



# SKILLS **4** SUCCESS

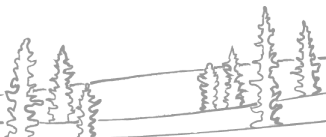
## DES COMPÉTENCES POUR **réussir**

**Skills 4 Success  
2016 - 2020  
Performance Review  
Report**

**Rapport  
d'évaluation de  
rendement de  
l'initiative Des  
compétences pour  
réussir de 2016 à  
2020**

Le présent document contient la  
traduction française du résumé.

Government of Northwest Territories / Gouvernement des Territoires du Nord-Ouest



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## Executive Summary

This progress review report reflects on performance measures of the Skills 4 Success 10-Year Strategic Framework's Action Plan 2016-2020.

The [Skills 4 Success 10-Year Strategic Framework 2015-2025](#) (Framework) is the overarching Government of the Northwest Territories' (GNWT) strategy for building the NWT labour market and workforce. This Framework is linked with other strategies within the Department of Education, Culture and Employment (ECE) in addressing the GNWT's 18th Legislative Assembly's priority of fostering lifelong learning, skills development, training, and employability within the NWT work force. It also helps to address the 19th Legislative Assembly's priority of creating employment in the NWT small communities. The Framework sets out to ensure that the NWT's education and training system keeps pace with changing dynamics of the labour market so that NWT residents, students and workers gain the skills required in a 21st century economy and labour market.

On November 4, 2016, the Minister of ECE tabled the [Skills 4 Success 4-Year Action Plan 2016-2020](#) (Action Plan) in the Legislative Assembly. The Action Plan focused on skills development, supports, NWT workforce partnerships and labour market information, and represented the work that would be pursued over the four years of the Action Plan. In addition, it provided Skills 4 Success with a foundation for implementing evidence-based actions that will help NWT residents succeed in adult and post-secondary education and skills training pursuits that lead to employment.

The [Skills 4 Success Performance Measurement Plan](#) (Performance Measurement Plan) was created to monitor the Action Plan and determine if any adjustments to the actions may need to be made, in order to achieve the goals and priorities of the Skills 4 Success Strategic Framework. The Performance Measurement Plan included 12 measures of success, to which performance indicators were selected to be measured from 2016 to 2020.

Since the creation of Skills 4 Success, new strategies for priority areas such as: [Apprenticeship, Trades and Occupation Certification Strategy 2017-2022](#), [Northwest Territories Immigration Strategy 2017 to 2022](#), and [NWT Small Community Employment Strategy 2018-2024](#) have been developed. Performance measurement plans were developed, accordingly, to measure success and link back to the Skills 4 Success Performance Measurement Plan.

To understand and plan for the NWT's labour market and shifting economic conditions, the GNWT partnered with the Conference Board of Canada to produce a detailed economic outlook and occupational demand forecast for resident and rotational workers<sup>1</sup> up to 2030.

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<sup>1</sup> Rotational workers are people who *work* in the NWT but *live* outside the Territory.

The [Labour Market Information Resource: Northwest Territories Labour Market Forecast and Needs Assessment](#) provides information on NWT jobs that will be in demand in three economic scenarios. Any reference to NWT Jobs in Demand in this report relates to the jobs forecasted to be in demand in the NWT up to 2030, using the Conference Board of Canada's base case economic scenario. A summary of all Jobs in Demand can be found in Appendix G of the [Labour Market Information Resource](#).

This report was completed concurrently with the other Skills 4 Success projects aimed at reviewing the Skills 4 Success 10-Year Strategic Framework 2015-2025 at its midway point, and developing a new Skills 4 Success 4-Year Action Plan 2021-2025. Other projects are listed below:

- Updated NWT Labour Market Forecast and Needs Assessment including five briefings on NWT emerging economies and six NWT regional profiles, and
- Public engagement on the 4-Year Skills 4 Success Action Plan 2016-2020 and preparation of a subsequent “What We Heard” report outlining engagement findings.

### Summary of Results

Many of the performance measures in this report present annual (calendar) data from 2016-2017 to 2019-2020, side-by-side. This makes it easier to see areas where the Skills 4 Success actions, as well as the actions of its associated strategies are improving employment success for NWT residents and responding to labour market needs, as well as where continued support is needed in order to achieve the goals and priorities of the Skills 4 Success Strategic Framework.

Here is a high-level summary of the findings:

- Overall, employment rates remain stable in the NWT, in both Yellowknife and smaller communities. However, employment rates for those 15 years or older have remained higher than in Canada since 2016.
- Approximately 67% of residents in the NWT who are 15 years of age and older are employed in a Job in Demand.
- The percent of NWT residents 15 years of age or older that are unemployed and looking for work is increasing annually.
- About 93% of post-secondary programs and/or courses offered by Aurora College directly support NWT Jobs in Demand.
- The percent of NWT apprentices who are able to find opportunities to work with resident journeypersons is increasing annually (reaching 95% in 2019-20).
- Student Financial Assistance enables students to overcome financial barriers to post-secondary education and training programs.

- There is insufficient data to report on the NWT's efforts to attract a skilled labour force through its immigration strategy, retain workers, as well as provide timely labour market information that allows NWT residents to make informed career and business decisions.

These findings are further explained in their respective sections within the report.

### **Data Sources and Limitations**

The data for this report primarily came from administrative information within ECE, the NWT Bureau of Statistics, Aurora College, Statistics Canada, Employment and Social Development Canada, and Immigration, Refugees and Citizenship Canada.

The quality of data available varies across the data systems that this report collects from and is dependent on the techniques available for collection. Some information systems are paper-based, and others are electronic. All indicators and their corresponding data sources are included in Appendix C.

The numbers and rates in this report may be revised in the future and are not necessarily comparable to numbers in other tabulations and reports. They also rely on information systems and estimates that are continually updated and often revised. Any changes that do occur are usually small.

### **Future Directions**

Future reports may see performance measures added or eliminated depending on data availability and ongoing development of the performance measures. As performance measures are tracked, significant changes over the years will be noted. Feedback on this report is welcome and should be directed to ECE [skillsforsuccess@gov.nt.ca](mailto:skillsforsuccess@gov.nt.ca).



## Sommaire

Le présent rapport fait le point sur les mesures de rendement qui étaient prévues dans le Plan d'action quadriennal (2016 à 2020) lié au Cadre stratégique décennal de l'initiative *Des compétences pour réussir*.

Le [Cadre stratégique décennal de l'initiative Des compétences pour réussir](#) (le Cadre) est la stratégie globale du gouvernement des Territoires du Nord-Ouest pour renforcer le marché du travail et la main-d'œuvre aux TNO. Relié à d'autres stratégies du ministère de l'Éducation, de la Culture et de la Formation (MÉCF), il a pour objectif de répondre aux priorités définies par la 18<sup>e</sup> Assemblée législative (favoriser l'éducation permanente, le perfectionnement des compétences, la formation et l'employabilité de la main-d'œuvre des TNO) ainsi que celles définies par la 19<sup>e</sup> Assemblée législative (créer de l'emploi dans les petites collectivités des TNO). Le cadre vise donc à s'assurer que le système d'éducation et de formation des TNO suivra les changements prévus dans le marché du travail, de sorte que les résidents, les étudiants et les travailleurs ténois acquièrent les compétences dont ils ont besoin pour vivre dans l'économie et le marché du travail du XXI<sup>e</sup> siècle.

Le 4 novembre 2016, le ministre du MÉCF a déposé le [Plan d'action quadriennal de l'initiative Des compétences pour réussir \(2016 à 2020\)](#) (Plan d'action) à l'Assemblée législative. Le plan d'action était axé sur le développement des compétences, l'introduction de mesures de soutien, la recherche de partenariats visant la main-d'œuvre des TNO, et la production de données sur le marché du travail. C'est à ces volets qu'ont été consacrées les quatre années. De plus, il a fourni à l'initiative des assises pour l'instauration de mesures fondées sur des données probantes pour aider les Ténos à réussir leurs études postsecondaires, leur formation professionnelle ou leur parcours à l'éducation des adultes, ainsi qu'à décrocher un emploi.

