



NWT LABOUR MARKET REVIEW 2011-12





NWT LABOUR MARKET REVIEW

This report provides an overview of key labour market statistics and current trends provided by the Northwest Territories (NWT) Bureau of Statistics and Statistics Canada. It also profiles programs, services and initiatives undertaken by the Department of Education, Culture and Employment (ECE) in 2011-12 to address skill shortages and develop a skilled Northern workforce.



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



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

In some instances, the most recent stats that were available were either from the Statistics Canada 2006 Census, or the 2009 NWT Community Survey. Where possible, ECE has provided the most recent 2011 statistics.

PROGRAMS AND SUPPORTS

Career Services

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

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

There were 3,318 career counselling sessions conducted with clients during 2011-12.

EMPLOYMENT

In 2011, the NWT employment rate raised significantly from the previous year, with the number of persons employed increasing by 1,200, and the number of unemployed persons reduced by 100. This overall increase of 1,300 employed people demonstrates positive growth in the NWT Labour Force.

In 2011, the NWT employment rate was 8.9 percentage points higher than Canada's as a whole (70.7% and 61.8% respectively). Similar to Manitoba, the NWT's unemployment rate has remained steady at 7.3%. The Yukon and seven provinces have seen a decrease by 0.1-2.1 percentage points, while Nunavut and two other provinces have seen an increase in unemployment rates by 0.1-1.6 percentage points.

As defined by Statistics Canada, "the employed are persons having a job or business, whereas the unemployed are without work, are available for work, and are actively seeking work. Together the unemployed and the employed constitute the labour force. Persons not in the labour force are those who were unwilling or unable to offer or supply labour services under conditions existing in their labour markets (this includes persons who were full-time students currently attending school)."

Population Aged 15 and Older, 2011

	NWT	Males	Females	Aboriginal	Non-Aboriginal
15-24 Yrs	7,000	3,700	3,300	4,000	3,000
25-44 Yrs	12,800	6,400	6,400	5,400	7,400
45 Yrs +	12,400	6,500	5,800	5,200	7,200
Total	32,100	16,600	15,500	14,600	17,600

Source: NWT Bureau of Statistics

Population Aged 15 and Older by Labour Force Activity, 2011



Source: NWT Bureau of Statistics

REGIONAL HIGHLIGHTS

North Slave ECE Service Centre Training on-the-Job Labour Market Development Agreement (LMDA)

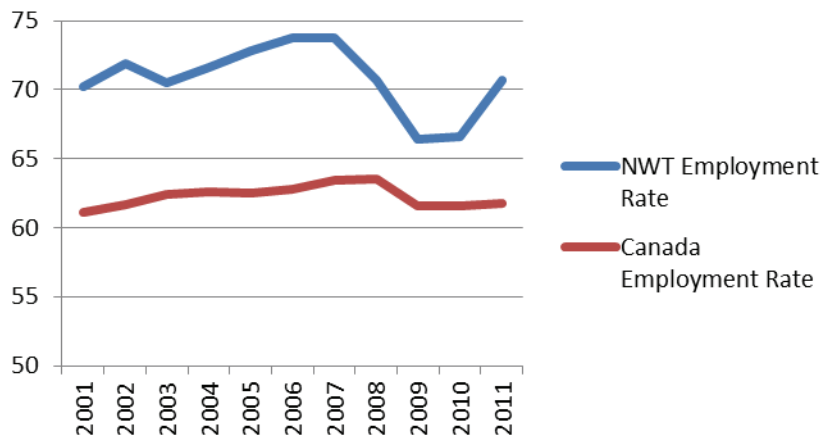
Through the LMDA's Training on-the-Job program, an Aboriginal female completed various School of Community Government courses and trained on-the-job with the Community Government of Whati.

Because of her skills and training, she has obtained a permanent Finance Officer position with the Whati Community Government.

Employment Rate

In 2011, approximately 22,700 persons were employed out of 24,500 people in the labour force in the NWT. This represents an overall employment rate of 70.7%.

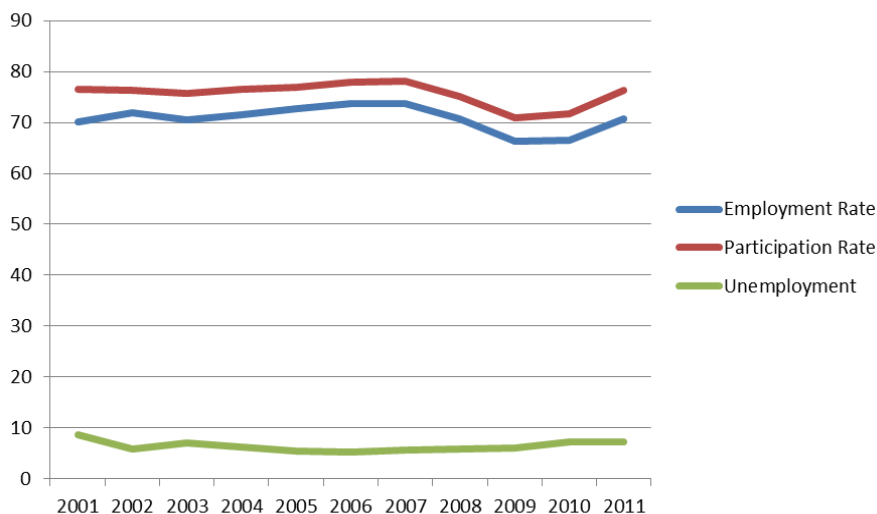
NWT and Canada Employment Rates, 2001-2011



Source: Statistics Canada, Labour Force Survey

The NWT's employment rate of 70.7% was reported to be higher than the national employment rate of 61.8% for 2011. Between 2001 and 2011, the number of employed people in the NWT grew from 20,000 to 22,700. This represents an overall increase of 2,700 jobs for the NWT over the last 10 years.

NWT Employment, Participation and Unemployment Rates 2001-2011



Source: Statistics Canada, Labour Force Survey

people
partnerships
possibilities



NWT Labour Force Development Framework

PROGRAMS AND SUPPORTS

JobsNorth.ca

ECE is responsible for the JobsNorth website. This website links jobseekers and NWT employers, enabling both groups to meet their employment needs. In 2011-12, there were 1,437 jobs posted, 720 resumes posted, 3,237 job seekers and 331 employers. It also provides a link to the Government of Canada JobBank.

