

2019-2020 ANNUAL PLAN

Government of Northwest Territories Labour Market Transfer Agreements

Labour Market Development Agreement
and
Workforce Development Agreement





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Introduction

This Annual Plan is intended to guide activities of the two Canada-Northwest Territories Labour Market Agreements for the 2019-2020 fiscal year.

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

Environmental Scan and Employment Data

Environmental Scan

The Northwest Territories (NWT) covers an area of approximately 1,346,106 km² (about the size of Alberta and Saskatchewan combined). Of the 33 communities in the NWT, only five (Inuvik, Hay River, Fort Smith, Behchoko and Yellowknife) have populations exceeding 2,000. The population of Yellowknife (20,834 as of July 1, 2017), represents almost half of the territorial population at that time (44,250).

The population in the NWT is made up of approximately half Indigenous and half non-Indigenous persons (a ratio of 22,278 to 22,242 respectively as of July 1, 2017). Of the 22,278 Indigenous persons, only 5,322 (23%) were living in Yellowknife, as the majority live in the smaller communities.¹

As of October 1, 2018, the population of the NWT was 44,445, down 652 people from October 1, 2017. Over this period, there was a natural net increase of 379 persons but the population ultimately decreased due to a net loss of 1,120 persons through interprovincial migration.² Population growth is expected year over year in the larger centres, however it is expected to decline year over year in many of the smaller communities³.

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

Employment Data

The employment rates for Indigenous and non-Indigenous persons remain disproportionate to the population distribution. In December, 2018, 51.0% of Indigenous and 64.8% of non-Indigenous persons were employed. Part of this can be attributed to the higher level of non-Indigenous residents in the capital where there are more employment opportunities. The employment rate of Indigenous employment continues to slowly increase and is expected to increase over the next 10 years.

¹ <https://www.statsnwt.ca/population/population-estimates/bycommunity.php>

² https://www.statsnwt.ca/population/population-estimates/OctEst_2018.pdf

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

The employment rate in the NWT for December, 2018 was 65.9% which is a slight increase from last year's employment rate of 64.8%⁴. Year-over-year employment in the NWT increased 300 persons, with a considerable shift from part-time to full-time employment. Similarly, the unemployment rate rose by 200 persons causing an increase of 0.7% to the unemployment rate over the same time period.⁵

Sector Employment Data

Employment numbers increased slightly in 2018 to 21,400 from 21,300 in 2017⁶.

Between November 2017 and 2018, the public sector saw a slight increase in its employment numbers from 9,000 to 9,500. After an increase in 2016 of 1,100 persons, public sector numbers have returned to a similar numbers seen in 2014 (9,000) and 2015(9,400). The private sector also saw a slight increase; from 10,700 persons employed in 2017, to 10,800 persons employed in 2018. After a slight increase of self-employed persons in 2017, 2018 saw a decrease of from 1,700 to 1,300 self-employed persons.⁷

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

Gross Domestic Product (GDP) Data

Final figures for 2017 show that the GDP for the NWT increased by 3.9%, with a total GDP of \$4,860.3 million from 2016. Almost a third of that value was generated from mining, and oil and gas extraction.⁸

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

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

⁴ <https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2018%20NewStats%20LFS.pdf>

⁵ <https://www.statsnwt.ca/labour-income/labour-force-activity/Monthly/Dec2018%20NewStats%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/Nov2018%20NewStats%20LFS.pdf>

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

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

Programming Priorities and Objectives

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

“To invest in and provide for the development of the people of the Northwest Territories, enabling them to reach their full potential, to lead fulfilled lives and to contribute to a strong and prosperous society.”¹⁰

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

Part of the mandate of the 18th Legislative Assembly is to foster lifelong learning, skills development, training and employability. To support these priorities, the Government of the Northwest Territories (GNWT) launched the **Skills 4 Success Initiative**¹¹ 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**¹² was adopted to ensure that the North’s education and training system keeps pace with the changing dynamics of its labour market. Moving forward on this requires sound labour market information (LMI) which is why the GNWT partnered with The Conference Board of Canada to produce a detailed study of how the NWT’s labour market will look over the next 15 years. This study, the [Northwest Territories Labour Market Forecast and Needs Assessment](#), provides information on NWT jobs that will be in demand in three economic scenarios. It provides the evidence for sound decision-making and has supported the development of the Skills 4 Success 4-Year Action Plan 2016-2020, which outlines the highest priority actions developed from engagements with NWT residents, educators, students, employers, job seekers, and government partners.