Le [Plan de mesure du rendement de l'initiative Des compétences pour réussir](#) (Plan de mesure du rendement) a été élaboré pour faire un suivi de la mise en œuvre du Plan d'action et déterminer si des ajustements devaient être apportés aux mesures de rendement et ainsi s'assurer de répondre aux objectifs et aux priorités définies dans le Cadre. Le Plan de mesure du rendement comprenait 12 mesures de réussites qui s'appuyaient sur des indicateurs de rendement choisis que l'on a évalués de 2016 à 2020.

Depuis la création de l'initiative *Des compétences pour réussir*, on a élaboré de nouvelles stratégies dans des domaines prioritaires : la [Stratégie 2017 à 2022 des TNO sur l'apprentissage et la qualification professionnelle des métiers et professions](#); la [Stratégie 2017 à 2022 sur l'immigration des Territoires du Nord-Ouest](#) et la [Stratégie des TNO sur l'emploi dans les petites collectivités](#). Pour pouvoir évaluer leur succès et les lier au Plan de mesure du rendement de l'initiative *Des compétences pour réussir*, on a élaboré, pour chacune de ces stratégies, des plans de mesure de rendement.

Pour comprendre le marché du travail et les changements de la conjoncture économique des TNO et élaborer un plan en conséquence, le GTNO a travaillé en collaboration avec le Conference Board du Canada pour effectuer une prévision détaillée de l'économie et de la demande par profession des résidents et des travailleurs en rotation jusqu'en 2030. Le document [Ressource d'information sur le marché du travail : prévisions et évaluation des besoins du marché du travail aux Territoires du Nord-Ouest, avril 2016](#) fournit des renseignements sur les emplois qui seront recherchés aux TNO selon trois scénarios économiques. Toutes les références à « Emplois en demande aux TNO » dans le présent rapport reposent sur le scénario économique de base de la Conference Board of Canada (qui a réalisé une prévision des emplois recherchés aux TNO jusqu'en 2030). Vous trouverez un résumé de tous les emplois recherchés à l'annexe G du document [Ressource documentaire sur le marché du travail](#).

On a rédigé le présent rapport en même temps que d'autres projets avaient lieu, dont l'examen de mi-parcours du Cadre (2015-2025) et l'élaboration d'un nouveau Plan d'action (pour 2021-2025). Les projets suivants ont également eu lieu :

- Mise à jour des prévisions et de l'évaluation des besoins du marché du travail aux TNO, dont cinq séances d'information sur les économies émergentes des TNO et six profils régionaux;
- Échanges avec le public sur le Plan d'action (2016-2020) et préparation d'un rapport subséquent sur ce que nous avons entendu pour faire état des commentaires recueillis.

### Aperçu des résultats

Dans le présent rapport, les données annuelles (suivant le calendrier) de 2016-2017 et de 2019-2020 liées aux mesures de rendement sont affichées côte à côte. Cette façon de faire permet de constater plus facilement deux choses : que les mesures prises dans le Plan d'action et les stratégies connexes contribuent à créer des emplois et à répondre aux besoins en main-d'œuvre du marché du travail ténos; et que l'on doit continuer à fournir du soutien dans certains secteurs pour atteindre les objectifs et les priorités définis dans le Cadre.

Voici un aperçu des résultats :

- Dans l'ensemble, le taux d'emploi des personnes de 15 ans demeure stable aux TNO, à Yellowknife et dans les petites collectivités, mais plus élevé qu'ailleurs au Canada depuis 2016.
- Environ 67 % des Ténos de 15 et plus occupent un emploi dans un domaine recherché.
- Le pourcentage des Ténos de 15 ans et plus qui n'ont pas d'emploi et qui cherchent du travail augmente annuellement.

- Environ 93 % des programmes d'études postsecondaires offerts par le Collège Aurora soutiennent directement les emplois recherchés aux TNO.
- Le pourcentage des apprentis ténos qui trouvent un emploi avec des compagnons ténos augmentent annuellement (a atteint 95 % en 2019-2020).
- L'Aide financière aux étudiants permet aux étudiants de surmonter les obstacles financiers pour poursuivre des études postsecondaires et des programmes de formation.
- En raison d'un manque de données, il est impossible de faire un compte rendu sur les efforts déployés pour attirer de la main-d'œuvre qualifiée par l'entremise de la stratégie d'immigration ainsi que le maintien en poste des travailleurs, et de fournir plus d'informations à jour aux résidents des TNO pour leur permettre de faire des choix de carrière et d'affaires éclairés.

Vous trouverez plus de renseignements sur les résultats obtenus dans chaque section du présent rapport.

### Sources des données et limites

Les données fournies dans le présent rapport proviennent essentiellement des administrations suivantes : le MÉCF, le Bureau de la statistique des TNO, le Collège Aurora, Statistique Canada, Emploi et Développement social Canada et Immigration, Réfugiés et Citoyenneté Canada (IRCC).

La qualité des données disponibles varie en fonction des différents systèmes de données utilisés par les auteurs du présent rapport et dépend des techniques de collecte disponibles. Certains systèmes d'information utilisent le format papier alors que d'autres utilisent un format électronique. Vous trouverez tous les indicateurs de rendement et leurs sources correspondantes de données à l'annexe C.

Les chiffres et les taux mentionnés dans le présent rapport pourraient plus tard être révisés et ne sont pas nécessairement comparables à ceux des autres tableaux et rapports. Ils s'appuient également sur des systèmes d'information et des estimations qui font continuellement l'objet de mises à jour et qui sont souvent révisés. Habituellement, les changements apportés sont mineurs.

### Orientations futures

Pour les rapports à venir, de nouvelles mesures pourraient être ajoutées et d'autres pourraient être supprimées en fonction des données disponibles et du développement continu des mesures. Au fil du suivi des mesures, on remarquera des changements importants avec les années. Vos commentaires sur ce rapport sont les bienvenus et doivent être transmis au MÉCF en écrivant un courriel à l'adresse [skillsforsuccess@gov.nt.ca](mailto:skillsforsuccess@gov.nt.ca).

## Skills 4 Success Vision, Goals and Priorities<sup>2</sup>

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*The Skill 4 Success vision is that “NWT residents have the skills, knowledge and attitudes for employment success.”*

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The Skills 4 Success goals and priorities are aimed at closing education and employment gaps and addressing recruitment and retention challenges. Indicators for the Skills 4 Success goals are measures that report on NWT’s overall employment and available labour skills, knowledge, and attitudes. A brief description of the Skills 4 Success goals is provided in Appendix A.

All performance indicators and their corresponding measures of success are summarized in the Performance Indicators at a Glance document (Appendix B).

### Results

Results of the Skills 4 Success performance measurement monitoring between 2016 and 2020 are presented below. Results of the Key Performance Indicators are presented first, followed by results of the Measures of Success for the Goals.

#### Results of the Key Performance Indicators (KPI)<sup>3</sup>

The Key Performance Indicators are reporting on the NWT’s overall employment and available labour supply from 2016 to 2020. Data for all KPIs are reported by calendar year. Annual data is used nationally, across all GNWT departments, as well as non-government agencies. Maintaining consistency with other departments and agencies is helpful to the intended data users.

#### A) NWT Annual Employment

##### *Why report on this measure?*

NWT Annual Employment provides an overview of the NWT labour market. It indicates the numbers of NWT residents 15 years of age and over that are employed. This includes persons who did any work at a business or job that is paid in the context of an employer-employee relationship, or self-employment. The percent is reported as employment rate i.e., the number of employed persons expressed as a percentage of the population 15 years

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<sup>2</sup> ECE, Skills 4 Success Performance Measurement Plan for the 4-YEAR ACTION PLAN 2016-2020.

