ECE Service Centre and Aurora College enabled a client with multiple barriers to gain work experience and essential skills. The client attended an Income Assistance Workshop and expressed interest in learning how to be a cashier and was able to gain the support needed to make a productive choice. Through the Work Experience program under the Labour Market Agreement, the client was able to attend adult education in the morning to build essential skills and gain work experience at a local store in the afternoon. The client is taking small but important steps towards a career goal and a local employer was able to fill a position successfully.



## PROGRAMS AND SUPPORTS

### NWT NOMINEE PROGRAM

In July 2009, the GNWT signed a Canada-NWT Agreement on Provincial Nominees and launched the NWT Nominee Program (NTNP). The program is administered in partnership with Citizenship and Immigration Canada, and the Departments of ECE and Industry, Tourism and Investment. The program has four streams of nomination: Skilled Worker, Critical Impact Worker, Entrepreneur and Self-Employed Business. NTNP helps strengthen the NWT economy by attracting qualified individuals to fill critical labour shortages and promote business development. The NTNP can assist employers in recruiting and retaining foreign workers and can help foreign workers and their families make the NWT their permanent home. Between July 2009 and March 2010, there were four approved nominations under the Skilled Worker category and 39 program inquiries.



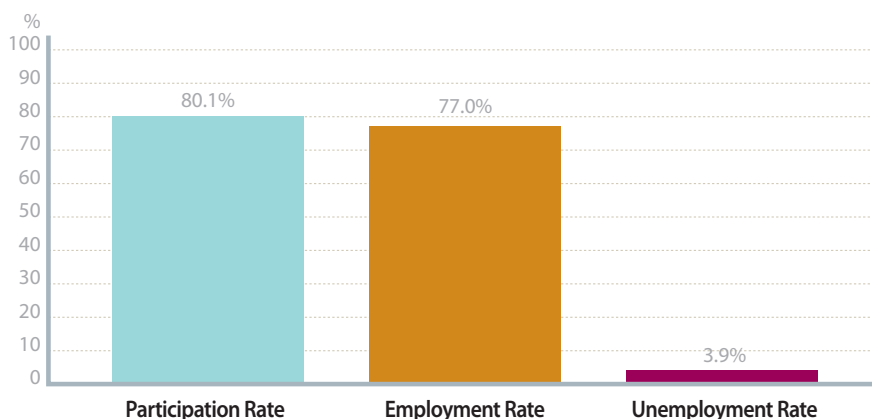
# IMMIGRATION

### IMMIGRANT WORKFORCE POPULATION AND ACTIVITY

According to the Census, there were 2,585 immigrants aged 15 and over resident in the NWT in 2006. Of those, 1,990 were employed, 80 were unemployed and 515 were not in the labour force.

In 2006, the employment rate for immigrants in the NWT was 77.0% and the unemployment rate was 3.9%. The percentage of those immigrants 15 years of age and older in the labour force was 80.1%.

### NWT IMMIGRANT LABOUR FORCE RATES, 2006



Source: Statistics Canada 2006 Census



## PROGRAMS<sup>AND</sup> SUPPORTS

### EMPLOYMENT STANDARDS

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

Between April 1, 2009 and March 31, 2010, 144 complaints were received and 115 were completed. There were 84 Orders to Pay – 31 Employers Orders and 53 Director Orders. The total money assessed was \$180,869.30 for Orders issued between April 1, 2009 and March 31, 2010. Of this, about \$75,000 was collected.

In 2009, ECE made changes to the Employment Standards Regulations to increase the minimum wage to \$9.00 per hour effective April 1, 2010 and to \$10.00 per hour effective April 1, 2011.

### APPEALS OFFICE

Adjudicators hear appeals by employers or employees who are not satisfied with the decision of the Employment Standards Officer. Adjudicators are appointed under the Employment Standards Act and have the authority to cancel, amend or confirm an Order issued by the Officer. Between April 1, 2009 and March 31, 2010, there were 13 Appeals - seven from Employers and six from Directors.