JobsNorth's Top 20 Job Categories by Number of Job Postings, 2011-12

Oil/Gas/Mining	193
Trades/Labour	179
Transportation	119
Retail	100
Management	70
Construction	70
Administrative Support	70
Hotel and Restaurant	61
Childcare	59
Customer Service	52
Engineering	50
Accounting	50
Health and Medical	47
Telecommunications	35
Finance	34
Environmental	33
Human Resources	29
Information Technology	27
Social Services	22
Law Enforcement/Security	17

Source: JobsNorth Administrative Data

EMPLOYMENT

Unemployment

In 2011, out of 24,500 people in the labour force, there were 1,800 unemployed persons in the NWT representing an unemployment rate of 7.3%. From 2002 to 2011, the total number of unemployed persons increased by 500 and the unemployment rate increased 1.5 percentage points. The lower employment rate is attributable mostly to the increase in the population.

Not in the Labour Force

In 2011, there were a reported 7,600 persons that were not in the labour force. From 2001 to 2011 the total number of persons not in the labour force increased by 1,000.

According to the 2009 NWT Community Survey, of those persons 15 years of age and older not in the labour force, 26.5% wanted a job. In the 20 to 45 year old age group, 39.3% of those not in the labour force wanted a job. Of the 1,135 persons age 20 to 45 not in the labour force but wanting a job, 87.6% were Aboriginal, and 55.7% were women.

Participation Rate

In 2011, the percentage of persons 15 years of age and over who are in the labour force was reported at 76.3% which is an increase from the 2010 rate of 71.8%. In comparison, on a national level during the same time period, the Canada wide participation rate was reported at 66.8% in 2011 and 67% in 2010.

Income

In 2010, the average annual employment income for the NWT stood at \$53,630 compared to the national average of \$41,020. This was an increase from the 2007 average annual employment income in the NWT, which stood at \$50,627.

The largest growth over a five year period from 2005 to 2009 was seen in the South Slave region at 20.8%, followed by the Dehcho region at 19.6%. The average employment income in Hay River has increased 23.6% from 2005 to

REGIONAL HIGHLIGHTS

Beaufort Delta ECE Service Centre Self-Employment Option (LMDA)

Through the Labour Market Development Agreement Self-Employment Option, a female client with an interest in bookkeeping and finances, completed the program in February 2012.

She found the program very helpful and has now started a bookkeeping business which continues to be successful.



Average Employment Income, 2010

Northwest Territories	Number of tax filers and dependents	25,890
	Amount of income	\$1,388,490,000
	Average income	\$53,630
Yellowknife	Number of tax filers and dependents	12,800
	Amount of income	\$807,970,000
	Average income	\$63,123
Outside Yellowknife	Number of tax filers and dependents	13,090
	Amount of income	\$580,525,000
	Average income	\$44,349

Source: Statistics Canada

Industries

In 2011, the service-producing sector employed 19,100 people, while 3,600 people were employed in the goods-producing sector in the NWT.

Employment by Industry

Industry Group	2011
Industry Group (Goods-Producing Sector)	3,600
Construction	1,700
Forestry, fishing, mining, oil and gas	1,400
Utilities	300
Manufacturing	200
Industry Group (Service-Producing Sector)	19,100
Public administration	5,200
Trade	2,500
Health care and social assistance	2,300
Transportation and warehousing	2,000
Educational services	1,800
Accommodation and food services	1,200
Professional, scientific and technical services	1,100
Finance, insurance, real estate and leasing	1,000
Information, culture and recreation	900
Other services	700
Business, building and other support services	400
Total Employment	22,700

Source: Statistics Canada, Labour Force Survey

PROGRAMS AND SUPPORTS

LMDA

Self-Employment Option

The Self-Employment Option program provides assistance to unemployed individuals who have chosen to start their own business. The program provides support for coaching, counselling, business plan development, short term training, as well as other personal supports during the business start-up period. Overall, in 2011-12, ECE provided \$59,646 to support 18 program participants.

Training on-the-Job

Training on-the-Job supports the development of skilled workers by providing wage subsidies to employers to offset the cost of training employees on-the-job. Participants gain essential employability skills while employers develop future workers. In 2011-12, ECE provided \$40,686 to support 7 program participants.

Apprenticeship Training on-the-Job

Apprenticeship Training on-the-Job enables greater participation in apprenticeship training by providing a wage subsidy to employers to offset the cost of training apprentices for journeyman certification. In 2011-12, ECE provided \$119,147 in funding to support 13 apprentices.

EMPLOYMENT

Employment by Class of Worker

Employment by Class of Worker	2011
Private Employees	10,800
Public Employees	10,100
Self-employed	1,800
Total	22,700

Source: Statistics Canada, Labour Force Survey

Employment by Occupation Group

Occupation Group	2011	Percentage
Management occupations	2,600	11.5%
Business, finance and administrative occupations	4,700	20.7%
Natural and applied sciences and related occupations	1,500	6.6%
Health occupations	900	4.0%
Occupations in social science, education, government service and religion	2,900	12.8%
Occupations in art, culture, recreation and sport	600	2.6%
Sales and service occupations	5,100	22.5%
Trades, transport and equipment operators, and related occupations	3,600	15.9%
Occupations unique to primary industry	800	3.5%
Occupations unique to processing, manufacturing and utilities	-	0.0%
Total Employment by Occupation Group	22,700	100%

Source: Statistics Canada, Labour Force Survey

Full-Time and Part-Time Employment

On average in the NWT 90.4% of employed people were working full-time between 2007 and 2011, and 9.6% worked part-time. In comparison, on a national level, 18.9% worked part-time over this period.