[https://www.ece.gov.nt.ca/sites/ece/files/resources/skills\\_4\\_success\\_performance\\_measurement\\_plan\\_for\\_the\\_4-year\\_action\\_plan\\_2016-2020\\_low\\_resolution.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/skills_4_success_performance_measurement_plan_for_the_4-year_action_plan_2016-2020_low_resolution.pdf)

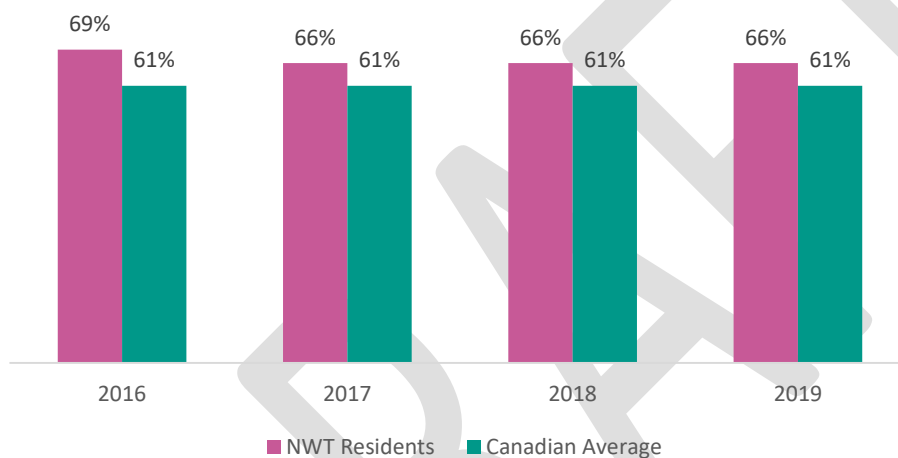
<sup>3</sup> All labour market data for the KPIs were obtained from Statistics Canada’s census conducted every five years, and the NWT Bureau of Statistic’s NWT Community Survey conducted every two years.

of age and over. The employment rate is the measure of extent to which available labour resources are being used.

### *What do the results of this measure tell us?*

The NWT Annual Employment experienced a decline in 2017 (Fig. 1). However, the employment rate remains stable with approximately 67% of NWT residents 15 years and older employed from 2016 to 2019. This is higher than the Canadian average, which was 61% from 2016 to 2019.

**Figure 1 NWT residents 15 years of age and over that are employed, by year<sup>4</sup>**



## **B) Employment in NWT Jobs in Demand**

### *Why report on this measure?*

Skills 4 Success aims to close skills gaps for in-demand jobs and respond to employer, industry, and community needs. This measure speaks directly to the number and percent of NWT residents working in occupations that are in demand.

### *What do the results of this measure tell us?*

The percent of NWT residents aged 15 and over employed at an in-demand job rose from 79% in 2016 to 84% in 2019 (Table 1). Compared with NWT Annual Employment, we can see that most employed residents in the NWT who are 15 years of age and older are employed in an in-demand job.

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<sup>4</sup> Reported numbers are rounded to the nearest 100 persons, therefore, categories may not sum to the total population.

**Table 1 Number and percent of NWT residents aged 15 of age and older that are employed in NWT Jobs in Demand<sup>5</sup>**

	2016	2019
<b>Number of NWT residents</b>	16,940	19,382
<b>% Employed in Job in Demand</b>	79%	84%

**C) NWT Available Labour Supply: Number and percent of NWT residents 15 years of age and older that are unemployed and looking for work**

*Why report on this measure?*

This measure highlights where gaps within the NWT's economy and workforce may exist. This measure accounts for NWT residents who do not currently have a job but are actively looking for work.

*What do the results of this measure tell us?*

Since 2017, the percent of NWT residents 15 years of age or older that are not working but want to work has increased slightly (from 6.5% to 8.2%) (Table 2). While the overall employment rate in the NWT has remained relatively steady, the increase in unemployment may be attributed to fluctuations in available economic development activities and opportunities in different regions of the NWT.

**Table 2 Number and percent of NWT residents 15 years of age and older that are unemployed and looking for work**

	2016	2017	2018	2019
<b>Number of Unemployed Residents</b>	1,800	1,500	1,700	1,900
<b>% Unemployed</b>	7.4%	6.5%	7.3%	8.2%

**D) NWT Available Labour Supply: Number and percent of NWT residents 15 years of age and over that are not looking for work but want a job**

*Why report on this measure?*

This measure shows the number and percent of NWT residents who may have left the labour force because they believed that no suitable work, or work they would qualify for

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<sup>5</sup> This data is from the Census and NWT Community Survey, which are conducted every four years.

was available<sup>6</sup>. In addition, the NWT Bureau of Statistics defines unemployed persons as those who were on temporary layoff due to business conditions, with an expectation of recall, and were available for work; or were without work, but had a job to start within four weeks from the reference period and were available for work. These persons are considered “discouraged workers” and vital for the labour market because they show persons who looked for a job in the 12 months prior, but were not counted as unemployed because they had not searched for work in the four weeks preceding the survey. This measure helps to show that there are NWT residents available to work, but who may experience barriers to employment.

***What do the results of this measure tell us?***

Apart from a peak in 2017, the percent of NWT residents 15 years of age and over that are not looking for work but want a job has remained steady (between 7 and 9 %) (Table 3).

**Table 3 Number and percent of NWT residents 15 years of age and over that are not looking for work but want a job**

	2016	2017	2018	2019
<b>Number of NWT residents</b>	700	1,100	700	800
<b>% not looking for work but want a job</b>	8.5%	11.6%	7.5%	8.7%

<sup>6</sup> Statistics Canada, Perspectives on Labour and Income “Discouraged workers” – ARCHIVED. <https://www150.statcan.gc.ca/n1/en/catalogue/75-001-X19890032283>

# Results of the Skills 4 Success Goals and Priorities

## Measure of Success 1: Publicly funded NWT post-secondary institutions offer programs that respond to NWT labour market needs.

### 1a. Percent of NWT post-secondary programs and/or courses that directly support NWT Jobs in Demand

#### Why report on this measure?

This measure provides information about the NWT’s post-secondary education programs that provide the required skills and knowledge, so that the NWT’s workforce can meet the demands of NWT industries, sectors, and employers, specifically, NWT Jobs in Demand.

#### What do the results of this measure tell us?

Aurora College is the only publicly funded post-secondary institution that is currently operating in the NWT, legislated by the *Aurora College Act*. Of the 30 programs offered by Aurora College from the 2016-2017 to 2019-2020 academic year, 28 of them are directly related to NWT Jobs in Demand (Table 4). This indicates that 93% of NWT post-secondary programs and/or courses directly support NWT Jobs in Demand.

**Table 4 Percent of NWT post-secondary programs and/or courses that directly support NWT Jobs in Demand, by academic year**

	2016-2017	2017-2018	2018-2019	2019-2020
<b>Percent of programs directly supporting Jobs in Demand</b>	93%	93%	93%	93%

### 1b. Percent of students enrolled in programs and/or courses that support NWT Jobs in Demand

#### Why report on this measure?

This measure provides information about the enrolment number of NWT students in post-secondary programs that are aligned with the skills and knowledge needed to meet the requirements for Jobs in Demand.



### **What do the results of this measure tell us?**

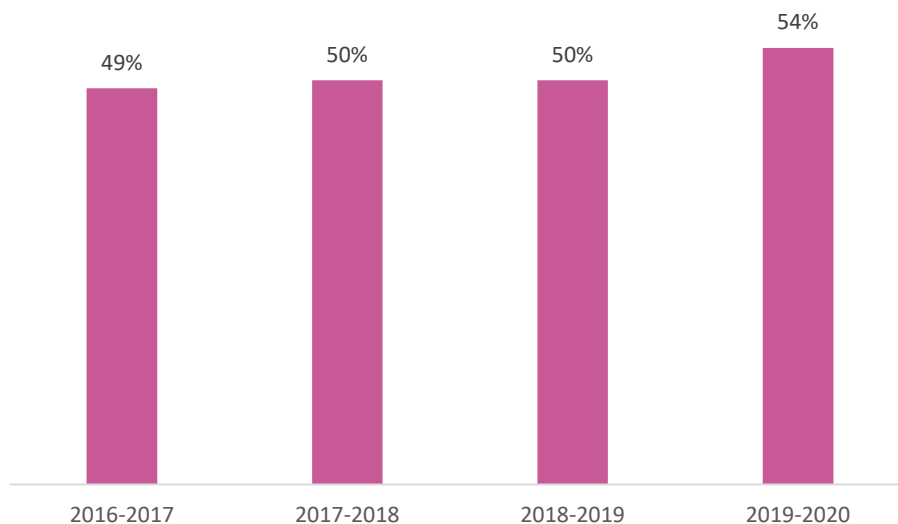
Aurora College is the only publicly-funded post-secondary institution in the NWT as recognized by the *Aurora College Act*. This measure was reported by the percent of full time equivalent (FTE) students enrolled in the following four program areas offered by Aurora College:

- i) Arts and Science
- ii) Business and Leadership
- iii) Health and Human Services
- iv) Trades, Apprenticeship and Industrial Training

Approximately 50% of NWT students enrolled in Aurora College were enrolled in programs that support NWT Jobs in Demand from the 2016-2017 to 2019-2020 academic year (Fig. 2). A majority of the remaining 50% of students pursued other learning opportunities in post-secondary access programs and/or courses that partially relate to Jobs in Demand.