### INITIAL ENTRY OF FOREIGN WORKERS BY NWT AND URBAN AREA

|              | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|--------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Yellowknife  | 22         | 50         | 36         | 26         | 22         | 50         | 10         | 23         |
| Other NWT    | 146        | 83         | 95         | 75         | 96         | 148        | 323        | 162        |
| <b>Total</b> | <b>168</b> | <b>133</b> | <b>131</b> | <b>101</b> | <b>118</b> | <b>198</b> | <b>333</b> | <b>185</b> |

Source: Citizenship and Immigration Canada, Facts and Figures, 2008

### INITIAL ENTRY OF FOREIGN WORKERS BY NWT AND OCCUPATIONAL SKILL LEVEL

|  | 2001       | 2002      | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|--|------------|-----------|------------|------------|------------|------------|------------|------------|
| Skill levels O/A (Managerial/professional) | 55         | 32        | 43         | 52         | 55         | 48         | 50         | 47         |
| Skill level B (Skilled and technical)      | 43         | 47        | 39         | 22         | 31         | 116        | 180        | 65         |
| Skill levels C/D (Intermediate/elemental)  | 38         | 30        | 25         | 11         | 11         | 20         | 89         | 56         |
| Skill level not stated                     | 32         | 24        | 24         | 16         | 21         | 14         | 14         | 17         |
| <b>Total</b>                               | <b>168</b> | <b>33</b> | <b>131</b> | <b>101</b> | <b>118</b> | <b>198</b> | <b>333</b> | <b>185</b> |

Source: Citizenship and Immigration Canada, Facts and Figures, 2008

### PERMANENT RESIDENTS BY NWT AND URBAN AREA

|              | 2001      | 2002      | 2003      | 2004      | 2005      | 2006      | 2007      | 2008       |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| Yellowknife  | 72        | 54        | 75        | 67        | 73        | 88        | 71        | 110        |
| Other NWT    | 23        | 6         | 19        | 22        | 11        | 10        | 17        | 17         |
| <b>Total</b> | <b>95</b> | <b>60</b> | <b>94</b> | <b>89</b> | <b>84</b> | <b>98</b> | <b>88</b> | <b>127</b> |

Source: Citizenship and Immigration Canada, Facts and Figures, 2008



## PROGRAMS AND SUPPORTS

### ABORIGINAL SKILLS AND EMPLOYMENT PARTNERSHIP

Aboriginal Skills and Employment Partnership is an opportunity-driven initiative that focuses on maximizing Aboriginal employment on major economic developments through formalized partnerships. It focuses on sustainable Aboriginal employment by providing the skills training needed to participate in economic opportunities across Canada such as mining, oil and gas, and fishery projects. ECE is a partner in the Building Inuvialuit Potential Society, the Deh Cho Futures Society, and the Mine Training Society.

### LOCAL LABOUR MARKET PARTNERSHIPS

Local Labour Market Partnerships (LLMP) support community partners in identifying economic trends and creating strategies to develop a responsive local labour force. Community partnerships are formed to identify and initiate projects. In 2009-10, ECE funded four LLMP's for an approximate total cost of \$246,000.



# ABORIGINAL PEOPLE

The working population of the NWT is comprised of approximately half Aboriginal (14,700) and half non-Aboriginal people (16,700). In 2009, there were 7,900 Aboriginal people in the labour force with 6,800 of those employed. Aboriginal people accounted for 6,900 of the 9,200 total of those not in the labour force, with a participation rate of 53.7%. A lack of employment opportunities in smaller communities may contribute to the high number of Aboriginal people not in the labour force or actively looking for work.