REGIONAL HIGHLIGHTS

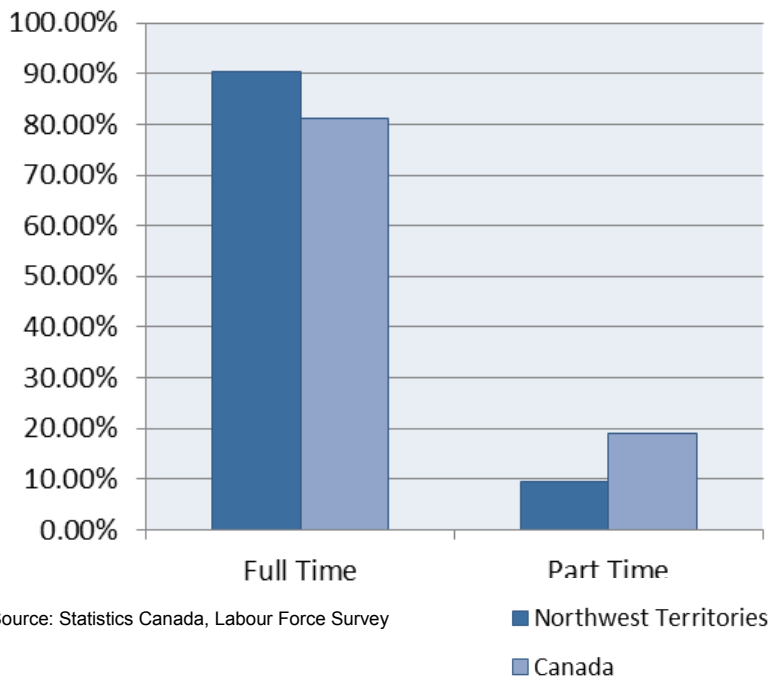
Sahtu ECE Service Centre Employment Assistance Services (LMDA)

ECE supported the K'asho Got'ine Charter Community Council in Fort Good Hope with funding to provide job readiness services, management of the summer student employment program, and maintenance of a local job board.

The employment officer in the community also coordinated safety training (Asbestos Abatement & Remediation, Transportation of Dangerous Good, WHMIS) in anticipation of scheduled demolition of a building in the community.



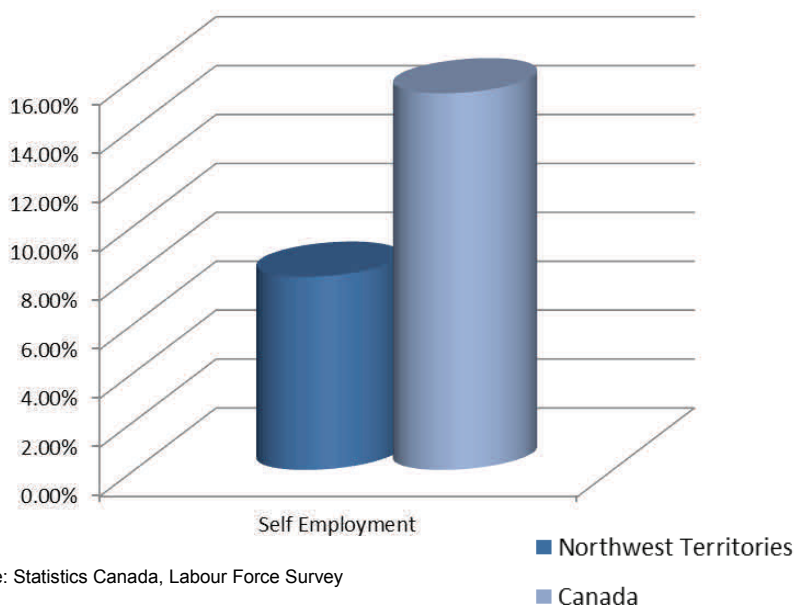
Five Year Average for Full-Time and Part-Time Employment, 2007-2011



Self-Employment

Self-employment in the NWT accounted for 7.9% of total employment in 2011. The national average was 15.4%.

Five Year Average of Self-Employment, 2007-2011



PROGRAMS AND SUPPORTS

LMDA

Building Essential Skills

Building Essential Skills (BES) provides support for short-term training to help unemployed individuals return to work quickly. BES may also provide financial assistance to apprentices who attend technical training. In 2011-12, ECE provided \$737,259 to support 228 program participants.

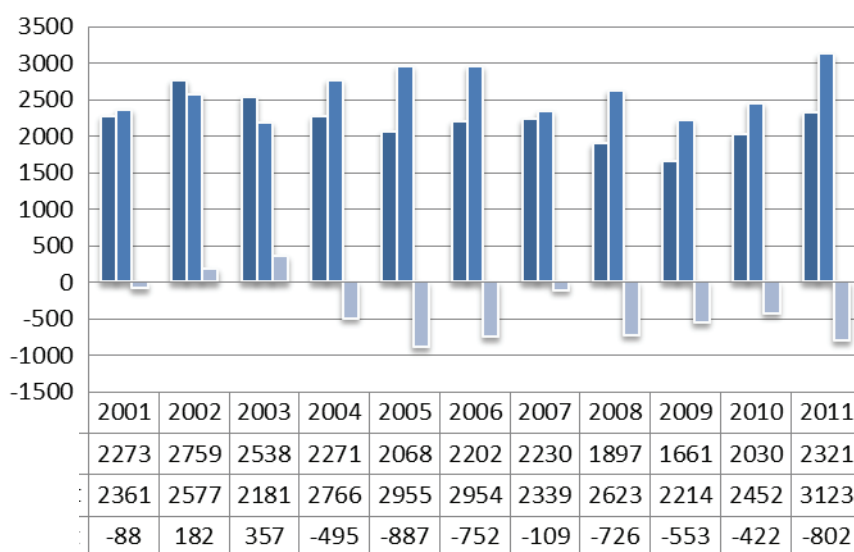
Employment Assistance Services

Employment Assistance Services provides funding to community partners to deliver career development services, otherwise unavailable, to unemployed individuals. In 2011-12, ECE provided \$822,283 to 22 organizations in 14 communities to deliver employment assistance services.

MIGRATION

People from all over Canada have chosen to make the NWT their home. The table below presents in, out, and net migration numbers for the NWT from 2001 to 2011. While the NWT has seen people move into the NWT, it has generally experienced a small net out-migration over the past several years.