Overall, most NWT residents aged 15 or over who are employed are employed in a Job in Demand (Table 1). If most employed workers are in Jobs in Demand, and only half of the FTE students in Aurora College are enrolled in programs that support Jobs in Demand, the other half of the FTE students may find it challenging to find work directly in their field, within the NWT and need to further their post-secondary education and/or seek employment outside the territory by the time they graduate.

**Figure 2 Percent of students<sup>7</sup> enrolled in programs that support NWT Jobs in Demand**



<sup>7</sup> Refers to Aurora College Students.

**Measure of Success 2: NWT residents have increased opportunities for in-demand employment or further adult and post-secondary education and training through upgrading, retraining, and ongoing skills development that links to employment.**

**Percent of learners who register in upgrading, retraining, and ongoing skills development programs and/or courses that directly link to NWT Jobs in Demand employment opportunities**

***Why report on this measure?***

General enrollment numbers were not available for this measure. As such, the measure is reported by numbers rather than percentage. The measure provides information about NWT learners who engage in programs that are aligned with the required skills, knowledge, and attitudes of a workforce that meets the requirements of NWT Jobs in Demand.

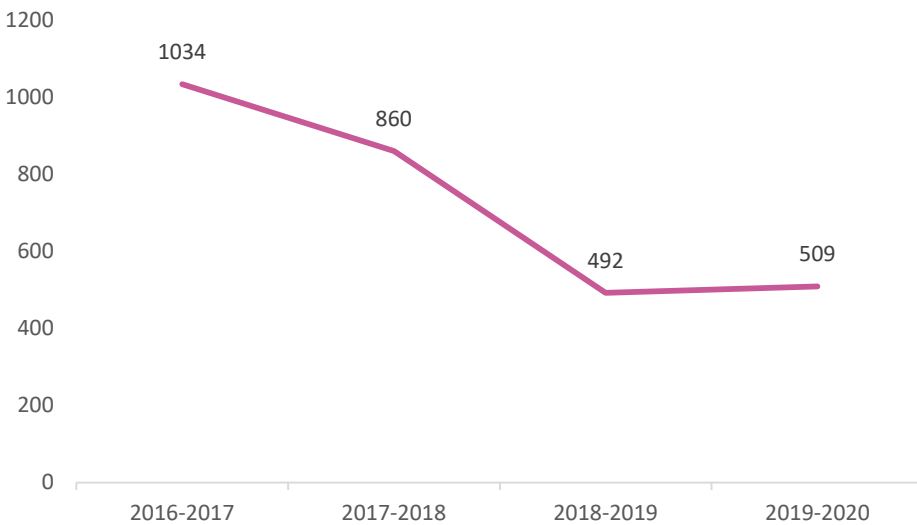
***What the results of this measure tell us?***

The number of learners registered in upgrading, retraining, and ongoing skills development programs and/or courses has steadily decreased since the 2016-2017 academic year, dropping from 1034 to 509 over the four years (reporting period 2016-2017 to 2019-2020) (Fig. 3).

This downward trend could be the result of a change in data gathering method, following the reorganization of the Labour Market programs in 2017-2018 and 2018-2019, which impacted the program reporting.

It is important to note that the adult upgrading programs provided by Aurora College (including Occupation and College Access Program, and University and College Access Program) are not directly linked to Jobs in Demand. They are however, intended to lead to further post-secondary education and/or employment.

**Figure 3 Number of learners registered in skills development programs that link to NWT Jobs in Demand employment opportunities, by academic year**



**Measure of Success 3: NWT high school students receive credits for completion of external programs and dual credits for completion of post-secondary courses and/or programs.**

**3a. Number of NWT high school students that receive credits for completion of external programs and/or courses and the name of the programs and/or courses**

***Why report on this measure?***

This measure highlights how many NWT students are able to access pathways that exist to enable them to gain valuable skills, while gaining credits for completion of post-secondary courses and/or programs.

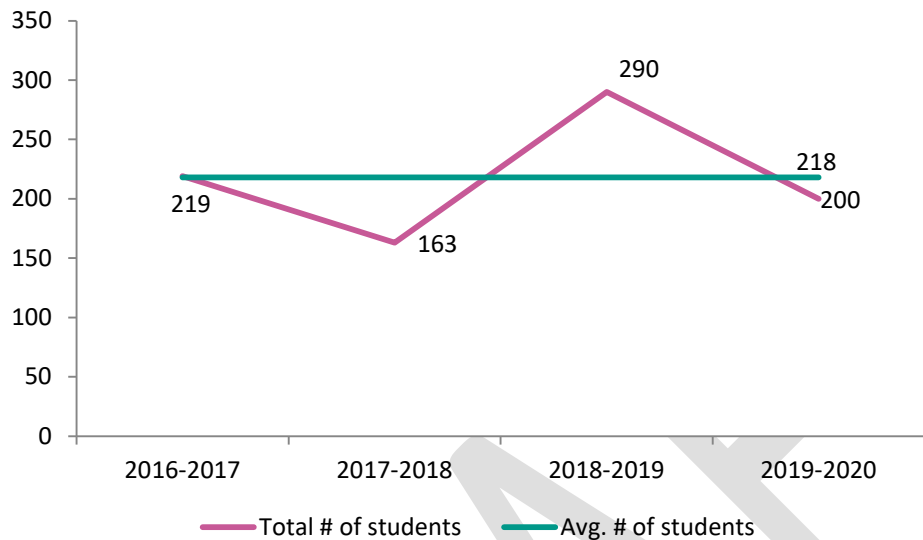
***What do the results of this measure tell us?***

The number of high school students receiving credits for completing external programs and courses varies year to year (Fig. 4). Over the previous four academic years, on average, 218 students received credits for completing an external program or course.

External programs that offer high school credit include: Army and Air Cadets, Duke of Edinburgh’s Award, Youth Challenge, French Language and Culture Program, Private Study-Music, Northern Youth Abroad – Canadian Program, Northern Youth Abroad – International Program, Canadian Military Training (Army Reserve), Professional Association of Diving Instructors (PADI) Certification, Yellowknife Fire Division: Cadet

Firefighter Certificate Program, FOXY (Fostering Open eXpression among Youth), Northern Leadership program, and Special Projects 10, 20, 30.

**Figure 4 Number of NWT high school students that receive credits for completing external programs and courses**



### **3b. Number of NWT high school students that receive dual credits for completion of post-secondary courses and/or programs and the name of the courses and/or programs**

#### ***Why report on this measure?***

This measure provides information about what post-secondary courses and programs exist, which allow students to receive credits that count toward the completion of their high school education requirements.

#### ***What do the results of this measure tell us?***

Currently, there is one dual credit program for high school students, which is the Introduction to Early Childhood program offered by Aurora College. Overall, 28 students completed the Introduction to Early Childhood program from the 2016-2017 and 2018-2019 school years.