In addition, as committed to in the [Skills 4 Success 4-Year Action Plan 2016-2020](#), the GNWT has released three key strategies to support labour market development and improve labour market outcomes in the Territory. Released in the April, 2017, the [Apprenticeship, Trades and Occupational Certification Strategy 2017-22](#), was developed to improve training, apprenticeship, certification and opportunities in the skilled trades and industrial occupations in the NWT. In June, 2017, the [Northwest Territories’ Immigration Strategy 2017 to 2022, Building a Skilled Workforce and a Vibrant Economy](#) was launched to maximize economic opportunities over the next several years and support the sustainability of a Northern labour force. In May, 2018, the [NWT Small Communities Employment Strategy](#) was released, to provide new job created employment opportunities for clients in the small communities of the NWT.

¹⁰ <https://www.ece.gov.nt.ca/en/mission-and-values>

¹¹ <https://www.ece.gov.nt.ca/en/services/des-competences-pour-reussir/supporting-documents>

¹² https://www.ece.gov.nt.ca/sites/ece/files/resources/skills_4_success_-_10-year_strategic_framework.pdf

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

Goal 1
PROGRAMS
Increase skill levels through relevant education and training
Skills development and postsecondary education programming addresses labour market demands and builds long-term capacity.

Goal 2
SUPPORTS
Bridge education and employment gaps through targeted supports
NWT residents access supports and incentives that are relevant, effective and aligned with territorial labour market needs.

Goal 3
NWT WORKFORCE
Grow the NWT workforce through partnerships
NWT employers are able to recruit a capable workforce that expands and capitalizes on residents' skills, attracts newcomers to fill shortages, and retains people in the territory to contribute to the ongoing growth of the economy.

Goal 4
INFORMATION
Improve decision making with relevant labour market information
NWT residents, other prospective workers and territorial employers have easy access to relevant, accurate and timely labour market information to make informed career and business decisions.

These goals and their related priorities and action items can be found on the ECE website.

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

Consistent with the objectives of the Skills 4 Success 4-Year Action Plan 2016-2020, in the 2019-20 fiscal year, the GNWT will continue to focus on:

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

Throughout 2019-20, ECE will continue the delivery of Career Development Officers' training sessions which consists of a combination of teleconference, webinar, and in-person workshops. Subjects to be delivered include the new LMFTA & WDA funding agreements, implementation guidelines for these agreements, updates on program delivery, teaching and learning styles, apprenticeship program delivery, Employment Insurance sessions, and collaborative partnerships.

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

Dehcho

In 2019-20, the Dehcho region will be focusing on training initiatives that will support local individuals in gaining the skills and/or education necessary to gain employment. The Canadian Zinc Mine will be beginning its construction phase which will create potential employment. In anticipation of this project, the region's priority will be preparing clients for the employment opportunities by providing funding through Skills Development for training and partnering with the Aurora College Learning Centre to provide training within the region.

The region will utilize Skills Development, Wage Subsidies and the Employee Training Program with the intention of supporting clients in gaining employment. It will also seek to increase utilization of the Job Creation Partnerships and Community Training Partnerships programs to partner with organizations in providing clients with opportunities for work experience and training.

North Slave

In 2019-20, the North Slave region will be focusing on training initiatives that will support local individuals in gaining the skills and/or education necessary to gain employment. The Giant Mine Remediation Project (GMRP) will be providing contracts to employers for various aspects of the GMRP. The region is anticipating providing Employee Training and Wage Subsidy funds to contractors for this project to train individuals to for these opportunities.

The North Slave region has received new requests for support from non-governmental organizations (NGOs) to support clients. Some NGOs are also looking for an increase in funding under the Employment Assistance Program to target youth employment assistance. Mineral companies have been providing more direct support to communities with an aim to increase employment of Northern workers. An apprenticeship development program was delivered in the last fiscal year and plans are underway to deliver this initiative again, resulting in demand for community training.

Overall, the North Slave office focus will be on providing more wage subsidies and skills development funding under LMDA and WDA.