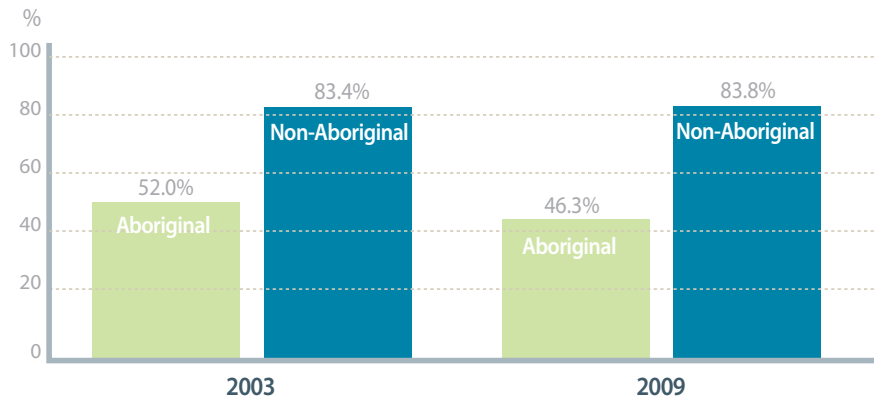
### ABORIGINAL WORKFORCE ACTIVITY

| NWT Aboriginal Workforce    |        |
|-----------------------------|--------|
| Population 15+              | 14,700 |
| In the Labour Force         | 7,900  |
| Employed                    | 6,800  |
| Unemployed                  | 1,000  |
| Not in the Labour Force     | 6,900  |
| Aboriginal Employment Rates |        |
| Participation Rate          | 53.7%  |
| Employment Rate             | 46.3%  |
| Unemployment Rate           | 12.7%  |

Source: Statistics Canada, Labour Force Survey

In 2009, the Aboriginal employment rate was 46.3% and the non-Aboriginal rate was 83.8%. There was a 5.7% decline in the employment rate between 2003 and 2009 for Aboriginal persons while the non-Aboriginal employment rate increased by 0.4%.

## NWT EMPLOYMENT RATES BY ETHNICITY, 2003 & 2009



Source: Statistics Canada, Labour Force Survey

## REGIONAL HIGHLIGHTS

### NORTH SLAVE BELIEVING IN YOURSELF PROGRAM

The Yellowknives Dene First Nations and ECE partnered to plan and deliver the 'Believing in Yourself Program'. The program provided participants with a holistic approach to help individuals overcome barriers to employment and prepare them for the workforce. The program allowed individuals to develop their personal management and employment skills, as well as access job shadowing and career development services. The program began with 25 participants and ran for six months between January and June 2009. There were 16 successful graduates, many of whom entered the workforce or progressed into further educational opportunities.



Photo: Rory Voudrach, Aurora College

## PROGRAMS AND SUPPORTS

### APPRENTICESHIP AND OCCUPATIONAL CERTIFICATION

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

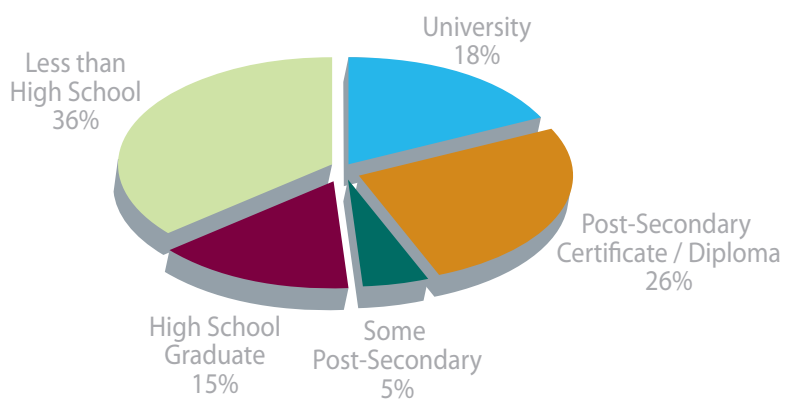
In the NWT, there are 47 designated trades, 30 of which are interprovincial Red Seal trades, and 27 designated occupations.

In 2009-2010, there were 433 registered apprentices and 189 active certification candidates. As well, 75 completed journey person certification and 8 completed occupational certifications. There were 97 apprentices who completed technical training at Aurora College while 197 completed the same training in Alberta. During the same period 52 Red Seal designations were issued.

## EDUCATION

In 2009, 64.0% of persons 15 years of age and older in the Northwest Territories had a high school diploma or higher, while for Canada as a whole, 79.0% of Canadians aged 15 and older had a high school diploma or higher. In the NWT, 20.0% of persons 15 years of age and older had a high school diploma or some post-secondary, 26.0% had a post-secondary certificate or diploma, and 18.0% had a university degree.

### NWT EDUCATIONAL ATTAINMENT, 2009



Source: Statistics Canada, Labour Force Survey

Education levels continue to have a direct impact on employability. In 2009, 25.0% of persons with less than grade 9 were working. This is compared to an employment rate of 73.0% for those with a high school diploma, 85.0% for those with a trades or college certificate or diploma, and 91.4% for those with a university degree.