**Measure of Success 4: NWT employers have more resident journeypersons working with apprentices.**

**Percent of NWT apprentices working with resident journeypersons**

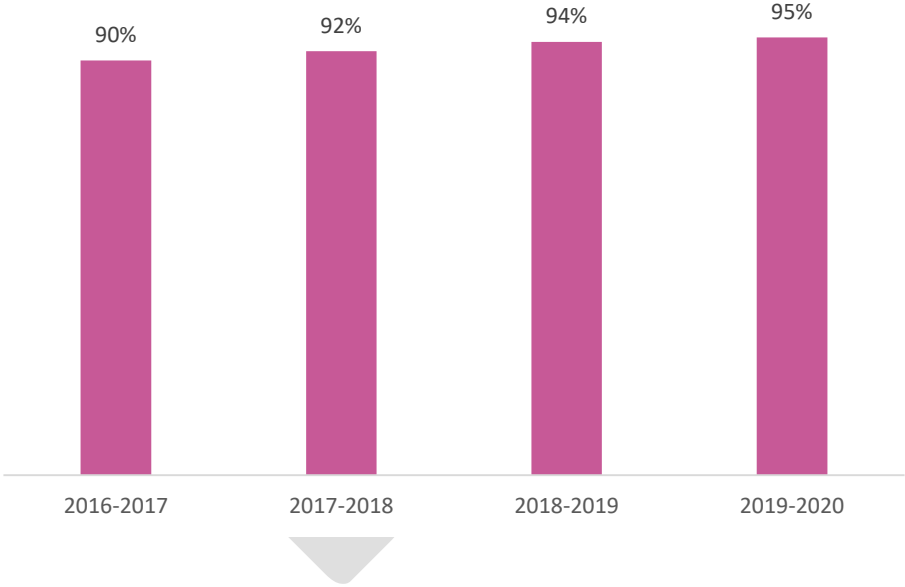
*Why report on this measure?*

This measure provides insight on the alignment between labour market needs and skill development programs for apprentices and journeypersons in the NWT.

*What do the results of this measure tell us?*

The percent of NWT apprentices working with a resident journeyperson has increased from 90% to 95% from 2016-2017 to 2019-2020 (Fig. 5). The increasing trend is promising, and suggests that NWT apprentices are generally able to find opportunities to get needed hands-on experience and mentorship in their chosen trade. It also indirectly indicates that the average number of resident journeypersons may be increasing in the NWT.

**Figure 5 Percent of NWT apprentices working with resident journeypersons by year**



**Measure of Success 5: Support systems exist for NWT residents to successfully obtain in-demand jobs and/or pursue further post-secondary education**

**5a. Percent of career development clients that are employed in NWT Jobs in Demand**

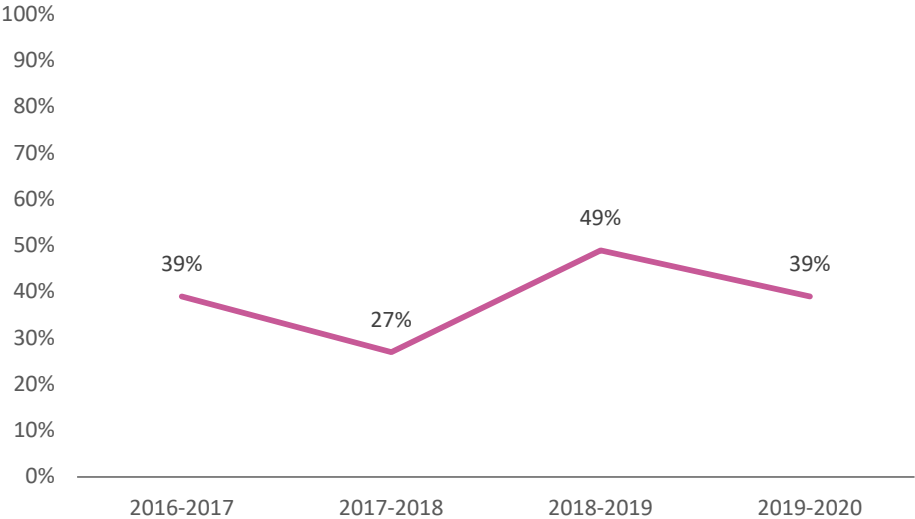
***Why report on this measure?***

This measure provides information on how many Department of Education Culture and Employment (ECE) career development clients are able to access education and employment supports to enable them to gain the right skill sets, overcome labour market barriers, and gain employment in NWT Jobs in Demand.

***What do the results of this measure tell us?***

Approximately 40% of career development clients were employed in NWT Jobs in Demand from 2016-2017 to 2019-2020 (Fig. 6). While this data provides a snapshot of career development clients who accessed NWT Jobs in Demand, it is not fully representative of career development clients who became self-employed. Self-employment contributes to the overall labour market and such data would be pertinent for determining how effective the career development programs are at helping their clients overcome labour market barriers overall, rather than Jobs in Demand only.

**Figure 6 Percent of career development clients that are employed in NWT Jobs in Demand**



**5b. Percent of career development clients that are pursuing further post-secondary education or training that directly support NWT Jobs in Demand with a three-month follow up, by job category and location of work.**

***Why report on this measure?***

This measure shows how many Department of Education Culture and Employment (ECE) career development clients access education and training supports, that enable them to gain and remain in NWT Jobs in Demand.

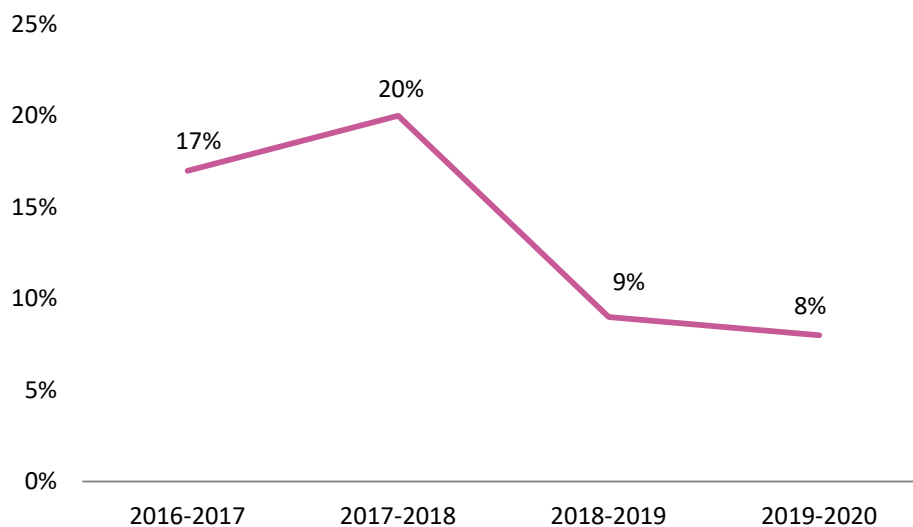
***What do the results of this measure tell us?***

The reduction from 49% to 39% in 2018-2019 for this measure (Fig. 6 above) could be attributed to a change in the follow-up and reporting requirements stipulated by Employment and Social Development Canada, as part of the renewed Labour Market Transfer Agreement.

The percent of career development clients pursuing further education and training remained at 20% and below for the four academic years in review (Fig. 7). This may indicate that more career development clients are able to access and remain in NWT Jobs in Demand after receiving career development services and support their post-secondary education and training programs.

There is no data for job category or location of work.

**Figure 7 Percent of career development clients that are pursuing further post-secondary education or training that directly support NWT Jobs in Demand with a three-month follow up**



**5c. Percent of community learning centre clients enrolled in programs and/or courses that directly support NWT Jobs in Demand**

*Why report on this measure?*

This measure shows how many NWT residents are able to access education supports that align with NWT Jobs in Demand through Aurora College’s community learning centres.

*What do the results of this measure tell us?*

While administrative reports from Aurora College’s community learning centres indicate that clients were able to receive skills that would assist them in getting a job in demand, the lack of available quantitative data makes it challenging to report on this indicator. Future consideration must be given to qualitative data collection tools to ensure that the benefits of the community leaning centres are captured and reported on.

**5d. Percent of Student Financial Assistance (SFA) clients that are in post-secondary education and training programs that directly support NWT Jobs in Demand**

*Why report on this measure?*

This measure shows how many SFA clients are enrolled in post-secondary education and training programs that directly support NWT Jobs in Demand. SFA allows clients to overcome barriers to education and gain valuable skills in alignment with NWT’s labour market needs.

*What do the results of this measure tell us?*

The number of SFA clients has slowly declined from 2016-2017 to 2019-2020. While the data cannot be accurately reported for number of clients in programs that support NWT Jobs in Demand, it is evident that the SFA continues to enable students to overcome financial barriers to post-secondary education and training programs. This indicator will need to be adjusted for future reporting.