South Slave

The majority of employment opportunities in the South Slave are in local and First Nation governments, service and support to the industrial sector throughout the NWT including mines and local maintenance companies who supply skilled trades and technical support. Discussions on revitalizing the fishery industry are underway with an announcement of a fish plant to be built and open in the summer of 2020. The forestry sector continues toward the development of a pellet mill in Enterprise, with wood fiber supply agreements being negotiated which could result in employment and business opportunities in Fort Resolution and K'atl'odeeche First Nation.



The aviation industry currently has a shortage of pilots and there is a new pilot school that is being opened in Fort Smith. It is anticipated that aviation employers will be seeking training funds and wage subsidies, for NWT residents seeking training on this demand occupation.

In the meantime those communities with timber offer employment in small ventures such as wood marshalling yards, firewood processing and portable sawmill operations and small builds. Regional priorities focus on skills development and work experience, self-employment and skills to work opportunities.

The Region anticipates placing a focus on supporting organizations and individuals through Employment Assistance Services as well as Skills Development, Wage Subsidy, Self-Employment and Employee Training Programs.

Beaufort Delta

The Beaufort Delta has several priorities in addressing the local labour market with several regional partners. These priorities include soil reclamation, community heating district systems, agriculture, marine transportation, road and building construction and tourism.

With these industry specific projects, the Beaufort Delta region will focus efforts on building individuals' skill sets in Skill Development, Self-Employment, employer Wage Subsidies and Employee Training programs.

There are also opportunities for this coming fiscal year, for the Beaufort Delta to secure programming partnerships with other government departments and industry partnerships. With the wide range of skills required for both unemployed and underemployed Beaufort Delta residents, there are many positive and exciting opportunities available.

Sahtu

The Sahtu Region is currently preparing for three mega projects within their region; the Bear River Bridge construction, the continued expansion of the Mackenzie Valley Highway and the reclamation of the Imperial Oil site. Anticipated programming with Skills Development, Wage Subsidies and Employee Training programs will be accessed for Driver's Training, Heavy Equipment Operator training and Environmental/Wildlife monitors. This will assist in addressing the local labour market in addressing the required technically skilled shortages within the Sahtu region.

Tourism is also an emerging industry that will be opening up in the Sahtu region with the recent acquisition of an outfitting lodge by two regional investment groups. This will generate new tourism products and services that will require safety certification training programs for Sahtu residents interested in providing tourism services and products. These individuals will be able to access Skills Development and Self-Employment programming as well as providing the opportunity for employers to access Wage Subsidies and Employee Training Programs targeted towards the Tourism sector.

Objectives

Labour Market Development Agreement

The priorities of the LMDA for 2019-2020 are to:

- Provide access to programs for Employment Insurance (EI) individuals 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 the ECE's framework, strategies and action plans; and
- Increase awareness of labour market programs and services through Regional ECE Service Centres.

Workforce Development Agreement

The priorities of the WDA for 2019-2020 are to:

- Provide clients who are not eligible for EI with access to programs that are comparable to those available for EI eligible clients, in order to enhance the labour market participation of all NWT residents, particularly low-skilled workers and under-represented groups;
- Encourage greater employer involvement in training to ensure that skills are better aligned to job opportunities, particularly in sectors facing skills mismatches and shortages;
- 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.

Program Options

In 2018-19, coinciding with the implementation of amended and new Labour Market Transfer Agreements, the GNWT revitalized its suite of labour market programs. This included streamlining program offerings from 23 to 8 offerings to eliminate overlap and duplication, renaming and rebranding programs to align them with federal nomenclature as well as make them more intuitive and client-focused, and revised program forms and internal administration processes to enhance accountability and support easier access by clients.



As part of this redesign, the GNWT's programs have been 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. These programs are described below.

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

Programs for Individuals

Skills Development Program

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

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

SDP interventions may be supported under the LMDA or WDA.

The objectives of the Skills Development Program are to:

- Enhance the labour market participation of NWT residents, including low-skilled workers and under-represented groups;
- Enhance 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.

Self-Employment Program

The Self-Employment Program (SEP) provides support to eligible clients with the opportunity to start a small business.



This program provides supports for clients in assessing their business idea, their personal suitability, family issues, financial risks, and the resources available or required to be successful. SEP interventions may be supported under the LMDA or WDA.

