



PERFORMANCE MANAGEMENT PLAN

NORTHWEST TERRITORIES APPRENTICESHIP, TRADES
AND OCCUPATION CERTIFICATION - STRATEGY 2017-
2022

Introduction

The 2017-2022 Apprenticeship, Trades and Occupation Strategy (Strategy) will guide the work of the Department of Education, Culture and Employment (ECE) to increase the numbers of Northwest Territories (NWT) trainees, apprentices and journeypersons to meet needs of the NWT labour market. The Strategy addresses the priorities of the 18th Legislative Assembly and shares the goals of ECE's Skills 4 Success Strategic Framework, which aims to improve employment success for NWT residents and more effectively respond to employers' skill needs. This Strategy, in keeping with the Skills 4 Success Strategic Framework, recognizes that lifelong learning and the quality of education and training outcomes are vitally important, and that more focus must be placed on developing a skilled workforce. The Strategy aims to:

- Increase skill levels through relevant education and training
- Bridge education and employment gaps through targeted supports
- Grow the NWT workforce through partnerships
- Improve decision-making with relevant Labour Market Information

The Strategy is supported by ECE's Apprenticeship, Trades and Occupation Certification (ATOC) unit, aiming to improve and support the training and certification opportunities in skilled trades and occupation within in the NWT. This Performance Measurement Plan provides the roadmap for measuring the effectiveness of the Strategy. It also provides a platform for ECE to identify and showcase success in apprenticeship training, mentorship, programming and ultimately will contribute to the continuous improvement of the apprentices and skilled trades in the NWT.



Goal 1: Increase Skill Levels through Relevant Education and Training

Skills development and apprenticeship programming addresses labour market demands and builds long-term capacity.

Objectives	Performance Measures	Data Collection Source & Frequency
<p>✓ Having high quality training and certification standards in the apprenticeship and industry training system, where supply meets demand</p>	<p>Number and location of pre-apprenticeship and apprenticeship technical training opportunities available annually</p> <p>Percentage of apprentices who need to attend technical training outside of the NWT</p> <p>Home region of NWT apprentices by trade and where they attended technical training (annually)</p>	<p>Administrative records** (annually)</p>
<p>✓ Enhancing the Schools North Apprenticeship Program (SNAP) participation to ensure its success and ongoing existence</p>	<p>Number and percent of schools participating per year</p> <p>Number of SNAP students per year</p> <p>Number of SNAP apprentices per year</p> <p>Number and percent of SNAP apprentices who continue as an apprentice after leaving high school</p>	<p>Administrative records (annually)</p>



Goal 2: Bridge Education and Employment Gaps through Targeted Supports

NWT apprentices and employers access supports and incentives that are relevant, effective and aligned with territorial labour market needs through the following objectives:

Objectives	Performance Measures	Data Collection Source & Frequency
<ul style="list-style-type: none"> ✓ Enhancing overall client-centred service by improving ATOC's operational and administrative efficiency so that it is responsive to clients and to the needs of the labour market 	Client satisfaction with application and administrative process, as per ECE Service Standards	Stakeholder satisfaction survey
<ul style="list-style-type: none"> ✓ Improving the journey person experience by providing support for business skills development 	Journey person's satisfaction with business skills development and supports (Blue Seal)	Stakeholder satisfaction survey (post-2021 rollout of Blue Seal)
<ul style="list-style-type: none"> ✓ Improving the overall apprenticeship completion rate through education and employment supports 	Completion rates	Administrative records (annually)
<ul style="list-style-type: none"> ✓ Increasing the participation and completion rates of targeted groups in apprenticeship and certification, including women in non-traditional trades and Indigenous Aboriginal apprentices 	Number and percentage of participants Completion rate	Administrative records (annually)



Goal 3: 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.

Objectives	Performance Measures	Data Collection Source & Frequency
<ul style="list-style-type: none"> ✓ Develop and maintain linkages and relationships with employers and industry groups, with a more effective and efficient way to engage and talk with industry 	<p>Number and description of industry partners.</p> <p>Description of engagement processes and partnerships</p> <ul style="list-style-type: none"> - Examples of programs and initiatives developed through industry partners. 	Administrative records (annually)
<ul style="list-style-type: none"> ✓ Work with industry to develop an improved model of apprentice sponsorship that will result in increased numbers of apprentices and engaged employers 	Number of apprentices completing work experience hours in small communities.	Administrative records (annually)
<ul style="list-style-type: none"> ✓ Partner with educational institutions, training providers and employers to address upcoming skill shortages and respond to industry needs by having training available when industry needs it 	Number and type of training programs introduced as a result of partnership engagement.	Administrative records (annually)
<ul style="list-style-type: none"> ✓ Ensure the accessibility of the apprenticeship and certification system for all NWT residents through the active promotion of the apprenticeship program 	Number and type of communication and promotion material for ATOC	Program records* (annually)



Goal 4: Improve Decision-Making with Relevant Labour Market Information

NWT residents, apprenticeship and territorial employers have easy access to relevant, accurate and timely labour market information to make informed career and business decisions.

Objectives	Performance Measures	Data Source and Frequency
✓ Align the NWT apprenticeship training system with labour market demand so that the apprenticeship training system responds to, and is relevant to the needs of apprentices and employers	Number and percentage of NWT who apprentices entered trades under the category of S4S jobs in demand. Number and percentage who were certified as a journeyperson in trades under the category of S4S jobs in demand.	Administrative records (annually)
✓ Utilize labour market information to partner effectively with employers, training providers, communities, regional training partnerships, etc	Description of effective partnerships with employers, training providers, communities, regional training, etc.	Program records (annually) Meeting minutes Staff input
✓ Ensure that all decisions are based on sound evidence, using the best available research and experiential evidence from the field	Research and experiential evidence has informed decisions	Program records (annually) Meeting minutes Staff input

*Program Records: Internal documents such as emails, program descriptions, program files

**Administration Record: Data pulled from Business Intelligence report

