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# Nunavut's Labour Market Agreements

## Introduction

This annual plan is intended to guide the activities of Nunavut's Labour Market Agreements during the 2010/11 fiscal year.

Funding available is through the STTF(LMA) fund as part of the Economic Action Plan which was signed in July, 2009 and the Labour Market Development Agreement (LMDA) originally signed in 2001.

Nunavut is an extremely large geographic area with a small population and, correspondingly a small economic base. Consequently labour market development remains critical to Nunavut's economic prospects. Nunavut's labor market development priorities continue to be focused on preparing the labor force to meet the needs of a growing economy, manage the ongoing transition from traditional to the industrial economy, and meet the needs of a population expanding at a pace almost two times faster than the rest of Canada (Statistics Canada data on population growth 1991-1996). Nunavut has been fortunate to have had a Labour Market Development Agreement (LMDA) for the past several years. The experience gained through the implementation of the LMDA will serve well towards administering the LMA. It is Nunavut's intention to harmonize program offerings within career development services for all funding sources in order to provide better client service, wherever possible.

## Environmental Scan

One of the priorities for this year will be to try to identify specific training methodologies and opportunities subject to the needs of Nunavut's Labour Market not addressed by current LMDA program design, or other associated programs.

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. Many of the LMDA programs in recent years have been in response to this growth of the mining 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.

In the past, federal data on Nunavut's unemployed labor force was difficult to obtain. HRSDC generally applied a national unemployment rate throughout the territories of 25%. After extensive analysis of data collected as a pilot project since late 2000, Statistics Canada and the Nunavut Bureau of Statistics began releasing labour force statistics in August 2006 for the 10 largest communities in Nunavut. Statistics Canada and the Nunavut Bureau of Statistics were in agreement that the data for the 10 largest communities was not representative of the Territory as a whole but still had a useful value to monitor labour market trends in the Territory. On May 8, 2009 Statistics Canada released Nunavut data collected through the Labour Force Survey based on expanded survey coverage. The Nunavut Labour Force Survey now covers 19 communities representing approximately 92% of all Nunavut residents aged 15 years and over.

As of January 1, 2010, Statistics Canada estimated Nunavut's population to be 32,558<sup>1</sup>. 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 population has grown 1.8% annually on average from July 2001 to July 2009.<sup>2</sup>

Nunavut is the only jurisdiction in Canada where the majority of residents are Aboriginal and predominantly of one ethnic group. In 2006, Inuit made up approximately 84% of the population of Nunavut<sup>3</sup>.

The Labour Force update released by Statistics Canada in March 2010 indicate that on average between January to March 2010, there were 10,300 employed in Nunavut, also on average the employment rate was 54.6% and the unemployment rate is estimated to be 12.2%. This same report indicates that the labour force participation rate increased 4.8% over the past year, at the same time that nationally the rate decreased by 0.4%. The unemployment rate increased by 3.3% over the past year.<sup>4</sup>

In January of 2010, an estimated 570 people received regular Employment Insurance benefits in Nunavut. This was an increase of 16.3% from January 2009. In Canada, the number of people receiving regular EI benefits increased by 15.2% over the same time period.<sup>5</sup>

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<sup>1</sup> Nunavut Bureau of Statistics – Canada's Population Estimates- January 1, 2010

<sup>2</sup> Nunavut Bureau of Statistics, StatsUpdate, Population Estimates Report- July 1, 2009

<sup>3</sup> Nunavut Bureau of Statistics, StatsUpdate, Population and other data by Inuit Identity, 2006 Census, Source – Statistics Canada, 2006 Census of Population

<sup>4</sup> Nunavut Bureau of Statistics, StatsUpdate, Labour Force Report- March 2010

<sup>5</sup> Nunavut Bureau of Statistics, Employment Insurance StatsUpdate, January 2010, Source – Statistics Canada, CANSIM table # 276-0002

Employment decreased for adults (those aged 25 and older) in 2009 from the previous year. During the same time period, employment amongst youth (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 63.2% while it was estimated at only 28.0% for youths.<sup>1</sup>

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.<sup>2</sup> 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.

Nunavut's population of working-age adults currently stands at about 18,800. It is also growing quickly each year, as Nunavut's large numbers of youth reach working age. With proper skills and enough available jobs, it represents the most important resource Nunavut's economy has to grow its productive capacity and create wealth. Nunavut's high unemployment rate and, even more crucially, its low labour-force participation rate, indicate the challenges Nunavut's working-age population faces, however, as well as the potential productive capacity lost to the territory's economy.

Overall employment in Nunavut is highly seasonal, so average annual figures provide the best guide to the territory's job market. According to Statistics Canada's Labour Force Survey (LFS—see box in this section), roughly 9,800 Nunavummiut on average were employed in 2009, almost 300 fewer than in 2008. The CBoC projects that the construction sector alone shed 350 jobs last year even as other sectors in the economy added jobs, probably due in large part to the shift from construction to production at Meadowbank. As with economic output, changes at Meadowbank gold mine shaped territorial employment in 2009.

In 2009 roughly 1,400 Nunavummiut on average were unemployed, but actively seeking work. Estimates of the annual unemployment rate range slightly, but are close to 12.4 percent, down from 12.5 percent in 2008. Nunavut's unemployment rate decreased despite the decline in employment because an even greater number of people—an estimated 300 or more left Nunavut's labour force altogether. So, although fewer people were employed in 2009, fewer still were looking for a job, nudging the unemployment rate down.