NWT Interprovincial Migration, 2001-2011



Source: Statistics Canada

■ Interprovincial Migration - In
■ Interprovincial Migration - Out
■ Interprovincial Migration - Net

The net interprovincial migration for the NWT between provinces and territories is variable year to year. In 2011, approximately 640 persons moved from Alberta to the NWT and another 1,164 persons moved from the NWT to Alberta. This resulted in a net loss of 524 people from the NWT to Alberta, which is the largest portion of the 2011 overall net loss of 802 people. There was also net out-flows of interprovincial migration to the other provinces and territories: Nunavut, Yukon, British Columbia, Saskatchewan, Manitoba, New Brunswick, and Newfoundland and Labrador. In contrast, Ontario, Quebec, Nova Scotia and Prince Edward Island made net contributions to the NWT population in 2011.

REGIONAL HIGHLIGHTS

Net NWT Interprovincial Migration by Jurisdiction, 2007-2011

Province / Territory	2007	2008	2009	2010	2011
Nunavut	54	-42	-1	113	-108
Yukon	-36	-23	-70	-60	-66
British Columbia	-156	-205	-39	-118	-123
Alberta	-446	-287	-437	-416	-524
Saskatchewan	-44	-53	7	-106	-48
Manitoba	-21	18	-60	74	-44
Ontario	184	-66	33	3	74
Quebec	56	-20	82	15	40
New Brunswick	5	54	-71	15	-104
Nova Scotia	98	13	-45	110	103
Prince Edward Island	44	-42	-1	24	7
Newfoundland & Labrador	153	-73	49	-76	-9

Source: Statistics Canada

South Slave ECE Service Centre Skills Development Labour Market Agreement (LMA)

Two clients attended a special needs centre in Leduc, Alberta, that provided work and life skills training, work placements and one-on-one job coaching.

Through this training they were able to match opportunities to the training they received in their home community.



PROGRAMS AND SUPPORTS

NWT Nominee Program

In July 2009, the Government of the NWT signed the Canada-NWT Agreement on Provincial Nominees, and launched the NWT Nominee Program (NTNP). The program is administered in partnership with Citizenship and Immigration Canada, and the Departments of ECE and Industry, Tourism and Investment. The program has four nomination streams: Skilled Worker, Critical Impact Worker, Entrepreneur, and Self-Employed Business. The program helps strengthen the NWT economy by attracting qualified individuals to fill critical labour shortages and promote business development. The NTNP can support employers in recruiting and retaining foreign workers as well as support foreign workers and their families make the NWT their permanent home.

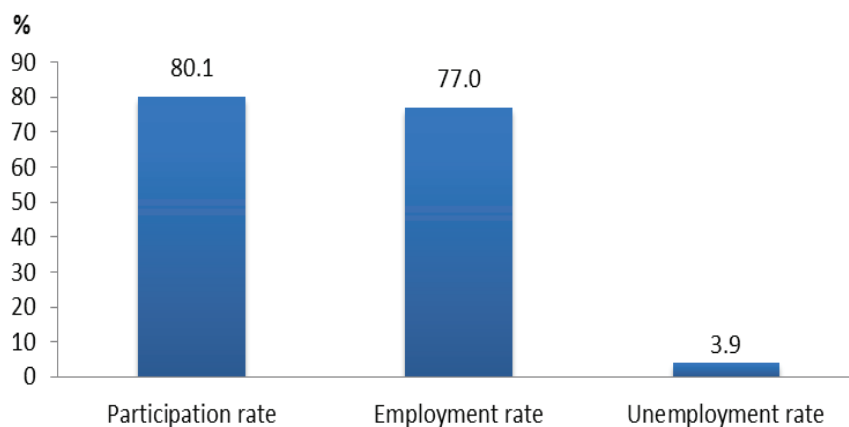
IMMIGRATION

Immigrant Workforce Population and Activity

According to the 2006 Census, there were 2,585 immigrants 15 years of age and older living in the NWT in 2006. Of those, 1,990 were employed, 80 were unemployed and 515 were not in the labour force.

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

NWT Immigrant Labour Force Rates, 2006



Source: Statistics Canada 2006 Census

NTNP Nominations issued by ECE/GNWT April 1, 2011 - March 31, 2012

Program Category	# of Nominees	Accompanying Dependents	Total
Skilled Worker	5	8	13
Critical Impact Worker	14	11	25
Entrepreneur	0	0	0
Self-Employed Business	0	0	0
Total	19	19	38

Source: NWT Nominee Program

REGIONAL HIGHLIGHTS

Dehcho and North Slave ECE Service Centres Employment Assistance Services (LMDA)

With funding from the LMDA, ECE provided assistance to Conseil de développement économique des Territoires du Nord Ouest (CDETNO) to complement existing ECE employment interventions by offering complete, high-quality services to French speaking individuals.

Total Entry of Foreign Workers by NWT and Urban Area, 2002-2011*

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Yellowknife	66	44	40	37	72	15	29	33	26	23
Other NWT	131	128	110	138	189	382	222	116	201	117
TOTAL	197	172	150	175	261	397	251	149	227	140

*Total Entry of Foreign Workers is the sum of Initial Entries and Re-entries of Temporary Residents in a given year
Source: Citizenship and Immigration Canada

Initial Entry of Foreign Workers by Occupational Skill Level, 2001-2010

Occupational Skill Level	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Skill Levels O/A (Managerial / Professional)	55	32	43	52	55	48	50	47	36	35
Skill Level B (Skilled and Technical)	43	47	39	22	31	116	179	65	12	53
Skill Levels C/D (Intermediate / Elemental)	38	30	25	11	11	20	88	56	42	63
Skill Level Not Stated	32	24	24	16	21	14	13	17	12	18
Total	168	133	131	101	118	198	331	185	102	169

Source: Citizenship and Immigration Canada

Permanent Residents by NWT and Urban Area, 2007-2011

	2007	2008	2009	2010	2011
Yellowknife	71	110	87	108	65
Other NWT	17	17	20	29	20
TOTAL	88	127	107	137	85

Source: Citizenship and Immigration Canada



PROGRAMS AND SUPPORTS

Aboriginal Skills and Employment Partnership

Aboriginal Skills and Employment Partnership (ASEP) was an opportunity-driven initiative that focused on maximizing Aboriginal employment in major economic developments through formalized partnerships, and ended on March 31, 2012. It focused on sustainable Aboriginal employment by providing the skills training needed to participate in economic opportunities across Canada such as mining, oil and gas, and fishery projects. ECE was partnered with the Building Inuvialuit Potential Society, the Dehcho First Nations Futures Society, and the Mine Training Society.