### ADULT LITERACY AND BASIC EDUCATION

Adult Literacy and Basic Education (ALBE) provides students with the upgrading necessary to enter postsecondary or trades programs. ALBE subject areas include English, Math, Science, Social Studies, Information and Communications Technology (ICT) and Career Planning. ALBE programming is delivered at the three Aurora College campuses, twenty-two Aurora College community learning centres, three non-governmental organization (NGO) service providers in Yellowknife and two correction centres.



## AURORA COLLEGE CAMPUSES AND COMMUNITY LEARNING CENTRES

| Adult Literacy and Basic Education Data, 2009/10 |     |
|--|-----|
| Number of Participants                           | 716 |
| Number of Course Completions                     | 652 |
| Number of Communities                            | 22  |

Source: Aurora College Student Records System, 2008/09

## NON-GOVERNMENTAL ORGANIZATIONS

| Adult Literacy and Basic Education Data, 2009/10 |    |
|--|----|
| Number of Participants                           | 60 |
| Number of Course Completions                     | 14 |

Sources: Tree of Peace 2009-10, YACL Final Report April 2009, Native Women's Association of the NWT

## COMMUNITY LITERACY DEVELOPMENT FUND

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

## COMMUNITY LITERACY DEVELOPMENT FUND

|             | North Slave | South Slave | Beaufort Delta | Deh Cho  | Sahtu    |
|-------------|-------------|-------------|----------------|----------|----------|
| Projects    | 15          | 2           | 21             | 11       | 1        |
| Communities | 3           | 1           | 7              | 3        | 1        |
| Total       | \$350,000   | \$15,024    | \$178,272      | \$67,798 | \$10,000 |

Source: Client Management Administrative System, ECE

## REGIONAL HIGHLIGHTS

### SOUTH SLAVE TRADES AWARENESS PROGRAM

The South Slave Communities Learning Network expanded the Trade Awareness Program to include both an Introductory and an Intensive Level. The Introductory level is a five day program whereby high school students spend a day working in four different trades such as carpentry, cooking, plumbing and mechanics at Thebacha Campus in Fort Smith. Students learn basic safety and trades related skills, in combination with doing trades related career development activities. The Intensive program allows high school students who have attended the Introductory Level program to concentrate and work in a trade area of their choice. High School students can earn Career and Technology Studies credits for the participation in this program.

Photos: Skills Canada NWT





## PROGRAMS AND SUPPORTS

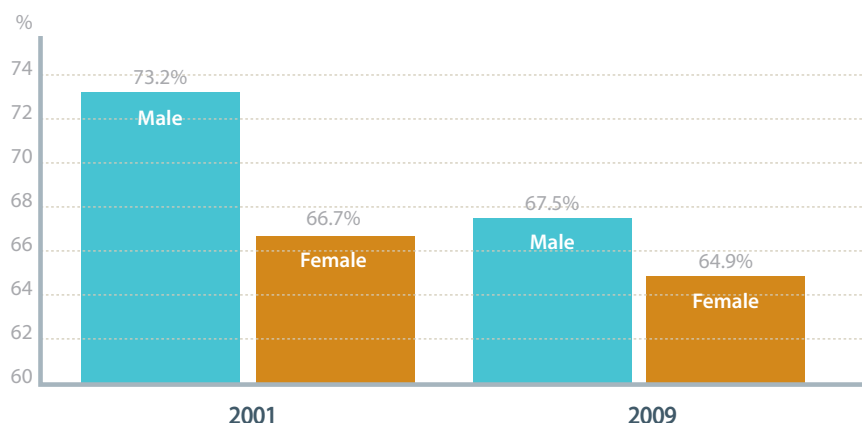
### TARGETED INITIATIVE FOR OLDER WORKERS

The Targeted Initiative for Older Workers (TIOW) program is a federal/territorial cost-shared initiative that provides support to unemployed older workers aged 55 to 64 (or in exceptional circumstances workers ages 50-54 or 64 and over) in targeted communities through programming aimed at reintegrating them into employment. Programming may be aimed at increasing the employability of older workers, and ensuring they remain active and productive labour market participants while their communities undergo adjustments. In 2009-2010 HRSDC contributed \$393,980 and ECE provided \$113,893 to support community partnership initiatives through TIOW projects. Thirty participants in three communities took part in TIOW projects.