The objectives of the SEP are to:

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

Programs for Employers

Wage Subsidy Program

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

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

WSP projects may be supported under the LMDA or WDA.

The objectives of the Wage Subsidy Program are to:

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

Employee Training Program

The Employee Training Program (ETP) helps employers, who have proactively hired employees in anticipation of their workforce needs, to offset the cost of training for new employees. The ETP can assist employers who require employee up-skilling due to economic, technological and/or organizational change, and may be used to support 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 may also be used in conjunction with the Wage Subsidy Program (WSP) to offset the costs of training employees.

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



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

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

Programs for Organizations

Community Training Partnerships

The Community Training Partnerships (CTP) is an initiative that provides training/skills development opportunities in order to improve the subsequent employment prospects of the clients. 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 clients who need training to obtain meaningful long-term employment.

CTP projects may only be supported under the WDA.

The objectives of CTP are to:

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

Employment Assistance Services

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

EAS projects may be supported under the LMDA or WDA.

The objectives of the program are to:

- Enable 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.

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 provides support for third party organizations to deliver community and regional activities that either include a work experience component or have a guarantee of employment at the end of the project. Work experience projects may also include a skills development component.

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

JCP projects may be supported under the LMDA or WDA.

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

- Create jobs through projects in partnership with community organizations;
- Provide opportunities for employer involvement in training to ensure that skills are better aligned to job opportunities, particularly in sectors facing skills mismatches and shortages;
- Enable 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.

Strategic Workforce Initiatives

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

SWI projects may be supported under the LMDA or WDA.

The objectives of the SWI are to:

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



Eligible Clients

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

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

- Unemployed clients who need training to obtain a job; and
- Under-employed clients, including youth who need training for a better job.

Persons with Disabilities

The GNWT will continue to support program costs for employment and training supports for persons with disabilities. ECE has allocated a “cost match” for organizations that are providing support for persons with disabilities. As well, additional support measures are available to persons with disabilities, across all programs.

Research and Innovation Projects

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

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

The four priorities of this initiative are:

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

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

The introduction of Career and Education Advisors into the school system is an identified key priority under the *NWT Small Communities Employment Strategy 2018-2024*. The initiative is being supported by territorial budgets totaling \$1.3 million, starting in 2018-2019. The NWT allocated \$250,000 in 2018-2019 to support the development of tools and resources that are needed to engage with students and job seekers to enable them to enter and succeed in NWT occupations in demand. In 2019-2020, ECE has decided not to continue with support under LMDA for this initiative, as continued support will be provided using GNWT funds.

Consultations

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

The Regional Superintendents meet with Regional Training Partnership Committees or partnership representatives on a regular basis. These committees include representation from the GNWT, Aurora College, Indigenous Governments, community organizations, industry and other stakeholders involved in education and training to determine regional training and labour market priorities. In addition to Regional Training Partnerships, as appropriate, ECE engages with regional community interagency groups to identify priorities and labour market issues of importance.

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

Consultation Activities Undertaken in 2018-19

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. As part of this work, ECE rolled out a redesigned Small Community Employment Support (SCES) program that aims to better support communities and employers in creating employment at the local level. ECE also engaged in preliminary discussions to support the development of community labour market development plans.

As part of the implementation of the *NWT Apprenticeship, Trades and Occupational Certification (ATOC) Strategy 2017-2022*, stakeholder engagement is 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 4 working groups tasked with developing options on how to move forward on the 4 goals of the ATOC Strategy. The working groups were comprised of various stakeholders, including representatives from industry, government, training providers, as well as from apprentices. The advisory committee and working groups met on numerous occasions in 2018-2019.

As part of the implementation of the *NWT Immigration Strategy 2017-2022*, ECE regularly consults with a range of stakeholders including local employers and francophone service providing organizations. ECE also committed to meet biannually with immigration settlement service providers to improve partnerships and ensure that we are responsive to the needs of foreign nationals and Northern employers. The first meeting of the NWT Immigration Partnership was held in October 2018.

Consultation Activities Planned 2019-20

In 2019-2020, Regional ECE Service Centres will continue to engage regularly with employers, employee organizations, not-for-profit organizations, community stakeholders, and official minority language communities to identify key labour market barriers and opportunities for Northern residents, and to adjust priorities and focus as required. This will assist in identifying labour market issues and priorities.