Small Community Employment Support

There are two streams in the Small Community Employment Support Program that provide opportunities for residents in small communities: Youth Employment and Developing Workplace Capacity. In 2011-12, the third year of the Small Community Employment Supports program, ECE provided \$764,588 which supported 170 employees as well as Community Initiative Projects, spanning 21 communities.

ABORIGINAL PEOPLE

In 2011, the working population of the NWT was comprised of approximately 14,600 Aboriginal people and 17,600 non-Aboriginal people. There were 9,400 Aboriginal people in the labour force with 7,900 employed. Aboriginal people accounted for 5,200 of the 7,600 total of those not in the labour force, with a participation rate of 64.4%.

Note: Persons not in the labour force are those who were unwilling or unable to offer or supply labour services under conditions existing in their labour markets

Aboriginal Workforce Activity, 2007-2011

	2007	2008	2009	2010	2011
Population 15+	13,500	14,100	15,000	16,200	14,600
Labour Force	8,600	8,300	8,000	9,500	9,400
Employed	7,500	7,200	7,000	8,200	7,900
Unemployed	1,100	1,100	1,100	1,300	1,400
Not in the Labor Force	4,900	5,800	7,000	6,700	5,200
Participation Rate	63.7%	58.9%	53.3%	58.6%	64.4%
Unemployment Rate	12.8%	13.3%	13.8%	13.7%	14.9%
Employment Rate	55.6%	51.1%	46.7%	50.6%	54.1%

Source: Statistics Canada, Labour Force Survey

In 2011, the Aboriginal employment rate was 54.1% and the non-Aboriginal rate was 84.1%. There was a 2% decline in the employment rate between 2006 and 2011 for Aboriginal persons. The non-Aboriginal employment rate over the same period decreased by 3.2%.

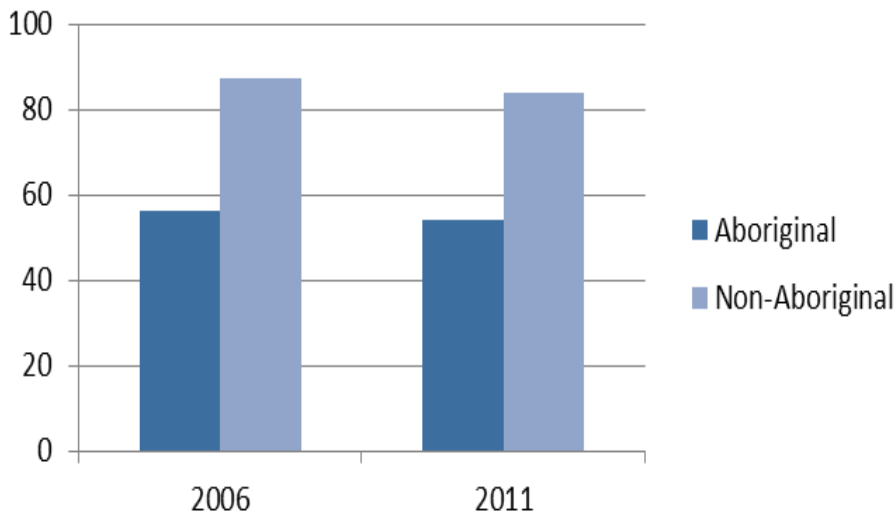
REGIONAL HIGHLIGHTS

Beaufort Delta ECE Service Centre Community Initiative (LMA)

On behalf of the Regional Training Partnership for the Beaufort Delta, ECE funded the Gwich'in Tribal Council to conduct community consultations with key stakeholders to establish training needs and priorities.

The Council also conducted an environmental scan and labour market research, from which the Regional Training Partnership was able to base the development of a three to five year plan for training delivery.

Employment Rate by Ethnicity, 2006 & 2011



Source: Statistics Canada, Labour Force Survey



PROGRAMS AND SUPPORTS

International Qualifications Assessment Service

The International Qualifications Assessment Service (IQAS) assesses international educational credentials and compares them to educational credentials in Canada. The Assessment Service is mandated to promote fair recognition of education received outside of Canada. The NWT-Alberta IQAS Agreement ensures that NWT residents are granted access to these assessments designed to increase access and entry to: the job market, educational institutions and professional regulatory organizations. Between April 1, 2011 and March 31, 2012, there were 15 assessments done for individuals in the Northwest Territories.

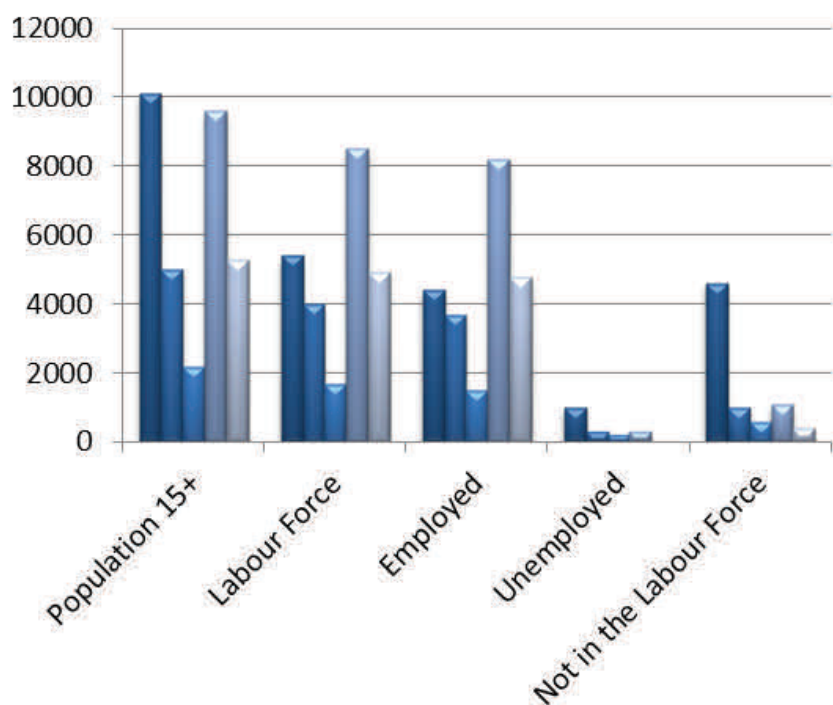


EDUCATION

In 2011, 68.6% of persons 15 years of age and older in the NWT had a high school diploma or higher, 15.5% had just a high school diploma, 29.8% had a post-secondary certificate or diploma, and 16.5% had a university degree.

