

The following NWT Labour Market Agreement (LMA) information details labour market activities from April 1, 2010, to March 31, 2011.

NWT LABOUR MARKET AGREEMENT

On behalf of the Government of the Northwest Territories, the Department of Education, Culture and Employment (ECE) signed a Labour Market Agreement (LMA) with the Government of Canada in July 2009. Between April 1, 2010, and March 31, 2011, a total of 409 clients were served under the program categories:

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

This agreement provided the Government of the Northwest Territories with \$1,502,000 for 2010-11, to deliver labour market programs to target clients not currently eligible for unemployment insurance benefits. These clients include:

- Aboriginal people
- Income Assistance Clients
- Youth (19-29)
- 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 2010-2011 the NWT set the following performance measures/targets:

- 40 unemployed clients served through individual and employer supports
- 150 eligible clients served through 15 community initiatives
- 40% of clients with less than high school 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

How We Did

409 clients were served under the program areas:

- 321 or 79% of clients were Aboriginal
- 17 or 4% were immigrants
- 17 or 4% were older workers
- 167 or 41% were women
- 135 or 33% were youth
- 13 or 3% were persons with disabilities
- 270 or 66% had no high school diploma prior to the beginning of the intervention
- 77 or 19% had a high school diploma prior to the beginning of the intervention
- 9 or 2% indicated that they had post-secondary education
- 53 or 13% did not specify their education level
- 112 or 24% were employed
- 265 or 65% were unemployed

Aurora College Student Success Centres delivered skills development advice to 235 clients across the NWT.

- 65% of these sessions were delivered to Aboriginal persons
- 82% of these sessions were delivered to women
- 8% of these sessions were delivered to immigrants

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 demands of an ever changing 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	78
Youth	31
Female	43
Income Assistance	34
Older Worker	*
Total Clients**	97

Source: LMA Regional Reporting Forms, 2010-11

*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

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	*
Total Clients**	2

Source: LMA Regional Reporting Forms, 2010-11

*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

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 when entering/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	18
Youth	7
Female	12
Older Workers	*
Income Assistance	*
Total Clients**	19

Source: LMA Regional Reporting Forms, 2010-11

*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

Community Initiatives

Working with partners, the Labour Market Agreement is able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include: purchasing training programs, supporting workplace education programs, community projects such as Construction Boot Camp and Trades Awareness programs. Labour market partnerships help to identify, develop and implement human resource strategies to improve capacity. Also included are employment assistance services such as job coaching, counselling, and the provision of labour market information.

BUILDING CAPACITY INITIATIVES

Building Capacity Initiatives were developed and delivered in every region of the NWT by ECE and labour market partners. A few notable ones include:

Essential Skills and Literacy Online Tool

In December 2009, the NWT Literacy Council received \$50,000 from the ECE through the Labour Market Agreement to develop an interactive, online tool and facilitator manual to support essential skills development in the North.

The online tool explains what the nine essential skills are for today's workplace. It also profiles the essential skills needed for six occupations that can be found in smaller northern communities: community health representative, heavy equipment operator, early childhood educator, underground miner, environmental monitor and trapper, along with the kind of training that people in these occupations need to have. The manual includes a variety of teaching and learning materials related to the essential skills. The Literacy Council tested the tool and parts of the manual in three adult education centres. ECE conducted training for Career Development Officers and adult educators to make them aware of the tool and how to use it.

Information about the online tool, as well as copies of the manual have been distributed to all community learning centres, all campuses, and all Career Development Officers throughout the NWT.

ECE Helps You Go Place Campaign

"ECE Helps You 'GO' Places" was developed to promote ECE Service Centres and programs. Testimonial advertisements were also developed to include quotes from clients who had benefited from the various programs and services.

Smart Focusing/Career Focusing Training™

ECE hosted "Smart Focusing" and "Career Focusing" professional development workshops for Career Development Officers. "Smart Focusing" introduces clients to the foundations of career decision-making. "Career Focusing" provides clients with the tools to make informed career choices. These innovative programs were initially developed for school counselors, but have been re-designed for career development practitioners. Practitioners learn how to use concrete, structured tools that can be implemented both on an individual and group basis. During the 2010-11 fiscal year, two participants completed the Smart Focusing/Career Focusing Training™.

Adult Recognition Model Conference

The Aurora College in-service, March 7-11, 2011 in Inuvik focused on providing both Aurora College and non-government organization adult educators and instructors, information about the Adult Recognition Model (ARM) and Portfolio Development. Educators had the opportunity to gain valuable information about the model and the portfolio development process from experts within ECE and from around the country. Information and practical hands-on workshops were provided specifically on ARM, Prior Learning Assessment and Recognition (PLAR) Portfolio Development Course, and the process of assessing prior knowledge using the K-12 Career and Technical Studies course objectives.