ECE will continue to engage directly with designated community authorities across the NWT to support the development and advancement of community labour market development plans. These plans will assist ECE in developing partnerships with communities and provide meaningful information on community-level labour market needs and priorities which can inform LMFTA-supported labour market programming and supports in future years.

ECE will also continue to engage directly with the Advisory Committee and Working Groups to advance work being done to improve the ATOC training system. As well, ECE will continue meeting biannually with immigration settlement service providers to improve supports available to foreign nationals and employers.

ECE will also consult directly with organizations that serve persons with disabilities in order to assess any gaps that exist in existing programs and services, with an aim to make improvements prior to March 31, 2020.

Lastly, ECE will be developing new communications and promotional materials to promote and raise awareness of its new suite of labour market programs among individuals, employers, organizations and communities. This will include unique visual elements for labour market programs in the NWT. These materials will support engagement efforts being undertaken with all stakeholder groups.



Forecast of Program Expenditures

LABOUR MARKET DEVELOPMENT AGREEMENT Program Areas	Expenditures
Skills Development Program	\$1,175,000
Self-Employment Program	\$234,000
Wage Subsidy Program	\$300,000
Employment Assistance Services	\$1,100,000
Job Creation Partnerships	\$180,000
Strategic Workforce Initiatives	\$260,000
Administration	\$1,450,000
Total	\$4,699,000

WORKFORCE DEVELOPMENT AGREEMENT Program Areas	Expenditures
Individual Programs (includes, Skills Development Program & Self Employment Program)	\$507,500
Employer Programs (includes, Wage Subsidy Program & Employee Training Program)	\$926,500
Organization Programs (includes, Employment Assistance Services, Job Creation Partnerships, Community Training Partnerships & Strategic Workforce Initiatives)	\$1,085,000
Administration	\$630,000
Total	\$3,149,000

Expected Results

In 2019-2020, ECE plans to implement the following expected results stated from the Federal Labour Market Transfer Agreements are:

	Results	Targeted Amount
1.	Number of active EI clients that access LMDA programming	250
2.	Number of insured clients with an emphasis on active EI claimants, returned to employment or self-employment	200
3.	The amount of savings to the Employment Insurance Account	\$2,500,000
4.	Number of program interventions delivered	300
5.	Number of counselling sessions	5,000
6.	Number of employers who received assistance and support	150
7.	Number of organizations served who support clients who are underrepresented	35

Evaluation

ECE recognizes the important role that accountability plays in an effective, long-term approach towards reaching the shared goal of improving the labour market situation for all Northern residents.

ECE is actively participating in the LMDA Cycle III Evaluation and looks forward to continuing this work multilaterally and bilaterally with Employment and Social Development Canada. ECE is also in the early stages of working as part of the WDA Evaluation Steering Committee.

Conclusion

With the newly implemented Labour Market Transfer Agreement, there have been many changes within the delivery of ECE's Labour Market Programs. These changes have allowed for ECE to simplify the administration and delivery of Labour market Programs to assist NWT residents in valuable skill development, work experience and community orchestrated training initiatives.

Mársı | Kinanāskomitin | Thank you | Merci | Hąj' | Quana | Qujannamiik | Quyanainni | Máhsı | Máhsı | Mahsi

Stakeholders

Government of the Northwest Territories <ul style="list-style-type: none"> • Various Departments
Northwest Territories Housing Corporation <ul style="list-style-type: none"> • Includes Local Housing Authorities
NWT Power Corporation
Aurora College Includes Program Heads and Community Adult Educators
Government of Canada Various Departments and Agencies
NWT Association of Communities
Local Government Administrators of NWT (LGANT)
NWT Tourism Association
NWT Chamber of Commerce <ul style="list-style-type: none"> • Includes Regional Chambers of Commerce
NT/NU Construction Association
NT/NU Chamber of Mines
Mine Training Society of the NWT
NWT Literacy Council
NWT Disabilities Council
NWT Territorial Farmers Association
College Nordique Francophone
Conseil de développement économique des Territoires du Nord-Ouest (CDÉTNO)
Federation Franco-Tenoise (FFT)
Skills Canada NWT
NWT Construction Association
FOXY (Fostering Open Expression Among Youth)
City of Yellowknife
Yellowknife Association for Community Living
Yellowknife Seniors Society
YWCA of the NWT
Yellowknife Women's Society
Side Door Youth Ministries
Salvation Army
Tree of Peace Friendship Centre
Native Women's Association of the NWT
Rainbow Coalition of Yellowknife
Akaitcho Business Development Corporation
Dominion Diamond Mines
Diavik Diamond Mines
DeBeers Canada
Fortune Minerals
Parsons Inc. / GMRP Contractors
Tłı̨chǫ Government
Akaitcho Territory Government
Deh Cho First Nations
Sahtu Secretariat Inc.