Education levels continue to have a direct impact on employability. In 2011, 43.6% of persons with less than a high school diploma were working. This is compared to an employment rate of 74% for those with just a high school diploma, 85.4% for those with a trade or college certificate or diploma, and 90.6% for those with a university degree.

Education Attainment, 2011



■ Less than high school graduate

Source: NWT Bureau of Statistics

■ High school graduate

■ Some post-secondary

■ Post-secondary certificate or diploma

■ University Degree

REGIONAL HIGHLIGHTS

Adult Literacy and Basic Education

Adult Literacy and Basic Education (ALBE) provides students with the skills and knowledge necessary to enter post-secondary education, trades programs or the workforce. ALBE subject areas include English, Math, Financial Literacy, Science, Social Studies, Information and Communications Technology and Career Life Planning. ALBE programming is delivered at the three Aurora College campuses (Yellowknife, Inuvik and Fort Smith), 22 Aurora College Community Learning Centres, three Non-Governmental Organization (NGO) service providers in Yellowknife, and two correctional centres.

	2009	2010	2011
Number of Participants (Aurora College and NGOs)	692	562	683
Number of Funded Literacy Projects	50	42	47

Source: Adult Literacy and Basic Education Program

Community Literacy Development Fund

The Community Literacy Development Fund (CLDF) provides financial assistance to community organizations to develop and deliver local programs that will increase literacy skills and raise awareness of the importance of literacy. The CLDF promotes literacy development for adults in the NWT, including youth aged 16-25, working-age adults, parents and seniors (60 and older). Special priority is given to youth and adults developing emergent literacy skills, and to income assistance clients. Groups eligible for funding include community organizations, band councils, hamlets, libraries, and registered non-profit societies. In 2011-12, ECE provided \$660,346 to support 47 projects in 20 communities.

Sahtu ECE Service Centre Building Essential Skills (LMDA)

A stay-at-home mother wishing to return to the workforce was provided with career counselling. She was subsequently supported in pursuing power engineering training and practicum through the BES LMDA program.

The client was very successful in completing the program and is currently seeking employment within the oil and gas industry.



PROGRAMS AND SUPPORTS

Employment Standards

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

Between April 1, 2011 and March 31, 2012, 113 complaints were received and 79 investigations were completed. There were 43 Orders to Pay issued – 31 Employers Orders (against the company) and 12 Director Orders (against the Director of the company). The total money assessed between April 1, 2011 and March 31, 2012 for Employer Orders was \$236,262.68 and for Director's Orders was \$ 84,851.01. From April 1, 2011 to March 31, 2012 \$190,576.82 was collected and paid out on all outstanding Order's issued by the Employment Standards office.

ECE made changes to the Employment Standards Regulations to increase the minimum wage to \$10.00 per hour which came into effect April 1, 2011.

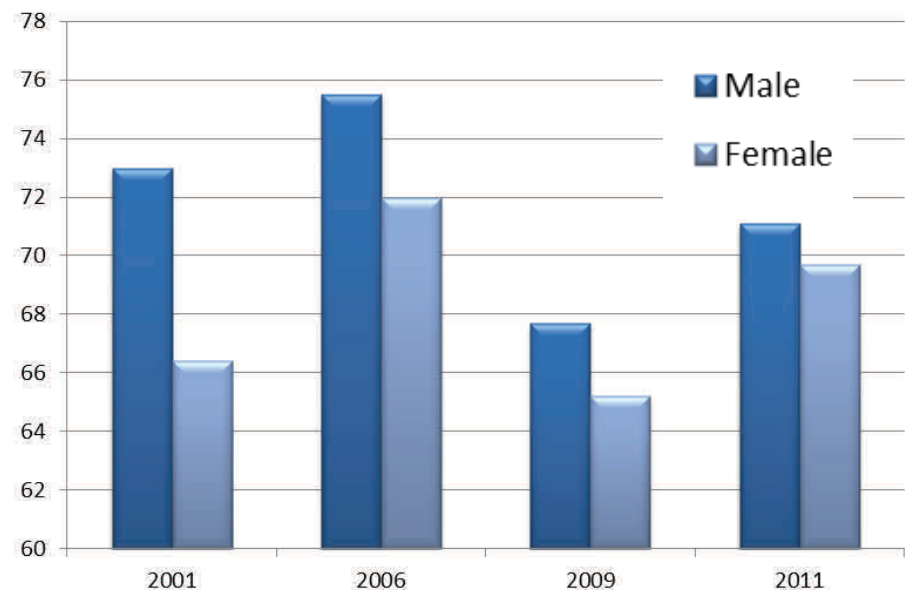
Appeals Office

Adjudicators hear appeals by employers or employees who are not satisfied with the decision of the Employment Standards Officer. Adjudicators are appointed under the *Employment Standards Act* and have the authority to cancel, amend or confirm an Order issued by the Officer. Between April 1, 2011 and March 31, 2012, there were 18 Appeals – three from Employees (includes one Appeal to the Supreme Court), seven from Employers and eight from Directors.

DEMOGRAPHICS

In 2011, NWT employment rates continued to be higher among men compared with women. However, the difference between male and female employment rates in 2011 was 1.4 percentage points, compared to 6.4 percentage points in 2001, as growth in employment rates among women exceeded that of men in the NWT. In comparison, for Canada, employment rates for men were eight percentage points higher than the rates for women in 2011.

