

Nunavut Labour Market Agreement

Annex 1 - Multi-Year Plan

This multi-year plan is intended to guide the activities of Nunavut's Labour Market Agreement until March 2014. Trying to identify specific needs of Nunavut's Labour Market over the next five years is challenging.

For example, Nunavut experienced increased economic activity particularly in the mining sector, over the past few years, which resulted in an increased demand for skilled workers in this sector. However the recent economic downturn has greatly slowed the growth in this sector. It is important to understand that due to the size of Nunavut's labour force the addition or even expansion of one mine site can significantly affect Nunavut's labour market. This coupled with the fact that 'traditional' labour market sectors such as tourism and harvesting renewable resources have also slowed in their growth makes identifying appropriate training responses that much more difficult.

As of January 1, 2009, Statistics Canada estimated Nunavut's population to be 31,556.¹ Nunavummiut live in 25 communities spread across a geographic area encompassing three time zones and nearly two million square kilometers, or approximately 20% of Canada's total land area. The official unemployment rate in the 10 largest communities increased to an estimated 10.7% from 2007 to 2008.² It was well above the national average of 6.1% and was amongst the highest in the country.³ Employment decreased for adults (those aged 25 and older) in 2008 from the previous year. During the same time period, employment amongst youths (those aged 15 to 24) was mostly unchanged. There is still quite a disparity in the employment rates between youths and adults. On average in 2008, the employment rate for adults was 68.8% while it was estimated at only 38.8% for youths.⁴ By 2030, the population aged 15 and over in Nunavut could increase by a range of 4.1% to 28.1% from the 2005 population estimate.⁵ Integration of this volume of young workers into the growing wage-based economy continues to be a challenge, requiring workers to develop the knowledge, skills and job readiness required in the labour market.

¹ Nunavut Bureau of Statistics, Nunavut and Canada Population Estimates StatsUpdate, Fourth Quarter 2008, Source – Statistics Canada, CANSIM table # 051-0005

² Ibid

³ Statistics Canada, Labour Force Survey, CANSIM table # 282-0055

⁴ Statistics Canada, Labour Force Survey, Special Tabulations

⁵ Statistics Canada, Demography Division, Catalogue #91-520-SCB

Nunavut has unique needs:

- There is a need to foster a greater involvement in career development amongst the population as a whole
- Better research into potential labour market development is needed; Nunavut has a limited wage economy
- According to a recent report from the Nunavut Literacy Council, more than half of Nunavut's working age population struggle with serious literacy challenges⁶. Programs need to be established and enhanced to address these challenges
- The vast geographic size and limited infrastructure makes the delivery of programs expensive to establish and maintain
- The foundational philosophy of respecting and supporting the Inuit culture must be respected and considered when planning any strategy
- Employed workers in many cases are under-trained for their current positions limiting them in terms of retaining their positions or possible advancement. Risk management issues are also a concern and must be addressed for these under-trained individuals. Ex: Coroner inquests in three Nunavut communities pointed out the lack of accredited training for those employed to operate heavy equipment and municipal water/sewage trucks has directly resulted in the deaths of community residents.

The following potential activities have been developed with the above in mind; however, the more specific annual plans will differ in the future, depending on priorities.

Additionally, programs may be needed to target groups who have typically been disadvantaged or those who are under-represented in Nunavut's labour force:

- Inuit,
- women,
- persons with disabilities,
- youth,
- older workers, and
- immigrants.

Further, it must be understood that similar to the other Northern regions many of the clients who are not attached to the labour force may have multiple barriers and may require additional support to enter and continue to be employed.

⁶ Nunavut Literacy Council Report – April 26, 2009

Programs

Nunavut intends to focus LMA resources on the following two priorities areas:

1. Unemployed:

- Establish /enhance labour force attachment of unemployed, non EI eligible workers
- Enhance the skills of Nunavummiut to allow them to become gainfully employed and self-sufficient
- Establish/enhance programs to support career development by all Nunavut citizens

Currently Nunavut has a detailed client service delivery model for unemployed clients, and similarly, LMA clients will be assessed and counseled into an Employment Action Plan that is designed to enhance their skills with the desired goal of having the client return to or enter the labour force.

2. Employed clients:

- Increase skill levels/ employability of existing members of Nunavut's workforce, many of whom are low skilled
- Increase workplace literacy levels
- Collaborate with workers and employers to help them meet their workforce training needs.

Program Overview:

1. Training, Literacy and Skills Development

- Implement work place based training and literacy programs
- Increased level of foundation skills and essential skills to increase opportunities for employment
- Provide life skills training
- Project based work experience programs (group receives training while completing a community project)

2. Career Development and Exploration

- Counseling and career related information targeted to various groups
- Referral service for potential clients
- Community development workshops
- Job coaching, mentoring programs
- Post-program supports – transitional assistance for those going from public school into the workforce, training programs to work placement, etc.

3. Labour Market Information

- Develop relevant labour market information specific to industry, community, occupation, etc.

- Develop a Nunavut Labour Market/ Career Development Strategy

4. Community Engagement

- Utilize community consultations amongst key stakeholders: (Hamlet Councils, Employers, Government and non-government agencies etc.) to:
 - Support informed planning and workforce development
 - Participate in labour market growth initiatives and training needs assessments leading to linkages that promote and enhance labour market efficiency
 - Strengthen capacity to attract, educate and train individuals in areas relevant to the community's and territory's labour demands

Anticipated Financial Allocations (000's)

The figures below reflect Nunavut Government's intention, subject to approval by Treasury Board, to re-profile the original LMA funding allocations from 09/10 and 10/11 over the last three years of the agreement. Due to the late signing of the LMA agreement the figures shown below are notional and will be revised in 2010/11.

| Category | % Budget | LMA ¹ 2008/09 | STTF 2009/10 | STTF 2010/11 | LMA 2011/12 | LMA 2012/13 | LMA 2013/14 |
|---|-------------|-----------------------------|-----------------------|-----------------------|---------------------|---------------------|---------------------|
| Training, Literacy and Skills Development | 40% | | \$641,600.00 | \$641,600.00 | \$641,600.00 | \$641,600.00 | \$641,600.00 |
| Career Development and Exploration | 20% | | \$320,800.00 | \$320,800.00 | \$188,800.00 | \$188,800.00 | \$188,800.00 |
| Labour Market Information | 10% | | \$160,400.00 | \$160,400.00 | \$94,400.00 | \$94,400.00 | \$94,400.00 |
| Community Engagement | 15% | | \$240,600.00 | \$240,600.00 | \$141,600.00 | \$141,600.00 | \$141,600.00 |
| Administration | 15% | | \$240,600.00 | \$240,600.00 | \$141,600.00 | \$141,600.00 | \$141,600.00 |
| Budget | 100% | | \$1,604,000.00 | \$1,604,000.00 | \$944,000.00 | \$944,000.00 | \$944,000.00 |

¹ Treasury Board provided approval for GN to re-profile the 08/09 contribution into 09/10.