**Table 5 Percent of Student Financial Assistance (SFA) clients that are in post-secondary education and training programs that directly support NWT Jobs in Demand**

	2016-2017	2017-2018	2018-2019	2019-2020
<b>Number of SFA clients</b>	1,459	1,421	1,331	1,296

**5e. Number of students and recent graduates hired in NWT Jobs in Demand through wage subsidies**

*Why report on this measure?*

This measure shows how many students and recent graduates access Jobs in Demand through wage subsidies.



### ***What do the results of this measure tell us?***

There is insufficient data to report on this indicator. Upgrades to the data collection system and the reporting parameters resulted in discrepancies between the yearly reported data. For example, labour market programs were reduced from 27 in 2017-2018 to nine in 2018-2019. In addition, all Small Community Employment Support clients were excluded from reporting parameters. As a result, yearly information is not comparable. This indicator will need to be adjusted for future reporting.

## **Measure of Success 6: Learning technology and platforms exist and increase accessibility of post-secondary learning**

### **Number of distance learning courses and the name of the courses offered through NWT post-secondary institutions**

#### ***Why report on this measure?***

This measure shows what distance learning courses are available and accessible to NWT students and learners.

#### ***What do the results of this measure tell us?***

This information is unavailable as Aurora College does not currently offer distance learning courses.

This indicator is also not a clear measure of the goal, which refers to existence and increased access to learning technology and platforms for post-secondary learning. It is recommended that this indicator be revised to accurately reflect the goal's measure of success.

## **Measure of Success 7: Partnerships exist that support substantive skill development for NWT residents to obtain in-demand jobs**

### **7a. Establishment of a Territorial Forum to streamline training programs**

#### ***Why report on this measure?***

This measure provides insight into what partnerships exist to help NWT residents develop skills that will enable them to fill in-demand jobs and advance in their careers.

#### ***What do the results of this measure tell us?***

While a Territorial Forum was not established, there are regional training partnerships administered and managed by Regional ECE Service Centres to streamline training programs. Each regional training partnership has a unique Terms of Reference developed by partners and tailored to the training needs of residents in their specific region.

**7b. Number of employed persons and employment rate for NWT residents in smaller communities**

*Why report on this measure?*

This measure shows the number of NWT residents in smaller communities who are able to access education and skills training that allow them to gain employment within their communities.

*What do the results of this measure tell us?*

The percent of NWT residents employed in small communities stayed fairly consistent with 44% of residents in small communities employed in 2016, versus 46% in 2019. This shows slight change over the four-year period, though there are not enough data points to know whether this is a trend, or just normal variation from year to year.

**Table 6 Number of employed persons and employment rate for NWT residents living in smaller communities<sup>8</sup>**

	2016	2019
<b>Number of employed persons</b>	9,460	10,571
<b>Employment rate</b>	44%	46%

**Measure of Success 8: Pathways exist for high school students to successfully exit the NWT's secondary education system and transition to further education or employment**

**8a. Number and percent of students who receive services from a Career and Education Advisor**

*Why report on this measure?*

Career and Education Advisors were introduced to schools in the 2018-2019 academic year. The primary role of Career and Education Advisors (CEAs) is to assist students in Grades 9 to 12 with their career planning efforts. This measure provides an overview of how many Grade 9 – 12 students receive supports from CEAs that enable them to transition to further education or employment.

*What do the results of this measure tell us?*

In the 2019-2020 academic year, the number and percent of students who received services from a CEA increased from 419 (16%) to 731 (27%). This shows that the NWT's

<sup>8</sup> Smaller communities include all communities in the NWT except Yellowknife.

education system is providing supports to enable students to keep up with current and future labour market needs.

**Table 7 Number and percent of students who received services from a Career and Education Advisor (CEA)**

	2018-2019	2019-2020
<b>Total number of NWT students in grades 9-12</b>	2,656	2,750
<b>Number of students who received services from a CEA</b>	419	731
<b>Percent of students</b>	16%	27%

### **8b. Number and percent of schools that use labour market information in career and program planning**

#### ***Why report on this measure?***

This measure shows how many schools use labour market information to ensure successful transition of high school students from the NWT’s secondary education system to further education or employment.

#### ***What do the results of this measure tell us?***

In the 2016-2017 academic year, all schools with Grades 7 to 12 received the [Skills 4 Success NWT Jobs in Demand: 15-Year Forecast](#) handbook to assist students with their career planning efforts. Based on administrative data from ECE’s Student Support and Wellness Division, all schools used the handbooks to assist their students with career planning. Since the 2018-2019 academic year, Career and Education Advisors have assisted schools with career and program planning using labour market information, including the Skills 4 Success NWT Jobs in Demand: 15-Year Forecast handbook.

The data for number and percent of schools that use labour market information in career and program planning are not available. Data for this indicator will need to be updated and reported accordingly.

### **Measure of Success 9: NWT post-secondary institutions offer programming for NWT Jobs in Demand either directly or through partnerships with southern institutions**

#### **Number of programs and/or courses delivered through partnerships with southern institutions that directly support NWT Jobs in Demand**

#### ***Why report on this measure?***

This measure shows what programs and courses exist in southern institutions involved in post-secondary education and skills training, which support NWT Jobs in Demand. These partnerships provide opportunities for NWT residents to study outside the NWT, develop their skills and fill in-demand jobs within the NWT.

### ***What do the results of this measure tell us?***

As of the 2019-2020 academic year, there were four programs/courses<sup>9</sup> offered in partnership with southern institutions. The programs/courses and corresponding schools are as follows:

- I. Circumpolar Studies (University of the Arctic)
- II. Bachelor of Education (University of Saskatchewan – suspended in 2016)
- III. Bachelor of Science in Nursing (BScN) (University of Victoria)
- IV. Certificate in Indigenous Languages Revitalization (University of Victoria)
- V. Social Work (University of Regina – suspended in 2016)

## **Measure of Success 10: In-demand jobs are filled with less need for recruitment efforts**

### **10a. Number of job advertisements for NWT Jobs in Demand**

#### ***Why report on this measure?***

This measure shows the NWT's efforts in attracting and recruiting a capable workforce for in-demand jobs through job advertisements.

#### ***What do the results of this measure tell us?***

Data are not available. While several documents such as the NWT Labour Market Bulletin provide some information on job advertisements and vacancies, the data is incomplete and not fully representative of actual numbers of advertisements for NWT Jobs in Demand.

### **10b. Number of Territorial Nominees that enter the NWT labour market in NWT Jobs in Demand**

#### ***Why report on this measure?***

This measure shows how the NWT's Immigration Strategy to address recruitment challenges is supporting territorial nominees to gain employment in in-demand jobs.

#### ***What do the results of this measure tell us?***

The number of territorial nominees that enter the NWT labour market in NWT Jobs in Demand varies from year to year. The reduction in the number of nominees in 2017-2018 is due to a change in the guidelines for the Nominee program, which has made it more challenging for employers to meet program requirements. Overall, program uptake by NWT employers is impacted by several factors, including the efforts needed to process the application and how long it takes for nominees to gain Permanent Residency (PR) status. In addition, employees tend to leave the NWT upon receiving their PR status, which is a deterrent to most employers.

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<sup>9</sup> Currently, the only publicly-funded institution in the NWT is Aurora College.

**Table 8 Number of Territorial Nominees that enter the NWT labour market in NWT Jobs in Demand**

	2016-2017	2017-2018	2018-2019
Number of nominees	62	33	72

**10c. Number of Territorial Nominees moving from temporary to permanent residency**

***Why report on this measure?***

This measure shows the number of Territorial Nominees that have successfully become Permanent Residents as a result of the NWT Immigration Strategy.

***What do the results of this measure tell us?***

Data cannot be accurately reported. Territorial Nominees can choose to relocate to a different province or territory upon receipt of their Permanent Residency status. As a result, this measure cannot be collected effectively and accurately.

**10d. Number of Territorial Nominees who reside in the NWT three years after attaining Permanent Residence**

***Why report on this measure?***

This measure shows the number of Territorial Nominees that continue to reside in the NWT three years after attaining Permanent Resident status as a result of the NWT Immigration Strategy.

***What do the results of this measure tell us?***

Data is not available to be reported.