NWT Employment Rates by Gender, 2001-2011



Source: Statistics Canada, Labour Force Survey

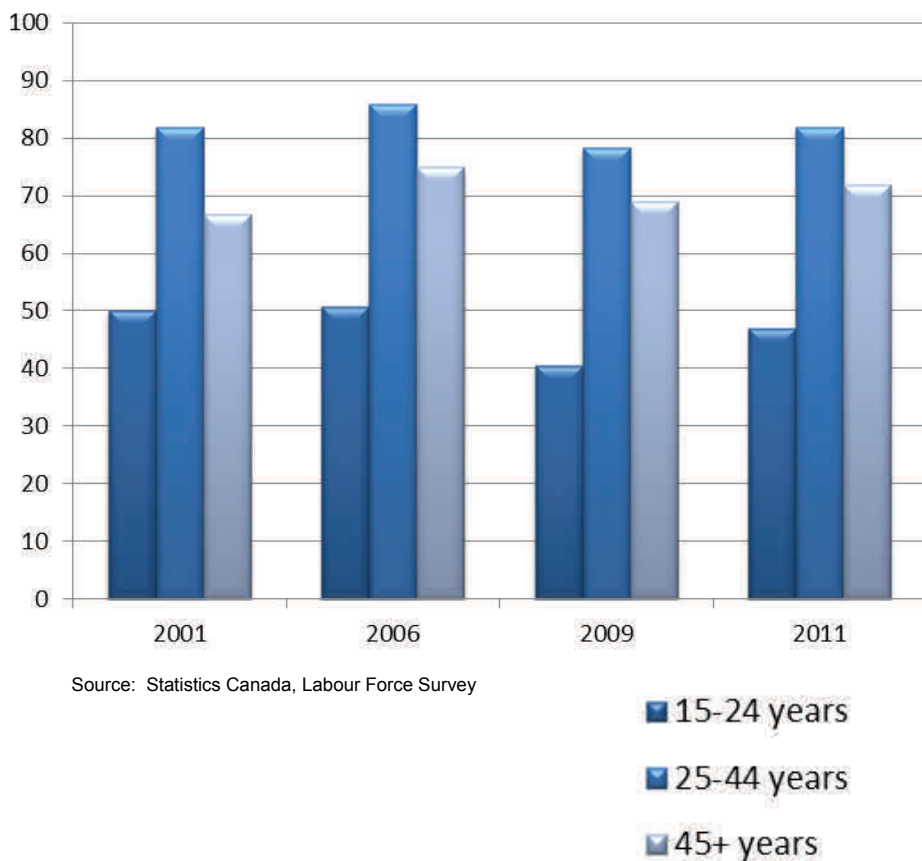


REGIONAL HIGHLIGHTS

In the NWT, those 45 years of age and older experienced employment growth at 5.1% between 2001 and 2011, while those aged 15-24 years of age saw a decrease of 2.9%.

In terms of employment rates, the 25-44 age group had the highest employment rate at 82.0% in 2011. The 45+ and 15-24 age groups' employment rates were 71.8% and 47.1% respectively.

NWT Employment Rates by Age, 2001-2011



Dehcho, North Slave, South Slave ECE Service Centres Local Labour Market Partnerships (LMDA)

The NWT Mine Training Society partnered with Aboriginal Skills and Employment Training Strategy (ASETS) managers of the Tlicho Government, the Akaitcho Territory Government, the Dehcho First Nation and the NWT Métis Nation as well as the three regional offices of the Department of Education, Culture and Employment to conduct a comprehensive Employer Needs Assessment.

The results are informing long range strategic planning and specific annual priorities for labour market interventions, including training-to-employment, skills development and barrier reduction initiatives, delivered through ECE career services and partnerships.

PROGRAMS AND SUPPORTS

Apprenticeship and Occupational Certification

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

In the NWT, there are 53 designated trades, 31 of which are interprovincial Red Seal trades, and 23 designated occupations.

In 2011-12, there were 414 registered apprentices and 144 active certification candidates. As well, 102 completed journey person certification and 12 completed occupational certifications. There were 97 apprentices who completed technical training at Aurora College while 119 completed the same training in Alberta, and 1 in British Columbia. During the same period 66 Red Seal designations were issued.

LABOUR MARKET AGREEMENT

On behalf of the Government of the Northwest Territories (GNWT), the ECE signed a NWT Labour Market Agreement with the Government of Canada in July 2009. Between April 1, 2011 and March 31, 2012, a total of 244 clients were served under these program categories:

- Skills Development
- Self-Employment
- Work Experience
- Community Initiatives

This agreement provided the GNWT with \$1,292,000 for 2011-2012 to deliver labour market programs to target clients not currently eligible for unemployment insurance benefits. These clients include:

- Aboriginal peoples
- Income assistance recipients
- Youth 19-29 (Government of Canada definition)
- Older workers
- Women
- Immigrants
- Persons with disabilities
- New and re-entrants to the labour market
- Unemployed individuals previously self-employed
- Employed individuals who do not have a high school diploma or who have low levels of literacy and essential skills

Performance Measures

In 2011-12, the NWT set out the following targets for LMA expenditures:

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

REGIONAL HIGHLIGHTS

Dehcho ECE Service Centre Work Experience (LMA)

Through the LMA Work Experience program, a client was able to receive on-the-job experience and training in the Information Technology sector and has the potential to be hired with the organization on a full-time basis upon completion of the training.

How We Did

244 clients were served under the program areas:

- ⇒ 214 or 88% of clients were Aboriginal
- ⇒ 3 or 1% were immigrants
- ⇒ 19 or 8% were older workers
- ⇒ 116 or 48% were female
- ⇒ 86 or 35% were youth
- ⇒ 15 or 6% were persons with disabilities
- ⇒ 164 or 67% had no high school diploma prior to the beginning of the intervention
- ⇒ 47 or 19% had a high school diploma prior to the beginning of the intervention
- ⇒ 24 or 10% indicated that they had a post-secondary education
- ⇒ 9 or 4% did not specify their education level
- ⇒ 54 or 22% were employed
- ⇒ 185 or 76% were unemployed
- ⇒ 3 or 1% were self employed

Aurora College Student Success Centres delivered skills development advice and employment services to 1,136 clients across the NWT.