## DEMOGRAPHICS

In 2009, NWT employment rates continued to be higher among men compared with women. However, the difference between male and female employment rates in 2009 was only 2.6 percentage points compared to 3.1 in 2005 and 6.5 percentage points in 2001 as growth in employment rates among women exceeded that of men in the NWT. In comparison, for Canada, employment rates for men were 6.9 percentage points higher than the rates for women in 2009.

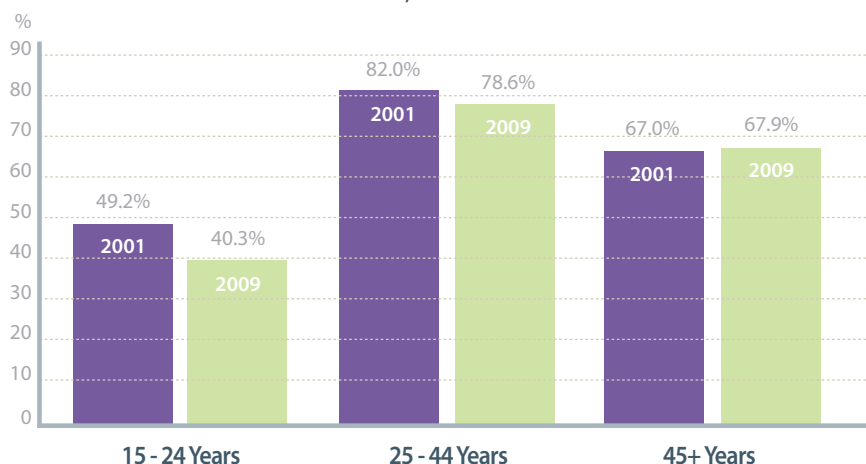
### NWT EMPLOYMENT RATES BY GENDER, 2001-2009



Source: Statistics Canada, Labour Force Survey

In the NWT, those 45 years of age and older experienced the greatest employment growth at 41.3% between 2001 and 2009, while those aged 15-24 years of age saw a decrease. In terms of employment rates, the 25-44 years of age group had the highest employment rate at 78.6% in 2009. The 45+ years and 15-24 age groups employment rates were 67.9% and 40.3% respectively.

## NWT EMPLOYMENT RATE BY AGE, 2001-2009



Source: Statistics Canada, Labour Force Survey



## REGIONAL HIGHLIGHTS

### BEAUFORT DELTA OLDER WORKER KITCHEN HELPER

The Older Worker Kitchen Helper program involved elders from the community who have an interest in learning basic cooking and baking skills including kitchen management and safety skills, thus preparing them for entry level employment in the food services sector and/or the opportunity for self employment as caterers. Half the participants were between the ages of 50 and 64. Included in the delivery of the program were Food Safe, Northern Most Host, Healthy Foods North, First Aid/CRP and Intro to Wild Game.

### SAHTU COLVILLE LAKE SITE NAMING PROJECT

The regional ECE office in Norman Wells provided financial support to the Colville Lake Elder's Council through the Behdzi Ahda First Nation for their six weeks Site Naming Project. The project objective was to establish and record accompanying stories for Dene landmarks (traditional trails, campsites, lakes, rivers, ponds, and hills) within the Colville Lake settlement area through elder interaction. It focused on further development of essential skills and involved participation from 11 individuals over the age of 60 who were provided financial compensation for their time. The Site Naming project created a feeling of excitement and was very successful.

## REGIONAL HIGHLIGHTS

### BEAUFORT DELTA GETTING ON THE ROAD TO GETTING ON-THE-JOB PROGRAM

Participants prepared for the Class 7 driver's permit written exam with a qualified instructor, class discussion and manual review. Safety courses (WHMIS, First Aid/CPR), employment readiness (Ready to Work North), individual driving time with an instructor, resume writing, career exploration and one month work placement with local employers. 16 participants were approved to attend this program.