**Measure of Success 11: A labour market information portal exists which multiple stakeholders use to make informed decisions**

**Number and type of registered portal users such as students, parents, job seekers, employers, educators, trainers, counsellors, and policy makers**

***Why report on this measure?***

This measure provides insights into NWT residents who are able to access relevant, accurate and timely labour market information to make informed career and business decisions.

***What do the results of this measure tell us?***

ECE made attempts to develop a labour market information portal but was unsuccessful in obtaining the funding to begin the project. It is anticipated that this performance indicator may be addressed in the upcoming Conference Board of Canada’s updated Northwest

Territories Labour Market Forecast and Needs Assessment 2020-2035 project. A deliverable of this project is a Power Business Intelligence tool that will enable residents to access labour market information across the NWT.

### **Measure of Success 12: Labour market information in the NWT is researched and provides relevant and reliable data for decision making**

#### **Percent of portal users who indicate the portal has helped them connect to NWT Jobs in Demand or are pursuing further post-secondary education or training**

##### ***Why report on this measure?***

This measure provides insights into NWT residents who are able to access relevant, accurate and timely labour market information to make informed career and business decisions, and pursue post-secondary education and training opportunities.

##### ***What do the results of this measure tell us?***

Data is unavailable for this measure. The labour market portal was not implemented within the timeframe of the 4-Year Action Plan 2016-2020 due to budget constraints. It is anticipated that this performance indicator may be addressed in the upcoming Conference Board of Canada's updated Northwest Territories Labour Market Forecast and Needs Assessment 2020-2035 project. A deliverable of this project is a Power Business Intelligence tool that will enable NWT residents to access labour market information across the NWT.

## **Appendix A: Skills 4 Success Goals**

### **Goal 1: Increase skill levels through relevant education and training**

Goal 1 supports connecting NWT residents with adult and post-secondary education and skills training programs and pathways that lead to employment. The priority is to ensure that the skills training and post-secondary education programs are aligned with NWT labour market demands. Adult and basic education programs should lead to employment, and programs offered should support employment as well as build long-term capacity for existing and emerging northern economic opportunities.

The measures of success for the actions listed in Goal 1 support alignment of programs and training to the NWT's in-demand labour market needs.

### **Goal 2: Bridge education and employment gaps through targeted supports**

Goal 2 supports bridging education and employment gaps through targeted supports to help underrepresented segments of the NWT labour market to overcome barriers to education and employment. People want labour market programs and services that are easy to access regardless of what government or organization is responsible for delivering them. A more coordinated system between service delivery agents in the NWT can reduce duplication, address gaps in service, and expand the reach of services to employers and individuals needing supports.

The measures of success for the actions listed in Goal 2 are linked to providing increased access to supports and incentives that are relevant, effective, and aligned with the NWT's labour market needs.

### **Goal 3: Grow the NWT workforce through partnerships**

Goal 3 focuses on a partnership approach to ensuring that NWT residents are provided opportunities for post-secondary education and skills training, to enter and advance in the workplace, while targeting outside recruitment for in-demand and hard to fill positions.

The measures of success for the actions in Goal 3 are linked to growing the NWT workforce through strengthened partnerships with all stakeholders involved in post-secondary education and skills training.

### **Goal 4: Improve decision-making with relevant labour market information**

Goal 4 focuses on providing NWT residents, other prospective workers, and territorial employers with easy access to relevant, accurate and timely labour market information to make informed career and business decisions.

The measures of success for the actions in Goal 4 support development of a new labour market information portal that is interactive and enables evidence-based and informed decision making in career and business.

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## Appendix B: Performance Indicators at a Glance

KEY PERFORMANCE INDICATORS
<p>A. Number of NWT residents 15 years of age and over that are employed and the NWT employment rate</p> <p>B. Number and percent of NWT residents 15 years of age and over that are employed in NWT Jobs in Demand</p> <p>C. Number and percent of NWT residents 15 years of age and over that are unemployed and looking for work</p> <p>D. Number and percent of NWT residents 15 years of age and over that are not looking for work but want a job</p>
<p><b>1. Measure of Success: Publicly funded NWT post-secondary institutions offer programs that respond to NWT labour market needs</b></p>
<p>1a. Percent of NWT post-secondary programs and/or courses that directly support NWT Jobs in Demand</p> <p>1b. Percent of students enrolled in programs and/or courses that directly support NWT Jobs in Demand</p>
<p><b>2. Measure of Success: NWT residents have increased opportunities for in-demand employment or further adult and post-secondary education and training through upgrading, retraining, and ongoing skills development that links to employment</b></p>
<p>Percent of learners who register in upgrading, retraining, and ongoing skills development programs and/or courses that directly link to NWT Jobs in Demand employment opportunities</p>
<p><b>3. Measure of Success: NWT high school students receive credits for completion of external programs and dual credits for completion of post-secondary courses and/or programs</b></p>
<p>3a. Number of NWT high school students that receive credits for completion of external programs and/or courses and the name of the programs and/or courses (e.g. Schools North Apprenticeship Program or SNAP, Early Childhood Development Program)</p> <p>3b. Number of NWT high school students that receive dual credits for completion of post-secondary courses and/or programs and the name of the courses and/or programs</p>
<p><b>4. Measure of Success: NWT employers have more resident journeypersons working with apprentices</b></p>
<p>Percent of NWT apprentices working with resident journeypersons</p>
<p><b>5. Measure of Success: Support systems exist for NWT residents to successfully obtain in-demand jobs and/or pursue further post-secondary education</b></p>
<p>5a. Percent of career development clients that are employed in NWT Jobs in Demand</p> <p>5b. Percent of career development clients that are pursuing further post-secondary education or training that directly support NWT Jobs in Demand with a 3 month follow up, by job category and location of work</p> <p>5c. Percent of community learning centre clients enrolled in programs and/or courses that directly support NWT Jobs in Demand</p> <p>5d. Percent of Student Financial Assistance clients that are in post-secondary education and training programs that directly support NWT Jobs in Demand</p> <p>5e. Number of students and recent graduates hired in NWT Jobs in Demand through wage subsidies</p>
<p><b>6. Measure of Success: Learning technology and platforms exist and increase accessibility of</b></p>

post-secondary learning
Number of distance learning courses and the name of the courses offered through NWT post-secondary institutions
<b>7. Measure of Success: Partnerships exist that support substantive skill development for NWT residents to obtain in-demand jobs</b>
7a. Establishment of a Territorial Forum to streamline training programs 7b. Number of employed persons and employment rate for NWT residents living in smaller communities
<b>8. Measure of Success: Pathways exist for high school students to successfully exit the NWT's secondary education system and transition to further education or employment</b>
8a. Number and percent of students who receive services from a Career and Education Advisor 8b. Number and percent of schools that use labour market information in career and program planning
<b>9. Measure of Success: NWT post-secondary institutions offer programming for NWT Jobs in Demand either directly or through partnerships with southern institutions</b>
Number of programs and/or courses delivered through partnerships with southern institutions that directly support NWT Jobs in Demand
<b>10. Measure of Success: In-demand jobs are filled with less need for recruitment efforts</b>
10a. Number of job advertisements for NWT Jobs in Demand 10b. Number of Territorial Nominees that enter the NWT labour market in NWT Jobs in Demand 10c. Number of Territorial Nominees moving from temporary to permanent residency 10d. Number of Territorial Nominees who reside in the NWT 3 years after attaining Permanent Residence
<b>11. Measure of Success: A labour market information portal exists which multi-stakeholders use to make informed decisions</b>
Number and type of registered portal users such as students, parents, job seekers, employers, educators, trainers, counsellors and policy makers
<b>12. Measure of Success: Labour market information in the NWT is researched and provides relevant and reliable data for decision making</b>
Percent of portal users who indicate the portal has helped them connect to NWT Jobs in Demand or are pursuing further post-secondary education or training