- 88% were Aboriginal
- 70% were female
- 3% were immigrants
- 3% were persons with disabilities



PROGRAMS AND SUPPORTS

LMDA

Local Labour Market Partnerships

Local Labour Market Partnerships (LLMP) support community partners in identifying economic trends and creating strategies to develop a responsive local labour force. Community partnerships are formed to identify and initiate projects. In 2011-12, ECE funded six LLMPs for a total cost of \$204,753.



LABOUR MARKET AGREEMENT

PROGRAM CATEGORIES

Skills Development

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

Participation in Skills Development

Aboriginal	34
Youth	19
Female	29
Income Assistance	10
Older Worker	*
Total Clients**	50

Source: LMA Regional Reports, 2011-12

Self-Employment

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

Participation in Self-Employment

Aboriginal	*
Youth	*
Female	*
Income Assistance	*
Older Worker	*
Total Clients**	2

Source: LMA Regional Reports, 2011-12

*Total clients is too small to report for confidentiality reasons

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

REGIONAL HIGHLIGHTS

North Slave ECE Service Centre Yellowknife Association for Community Living

Through the LMA Community Initiative Program, ECE supported the Yellowknife Association for Community Living in providing ongoing support for clients to work part-time. The identified individuals with disabilities who benefited from the program fell outside the parameters of support offered through EMPLOYability.



Work Experience

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

Participation in Work Experience

Aboriginal	19
Youth	15
Female	12
Income Assistance	2
Older Worker	*
Total Clients**	24

Source: LMA Regional Reports, 2011-12

Community Initiatives

Through the Community Initiatives program the LMA is able to support community and regionally focused activities aimed at engaging underrepresented groups in the labour market, and at the same time building partnerships within the community. Examples of community initiatives include: delivery of training programs, such as safety training, supporting workplace education programs and community projects such as restoration projects. Community Initiatives also include labour market partnerships to identify, develop and implement labour force adjustment and human resource strategies to improve capacity.

The Community Initiatives program also supports employment assistance services such as job coaching, career counselling, and labour market information.

Participation in Community Initiatives

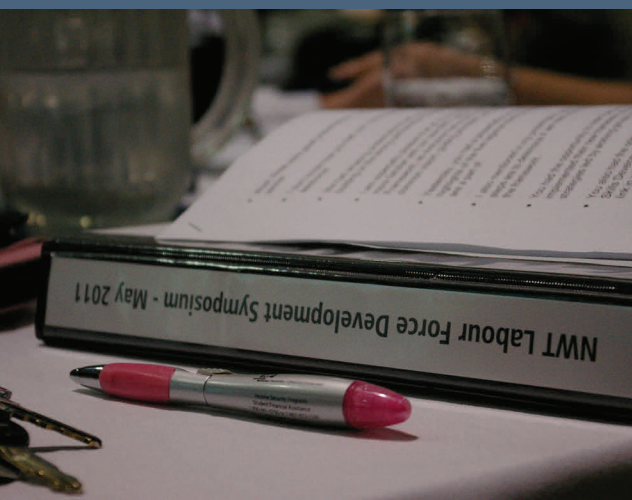
Aboriginal	160
Youth	51
Female	74
Income Assistance	25
Older Worker	15
Total Clients**	168

Source: LMA Regional Reports, 2011-12

PROGRAMS AND SUPPORTS

Targeted Initiative for Older Workers

The Targeted Initiative for Older Workers (TIOW) program is a federal/territorial cost-shared initiative that provides support to unemployed older workers age 55-64 (or in exceptional circumstances workers age 50-54 or 65+) in targeted communities through programming aimed at reintegration into employment. Programming may be aimed at increasing the employability of older workers and ensuring they remain active and productive labour market participants while their communities undergo adjustments. In 2011-12, Human Resources and Skills Development Canada (HRSDC) contributed \$74,461 and ECE provided \$14,183 to support community partnership initiatives through TIOW projects. Nine participants in two communities took part in TIOW projects.



LABOUR MARKET AGREEMENT

Building Capacity Initiatives

Building Capacity Initiatives is another program offered through our LMA, which allows for the development and delivery of programs throughout the NWT.

Northern Leadership Development Program (NLDP) Industry Focus

In 2011-12, ECE provided \$30,000 in funding support towards the development of the Aurora College NLDP (Industry Focus).

The NLDP was designed for employees in “front line” positions in industry, industry-related businesses, and organizations in the NWT. The program is also applicable to people new to supervisory or management roles, such as team leaders or front line supervisors.

The program consists of eight three-day modules:

- Personal Development/Coach Mentoring
- Communications Skills
- Effective Personal Leadership
- Effective Team Leadership
- Managing in The Middle
- Problem Solving and Decision Making
- Culture and Diversity in the Workplace
- Conflict Resolution

In 2011, Aurora College delivered the first NLDP. Twenty-three participants from various NWT companies began the program and twenty-two finished. Eighteen participants completed all eight courses and four of the participants have one or two courses to complete.

The second NLDP was delivered between February and December of 2012. Of the seventeen participants, all seventeen finished. Eleven participants completed all eight courses and six of the participants have one or more courses to complete.

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This Review's funding is provided through the Canada/Northwest Territories
Labour Market Development Agreement and Labour Market Agreement



For more information on the NWT labour market see the following websites:

Labour Market Information: www.statsnwt.ca

NWT Job Futures: <http://jobfutures.statsnwt.ca/>

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

Yellowknife	Nova Plaza Building	867-766-5100
Hay River	Courthouse Building	867-874-5050
Fort Simpson	Deh Cho Regional Education Centre	867-695-7338
Fort Smith	Sweetgrass Building	867-872-7425
Inuvik	GNWT Multi-use Building	867-777-7365
Norman Wells	Edward G. Hodgson Building	867-587-7157

Or visit the following websites:

www.ece.gov.nt.ca

www.jobsnorth.ca

www.immigratenwt.ca/nominee