"Getting on the Road to Getting on the Job"  
Photo: Katherine Ciboci, ECE Inuvik



# LABOUR MARKET AGREEMENT

The Government of the Northwest Territories, Department of Education, Culture and Employment (ECE) signed a Labour Market Agreement 2008-2014 with the Government of Canada in July 2009. This agreement provided the GNWT with \$1,467,000 for 2009-10 to deliver labour market programs to target clients not currently eligible for unemployment insurance benefits. These clients include:

- Aboriginal people
- Income Assistance Clients
- Low-skilled/Low literacy
- Youth (19-29)
- Females
- Immigrants
- Persons with Disabilities
- New and re-entrants to the labour market
- Clients may be employed as long as they are low skilled/low literacy.

## PERFORMANCE MEASURES

In 2009-2010 the NWT set the following performance measures:

- 40 unemployed clients through individual and employer supports
- 150 eligible clients served through 15 community initiatives
- 40% of clients have less than high school at the beginning of the intervention
- 50% of clients will be Aboriginal
- Locally designed programs to address specific barriers and gaps to employability identified by regional partners.

## HOW WE DID

344 clients were served under the program areas:

- 304 or 88% of clients were Aboriginal
- 18 or 5% were immigrants
- 29 or 8% were older workers
- 135 or 39% were female
- 162 or 47% were youth
- The number for those who identified as being persons with disabilities was not statistically significant
- 203 clients or 59% had no high school diploma prior to the beginning of the intervention
- 67 or 19% had a high school diploma prior to the beginning of the intervention
- The number for those who indicated that they had post-secondary education was not statistically significant
- 71 or 21% did not specify their education level
- 110 or 32% were employed
- 231 clients or 67% were unemployed
- The number for those who indicated that they were self-employed was not statistically significant

Aurora College Student Success Centres delivered 997 interventions to target clients across the NWT.

- 60% of these interventions were delivered to Aboriginal persons;
- 711 or 71% of these interventions were delivered to unemployed clients.

## REGIONAL HIGHLIGHTS

### BEAUFORT DELTA PRE-EMPLOYMENT CONSTRUCTION TRAINING (CONSTRUCTION BOOT CAMP)

The Construction Boot Camp program consisted of academic upgrading (Math and English), employment readiness (Ready to Work North), safety training (Fall Protection, First Aid, Transportation of Dangerous Goods, and WHMIS), applied shop (built small sheds) and a substance abuse workshop. The construction boot camp was delivered as a result of human resources database findings from the Local Labour Market Partnership - Inuvik Employment Opportunities Group. It ran for six weeks, and had 21 participants. Project partners included Dowland Contracting Ltd., the Inuvialuit Regional Corporation, the Gwich'in Tribal Council, the Building Inuvialuit Potential Society, Aurora College and ECE.



## REGIONAL HIGHLIGHTS

### SAHTU CLASS 7 DRIVER'S TRAINING

ECE and Aurora College partnered to bring Class 7 Driver's Training to three remote communities in the Sahtu Region; Fort Good Hope, Deline, and Tulita. The training ran for five days in each of the three communities whereby eligible participants received a student allowance while attending the training. The purpose of the Class 7 Driver's Training was to prepare students for writing the Motor Vehicles Class 7 driver's exam, give individuals an opportunity to learn the rules of the road in a formal setting, and provide opportunity for participants to begin the process for obtaining their Class 5 license. Of the three communities, 35 people participated in the training and wrote the Class 7 Driver's Exam with a pass rate of 70 percent.



# LABOUR MARKET AGREEMENT

## PROGRAM CATEGORIES

### SKILLS DEVELOPMENT

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

### PARTICIPATION IN SKILLS DEVELOPMENT

|                       |            |
|-----------------------|------------|
| Aboriginal            | 293        |
| Youth                 | 155        |
| Female                | 127        |
| Income Assistance     | 66         |
| <b>Total Clients*</b> | <b>325</b> |

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

Source: Regional Quarterly Reports

### SELF EMPLOYMENT

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

### PARTICIPATION IN SELF EMPLOYMENT

|                      |          |
|----------------------|----------|
| Aboriginal           | *        |
| Youth                | *        |
| Female               | *        |
| Income Assistance    | *        |
| <b>Total Clients</b> | <b>3</b> |

**\*Zero or too small to be expressed due to confidentiality**

Source: Regional Quarterly Reports

WORK EXPERIENCE

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

PARTICIPATION IN WORK EXPERIENCE

|                   |   |
|-------------------|---|
| Aboriginal        | 9 |
| Youth             | 7 |
| Female            | * |
| Older Workers     | * |
| Income Assistance | * |
| Total Clients     | 9 |

\*Zero or too small to be expressed due to confidentiality

Source: Regional Quarterly Reports

COMMUNITY INITIATIVES

Working with partners, the NWT is able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include: purchasing training programs, supporting workplace education programs, community projects such as Construction Boot Camp and Trades Awareness programs. Labour market partnerships help to identify, develop and implement human resource strategies to improve capacity. Also included are employment assistance services such as job coaching, counselling, and the provision of labour market information.