## Appendix C: Data Sources

Key Performance Indicator	Data Collection Responsibility	Data Source
A) NWT Annual Employment	NWT Bureau of Statistics	NWT monthly Labour Force Survey <a href="https://www.statsnwt.ca/labour-income/labour-force-activity/">https://www.statsnwt.ca/labour-income/labour-force-activity/</a>
B) Employment in <i>NWT Jobs in Demand</i>	NWT Bureau of Statistics	Census 2016 & NWT Community Survey 2019 <a href="https://www.statsnwt.ca/labour-income/labour-force-activity/">https://www.statsnwt.ca/labour-income/labour-force-activity/</a>
C) NWT Available Labour Supply - Number and percent of NWT residents 15 years of age and older that are unemployed and looking for work	NWT Bureau of Statistics	NWT monthly Labour Force Survey <a href="https://www.statsnwt.ca/labour-income/labour-force-activity/">https://www.statsnwt.ca/labour-income/labour-force-activity/</a>
D) NWT Available Labour Supply - Number and percent of NWT residents 15 years of age and over that are not looking for work but want a job	NWT Bureau of Statistics	NWT monthly Labour Force Survey <a href="https://www.statsnwt.ca/labour-income/labour-force-activity/">https://www.statsnwt.ca/labour-income/labour-force-activity/</a>
<b>Measures of Success</b>		
<b>1. Publicly funded NWT post-secondary institutions offer programs that respond to NWT labour market needs</b>		
Performance Indicator	Data Collection Responsibility	Data Source
1a. Percent of NWT post-secondary programs and/or courses that directly support NWT Jobs in Demand	Education, Culture, Employment – Aurora College Transition (ACT) Team	Student records data base
1b. Percent of students (full time equivalent) enrolled in programs and/or courses that directly support NWT Jobs in Demand	Education, Culture, Employment – Aurora College Transition (ACT) Team	Student records data base
<b>2. NWT residents have increased opportunities for in-demand employment or further adult and post-secondary education and training through upgrading, retraining, and ongoing skills development that links to employment</b>		
Performance Indicator	Data Collection Responsibility	Data Source

Percent of learners who register in upgrading, retraining, and ongoing skills development programs and/or courses that directly link to <i>NWT Jobs in Demand</i> employment opportunities	Education, Culture, Employment – Aurora College Transition (ACT) Team	Case Management Administrative System (CMAS)
<b>3. NWT high school students receive credits for completion of external programs and dual credits for completion of post-secondary courses and/or programs</b>		
<b>Performance Indicator</b>	<b>Data Collection Responsibility</b>	<b>Data Source</b>
3a. Number of NWT high school students that receive credits for completion of external programs and/or courses and the name of the programs and/or courses (e.g. Schools North Apprenticeship Program or SNAP, Early Childhood Development Program)	Education, Culture, Employment – Labour Development and Standards Division	Case Management Administrative System (CMAS)
3b. Number of NWT high school students that receive dual credits for completion of post-secondary courses and/or programs and the name of the courses and/or programs	Education, Culture, Employment – Aurora College Transition (ACT) Team	Aurora College – Student Records System
<b>4. NWT employers have more resident journeypersons working with apprentices</b>		
<b>Performance Indicator</b>	<b>Data Collection Responsibility</b>	<b>Data Source</b>
Percent of NWT apprentices working with resident journeypersons	Education, Culture, Employment – Labour Development and Standards Division	Case Management Administrative System (CMAS) and Apprenticeship, Trades, Occupational Certification Business Intelligence Tool
<b>5. Support systems exist for NWT residents to successfully obtain in-demand jobs and/or pursue further post-secondary education</b>		
<b>Performance Indicator</b>	<b>Data Collection Responsibility</b>	<b>Data Source</b>
5a. Percent of career development clients that are employed in <i>NWT Jobs in Demand</i>	Education, Culture, Employment – Labour Development and Standards Division Regional ECE Service	Case Management Administrative System (CMAS)

	Centres	
5b. Percent of career development clients that are pursuing further post-secondary education or training that directly support NWT Jobs in Demand with a 3 month follow up, by job category and location of work.	Education, Culture, Employment – Labour Development and Standards Division Regional ECE Service Centres	Case Management Administrative System (CMAS)
5c. Percent of community learning centre clients enrolled in programs and/or courses that directly support NWT Jobs in Demand	Education, Culture, Employment – Aurora College Transition (ACT) Team	Aurora College Student Information System
5d. Percent of Student Financial Assistance clients that are in post-secondary education and training programs that directly support NWT Jobs in Demand	Education, Culture, Employment – Income Security Programs division	Case Management Administrative System (CMAS) and Student Financial Assistance Business Intelligence tool
5e. Number of students and recent graduates hired in NWT Jobs in Demand through wage subsidies	Education, Culture, Employment – Labour Development and Standards division	Case Management Administrative System (CMAS)
<b>6. Learning technology and platforms exist and increase accessibility of postsecondary learning</b>		
<b>Performance Indicator</b>	<b>Data Collection Responsibility</b>	<b>Data Source</b>
Number of distance learning courses and the name of the courses offered through NWT postsecondary institutions	Education, Culture, Employment – Aurora College Transition (ACT) Team	<a href="http://www.auroracollege.com">http://www.auroracollege.com</a>
<b>7. Partnerships exist that support substantive skill development for NWT residents to obtain in-demand jobs</b>		
<b>Performance Indicator</b>	<b>Data Collection Responsibility</b>	<b>Data Source</b>
7a. Establishment of a Territorial Forum to streamline training programs	Education, Culture, Employment – Labour Development and Standards Division	Territorial Forum Terms of Reference and Reports
7a. Number of employed	NWT Bureau of Statistics	National Census 2016 and NWT

persons and employment rate for NWT residents living in smaller communities		Community Survey 2019 <a href="https://www.statsnwt.ca/labour-income/labour-force-activity/">https://www.statsnwt.ca/labour-income/labour-force-activity/</a>
<b>8. Pathways exist for high school students to successfully exit the NWT's secondary education system and transition to further education or employment</b>		
<b>Performance Indicator</b>	<b>Data Collection Responsibility</b>	<b>Data Source</b>
8a. Number and percent of students who receive services from a Career and Education Advisor	Education, Culture, Employment – Student Support and Wellness Division	Internal Administrative Records
8b. Number and percent of schools that use labour market information in career and program planning	Education, Culture, Employment - Student Support and Wellness Division	Internal Administrative Records
<b>9. NWT postsecondary institutions offer programming for NWT jobs in-demand either directly or through partnerships with southern institutions.</b>		
<b>Performance Indicator</b>	<b>Data Collection Responsibility</b>	<b>Data Source</b>
Number of programs and/or courses delivered through partnerships with southern institutions that directly support NWT Jobs in Demand	Education, Culture, Employment – Aurora College Transition (ACT) Team	Internal Administrative Records
<b>10. In-demand jobs are filled with less need for recruitment efforts</b>		
<b>Performance Indicator</b>	<b>Data Collection Responsibility</b>	<b>Data Source</b>
10a. Number of job advertisements for NWT Jobs in Demand	NWT Bureau of Statistics	<a href="https://www.statsnwt.ca/labour-income/labour-market-outlooks/index.html">Job Bank</a> and other website job sites <a href="https://www.statsnwt.ca/labour-income/labour-market-outlooks/index.html">https://www.statsnwt.ca/labour-income/labour-market-outlooks/index.html</a>
10b. Number of Territorial Nominees that enter the NWT labour market in NWT Jobs in Demand	Education, Culture, Employment – Labour Development and Standards	Internal Administrative Records
10c. Number of Territorial Nominees moving from temporary to permanent residency	Education, Culture, Employment – Labour Development and Standards	Internal Administrative Records
10d. Number of Territorial Nominees who reside in	Education, Culture, Employment – Labour	Internal Administrative Records

the NWT 3 years after attaining Permanent Residence	Development and Standards	
<b>11. A labour market information portal exists which multi-stakeholders use to make informed decisions.</b>		
<b>Performance Indicator</b>	<b>Data Collection Responsibility</b>	<b>Data Source</b>
Number and type of registered portal users such as students, parents, job seekers, employers, educators, trainers, counsellors and policy makers	Education, Culture, Employment	Not Available
<b>12. Labour Market information in the NWT is researched and provides relevant and reliable data for decision making.</b>		
<b>Performance Indicator</b>	<b>Data Collection Responsibility</b>	<b>Data Source</b>
Percent of portal users who indicate the portal has helped them connect to <i>NWT Jobs in Demand</i> or are pursuing further postsecondary education or training	Education, Culture, Employment	Not Available