Gwich'in Tribal Council
Inuvialuit Regional Corporation
NWT Metis Nation
Lutselk'e Dene First Nation
Yellowknives Dene First Nation
Tlicho Community Service Agency
• Includes local schools
Tlicho Investment Corporation
Tlicho Friendship Centre
Community Government of Behchoko
Community Government of Whati
Lac La Martre Development Corporation
Community Government of Gameti
Community Government of Wekweeti
Hay River Metis Council
Northland Utilities (NWT) Ltd
Soaring Eagle Friendship Centre
Hay River Committee for Persons with Disabilities
Town of Hay River
South Slave District Education Council
• Includes local schools
South Slave Labour Market Planning Partnership
Northern Farm Training Institute
West Point First Nation
Growing Together Society
Hamlet of Enterprise
Katlodeeche First Nation
Hamlet of Fort Resolution
Deninu K'ue First Nation
Fort Resolution Metis Council
Town of Fort Smith
Fort Smith Métis Council
Salt River First Nation
Smith's Landing First Nation
Pentecostal Sub Arctic Leadership Training (SALT) College
Thebacha Business Development Services
Uncle Gabe's Friendship Centre
Village of Fort Simpson
Liidlil Kue First Nation
Canadian Zinc
Dehcho District Education Council
• Includes local schools
Dehcho Friendship Centre
Fort Simpson Metis Nation Local 52
Pehdzeh Ki First Nation - Wrigley
Ka'a'gee Tu First Nation - Kakisa
Sambaa K'e Dene Band
Sambaa K'e Development Corporation
Jean Marie River First Nation

Nahanni Butte Dene Band
Hamlet of Fort Liard
Acho Dene Koe First Nation
Hamlet of Fort Providence
Deh Gah Got'ie First Nation, Fort Providence
Fort Providence Metis Council
Zhahti Koe Friendship Centre, Fort Providence
Dehcho Business Development Centre
Sahtu District Education Council
<ul style="list-style-type: none"> Includes local schools
Town of Norman Wells
Norman Wells Land Corporation
Sahtu Renewable Resources Board
Imperial Oil Resources NWT Ltd
K'asho Gotine Charter Community
Yamoga Land Corporation
Metis Local #54
Fort Good Hope Housing Society
Hamlet of Tulita
Tulita Dene Band Council
Fort Norman Metis Land Corporation
Tulita Yamoria Community Secretariat
Délįnę Gotine Government
Ayoni Keh Land & Dugha Financial Corporation
Behdzi Ahda First Nation
Beaufort Delta Education Council
<ul style="list-style-type: none"> Includes local schools
Town of Inuvik
Gwich'in Development Corp
Gwich'in Renewable Resource Council
Inuvik Community Corporation
Inuvik Emergency Warming Shelter
Inuvik Homeless Shelter
Nihtat Gwich'in Council
Western Arctic Business Development Corporation
Hamlet of Aklavik
Aklavik Community Corporation
Aklavik Indian Band
Edhiitat Gwich'in Council
Hamlet of Fort McPherson
Tetlit Gwich'in Council
Tetlit Zeh Development Corp
Hamlet of Ulukhaktok
Ulukhaktok Community Corporation
Hamlet of Paulatuk
Paulatuk Community Corporation
Hamlet of Sachs Harbour
Sachs Harbour Community Corp
Tsiigehtchic Charter Community



Designated Gwich'in Organization
Gwichin Social & Culture Institute
Hamlet of Tuktoyaktuk
Tuktoyaktuk Community Corp
Employers <ul style="list-style-type: none">• Various Employers from all regions of the NWT