REGIONAL HIGHLIGHTS

DEH CHO REGION  
WORK EXPERIENCE

The ECE Service Centre conducted a workshop for the Aurora College Bridging Program and found out that the youth participants needed a productive choice through the Income Assistance Program. After looking at the Fort Providence labour market needs, it was identified that there was a shortage of youth workers. ECE Service Centre staff identified an opportunity for two youth to gain employment at the Zhati Koe Friendship Centre. The Career Development Officer identified two youth through career action plans that qualified for the Work Experience support under the Labour Market Agreement. Under the mentorship of a job coach, the youth workers were able to gain essential work skills and secured employment at Zhati Koe Friendship Centre as youth workers.

# LABOUR MARKET AGREEMENT

### BUILDING CAPACITY INITIATIVES

Building Capacity Initiatives were developed and delivered in every region of the NWT by ECE and labour market partners. Two notable ones include:

### SMART FOCUSING/CAREER FOCUSING TRAINING™

ECE hosted “Smart Focusing” and “Career Focusing” professional development workshops for Career Development Officers. “Smart Focusing” introduces clients to the foundations of career decision-making. “Career Focusing” provides clients with the tools to make informed career choices. These innovative programs were initially developed for school counselors, but have since been re-designed for career development practitioners. Practitioners learn how to use concrete, structured tools that can be implemented both on an individual and group basis. Twelve participants completed Smart Focusing and 6 participants completed Career Focusing.



## ECE HELPS YOU GO PLACE CAMPAIGN

"ECE Helps You 'GO' Places" was developed to promote NWT ECE Service Centres and programs. Testimonial advertisements were also developed to include quotes from clients who had benefited from the various programs and services.

## ON-LINE ESSENTIAL SKILLS

The Essential Skills (LES) and Literacy Online Tool helps learners have a better understanding of what literacy and essential skills are and why they are important. Learners have access to information for specific occupations, are able to determine what essential skills they already have, identify gaps in their essential skills and plan ways in which to improve these areas.

The implementation of the Canada/NWT Labour Market Agreement has enabled ECE to serve a broader range of clients (non-employment insurance eligible) previously not supported under other labour market programming. Labour Market Agreement programs and supports have been administered at a regional level to meet local client needs. In 2010-11, ECE will continue to work with regional training partners to plan, coordinate and collaborate on regional priorities. The focus for the Labour Market Agreement will continue to be on community initiatives and building capacity.









Funding provided through the Canada / Northwest Territories  
Labour Market Development Agreement and Labour Market Agreement.



**For more information on the Northwest Territories labour market see the following websites:**

Labour Market Information: [www.stats.gov.nt.ca](http://www.stats.gov.nt.ca)

NWT Job Futures: [www.jobfutures.stats.gov.nt.ca](http://www.jobfutures.stats.gov.nt.ca)

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

|                 |                                   |                |
|-----------------|-----------------------------------|----------------|
| Yellowknife     | Nova Plaza                        | (867) 766-5100 |
| Hay River       | Courthouse Building               | (867) 874-5050 |
| Fort Resolution | Deninu Kue Community Complex      | (867) 394-4335 |
| Fort Simpson    | Deh Cho Regional Education Centre | (867) 695-7338 |
| Fort Smith      | Sweetgrass Building               | (867) 872-7425 |
| Inuvik          | Mack Travel Building              | (867) 777-7365 |
| Norman Wells    | Edward G. Hodgson Building        | (867) 587-7161 |

**Or visit the following websites:**

[www.ece.gov.nt.ca](http://www.ece.gov.nt.ca)

[www.jobsnorth.ca](http://www.jobsnorth.ca)

[www.nominee.ece.gov.nt.ca](http://www.nominee.ece.gov.nt.ca)

**ECE helps you  places**