



Performance Measurement Plan

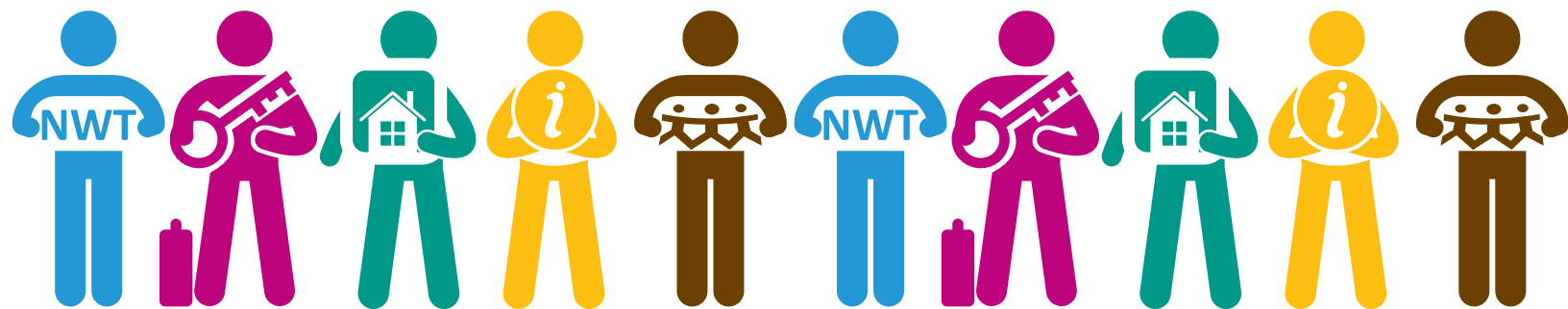
for the

Northwest Territories' Immigration Strategy 2017 to 2022

Building a Skilled Workforce and a Vibrant Economy



Government of
Northwest Territories



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Introduction

On behalf of the Government of the Northwest Territories (GNWT), the Departments of Education, Culture and Employment (ECE) and Industry, Tourism, and Investment (ITI) developed the Northwest Territories' Immigration Strategy 2017 to 2022: Building a Skilled Workforce and a Vibrant Economy (the Strategy), with the vision, **“A skilled and culturally diverse workforce that meets local employers' needs and leads to a vibrant, diverse economy”**.

The Strategy focuses on growing the population, assisting employers to meet critical workforce needs and increasing investment in the NWT. To do this, it includes five goals, eight objectives and eighteen actions designed to assist in building a skilled workforce and diverse economy and set the direction for immigration programs, policies and services in the NWT over the next five years.

The objectives of the Strategy were identified to guide what needs to be accomplished in the next five years to grow the population, assist employers to meet critical labour market needs, and realize increased investment, which together will contribute to the strength and stability of the NWT economy.

Immigration Strategy Performance Measurement

The Immigration Strategy 2017 to 2022 Performance Measurement Plan provides the roadmap for measuring the effectiveness of the GNWT's efforts to improve immigration outcomes in the Territory.

Through this Plan, ECE and ITI will continually assess and measure the effectiveness of the GNWT's Immigration Strategy to ensure it meets its stated objectives.

In addition to measuring success under this plan, a comprehensive and complementary evaluation of the Northwest Territories Nominee Program will be undertaken in 2018, in accordance with the terms of the Canada-NWT Agreement on Territorial Nominees. Together, they will provide useful information to assess the effectiveness of GNWT actions and inform potential changes going forward to ensure the Strategy and the GNWT's immigration efforts and activities remain responsive to the needs of employers and the Territory's labour market.

Data sources to measure the effectiveness of the objectives in this plan will be sourced from administrative sources, and others will be developed as work on the implementation of the Strategy progresses. For example, as noted in the Strategy, by 2019, ECE and ITI will develop a shared nominee program database to enhance information collection and sharing, and ensure effective program delivery.

Immigration activities in the NWT continue to evolve, and robust performance measurement will continue to inform our actions to ensure we continue to build our workforce and meet the needs of businesses and industry.



Goal 1

Attract foreign nationals to the NWT whose skills are aligned with current workforce needs.

Objectives	Performance Measures(s)	Data Source	Data Collection Responsibility
Increase the number of approved nominees per year.	Number of applicants to Nominee Program, by stream and by French/English.	Administrative records	ECE
Increase the number of approved Francophone nominees.	Number of applicants to Nominee Program, by stream and by French/English.	Administrative records	ECE



Goal 2

Attract foreign investment, through the establishment or purchase of a business by a foreign national, to benefit the economy.

Actions	Performance Measures(s)	Data Source	Data Collection Responsibility
Increase foreign investment through the establishment or purchase of a business by a foreign national.	Dollar amount of foreign investment in the NWT as a result of NTNP Business Stream.	Administrative records	ITI
Increase economic diversification.	Number of approved NTNP businesses by economic sector.	Administrative records	ITI
Increase the number of approved business applicants.	Number of NTNP Business Stream applicants who have signed a Business Performance Agreement.	Administrative records	ITI



Goal 3

Support and be responsive to settlement and integration needs.

Actions	Performance Measures(s)	Data Source	Data Collection Responsibility
<p>Improve partnerships with the Federal Government and Territorial stakeholders to ensure the NWT is responsive to the needs of foreign nationals and Northern employers.</p>	<p>Level of satisfaction with the GNWT's responsiveness to the needs of stakeholders (service provider organizations, employers and foreign nationals)</p>	<p>Interview or survey of service provider organizations, employers and Foreign Nationals</p>	<p>ECE</p>



Goal 4

Support the workforce by educating foreign nationals and NWT employers on rights and responsibilities.

Actions	Performance Measures(s)	Data Source	Data Collection Responsibility
<p>Increase awareness of workplace safety rights among foreign nationals and NWT employers.</p>	<p>Level of awareness of workplace rights among foreign nationals.</p> <p>Level of awareness of workplace rights among employers.</p>	<p>Interview or survey of foreign nationals</p> <p>Interview or survey of employers</p>	<p>ECE</p>



Goal 5

Consolidate administrative efforts between the departments of Education, Culture and Employment and Industry, Tourism and Investment.

Actions	Performance Measures(s)	Data Source	Data Collection Responsibility
Increase the coordination of Nominee Program delivery.	<p>Level of satisfaction with coordination of program delivery among GNWT (ECE/ITI) employees.</p> <p>Level of satisfaction with NTNP guidelines among employers and Foreign Nationals.</p>	<p>Interview or survey of program staff and senior management</p> <p>Interview or survey of employers and foreign nationals</p>	ECE/ITI

Working Together for Improved Outcomes

Partnership is essential to improving immigration outcomes in the NWT. In developing the Strategy, ECE, in partnership with ITI, met with a range of stakeholders to gather their ideas and perspectives on ways to enhance immigration outcomes in the NWT.

The GNWT is committed to working with partners including the federal government, employers, and community and service providing organizations to enhance immigration outcomes in the Territory. As we move forward, we will continue to listen to our stakeholders, learn and build from other GNWT initiatives, and research and review the best practices of other jurisdictions.