The CBoC (Conference Board of Canada) expects about 10,000 Nunavummiut to be employed in 2010, largely offsetting last year's loss. Hiring in the mining sector will drive the increase, as the industry takes on more than 100 employees. The CBoC expects Nunavut's labour force to grow more quickly than the number of available jobs,

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<sup>1</sup> Statistics Canada, Labour Force Survey, Special Tabulations

<sup>2</sup> Statistics Canada, Demography Division, Catalogue #91-520-SCB

however, pushing Nunavut's 2010 unemployment rate higher even as more Nunavummiut find employment. In the medium term, employment will likely rise, bringing the unemployment rate back down to current levels. All the same, despite steady employment gains, the number of employed Nunavummiut may not return to the peak levels of 2007 until as late as 2013.<sup>1</sup>

## **Economic Activity**

### Highlights:

The Conference Board of Canada (CBoC) estimates that Nunavut's real gross domestic product (GDP) contracted 9.6 percent in 2009, and that it will rebound 9.9 percent in 2010. Much of this fluctuation is attributable to the end of construction at Meadowbank, and not to the recession.

Nunavut's unemployment rate was 12.4 percent in 2009, down from 12.5 percent in 2008. Of 18,800 working-age Nunavummiut, roughly 9,800 were employed in 2009, while 1,400 were unemployed, but seeking jobs. The CBoC expects employment to grow moderately in the near term.

Nunavut's economic output will shift from construction to mining as the Meadowbank gold mine begins production this year. The public sector continues to play a large, stabilizing role in Nunavut's economy.<sup>2</sup>

### ***Mining and Construction***

#### **Mining construction stimulates the economy which did experience a downturn**

Similar to the rest of Canada, during 2009 the Nunavut economy experienced a downturn in economic growth compared to previous years. Construction activity and mining exploration continued to carry the economy forward however at a slower pace.

Construction of the Meadowbank Gold mine began in 2007. An all-weather road was built between Baker Lake in 2008-09 and the mine went into production in early 2010 after completing most of the mine site construction. The value of commercial building permits increased by 67.4 % in 2009 over the previous year, much of which was related to this mine.<sup>3</sup> Residential investment in housing building permits decreased over the same period.

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<sup>1</sup> 2010-11 Fiscal and Economic Outlook, GN Department of Finance, p.23

<sup>2</sup> 2010-11 Fiscal and Economic Outlook, GN Department of Finance, p.19

<sup>3</sup> Nunavut Bureau of Statistics, Building permits- StatsUpdate – Dec 2009

Investment in non-residential construction and machinery and equipment in Nunavut are expected to total \$836.0 million in 2010, up 28.3% from 2009.<sup>1</sup>

### ***Income Support***

Income Support caseloads and expenditures continue to rise and remain high even with the economic activity taking place in Nunavut.

The caseload in 2009 was 6,949 representing 14,037 recipients with total payments exceeding \$28 million dollars. This represents 44% of Nunavut's population<sup>2</sup>

Using statistics provided by the Nunavut Bureau of Statistics in 2006 the estimated program access rate for Nunavummiut turning 18 is approximately 300 per year. Many of these individuals have no previous attachment to the labor force and turn to social assistance for support.

The Department of Education has several initiatives underway to try and address the low levels of education attainment, literacy and readiness for employment issues.

### ***Education***

Education and training remain government priorities. In an attempt to deal with issues in the education system the territorial government boosted the education budget to serve a rapidly growing young population and to improve the quality of early education programs.<sup>3</sup>

While graduation rates from secondary school are steadily improving, approximately 49% of the labour force possesses less than a high school education and more than 34% of those of working age have less than a grade nine level of education. Although the current trend of having more grade twelve graduates is promising, much remains to be done to ensure Nunavut reaches national grade 12 standards. Multiple graduation options are being developed to provide Nunavut students with more than one pathway to the grade 12 graduation diplomas.

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<sup>1</sup> Nunavut Bureau of Statistics, Private and public investment- StatsUpdate – Feb 26, 2010

<sup>2</sup> Note: While the Department of Education, Government of Nunavut, uses reasonable efforts to provide accurate and up-to-date information, some of the information provided is gathered manually and as a result may not be completely accurate. Since the year 2000, the social assistance program has been delivered without an electronic case management system.

<sup>3</sup> Impact Economics, 2005

According to the *Pinasuaqtavut* document, the Nunavut government has a mandate to “develop Nunavummiut in every profession as part of a resident workforce” and to “graduate more students from school, college and universities”.

The Government of Nunavut’s vision document *Tamapta* also clearly identifies the goal to ‘improve education and training outcomes’.

The need for basic education is also reflected in Nunavut’s employment rates: people with a minimum high school graduation enjoy an employment rate 2.5 times greater than those with elementary education.

Skills’ training is critical, and innovative ways are being initiated in order to engage a larger number of the population in learning and training. The LMDA continues to have a significant impact on strategies used for addressing skills shortages. Increasing knowledge and skills leads to a self-perpetuating cycle of innovation and growth. Increasing education and training opportunities and removing barriers to education are keys to laying the foundation for innovative capacity in Nunavut.

## **Territorial Initiatives that may impact the STTF/ LMA/ LMDA Programs in 2010-11**

### ***Strategic Partnerships with Nunavut Arctic College***

1. Further development of an Essential Skills based Pre-Employment Training Program
2. Continuation of Development of a Mature High School Graduation Diploma
3. Enhanced EAS Services Across Nunavut
4. Development of Career Counselling Certification Programs
5. New Assessment tools
6. Trades Training Centre
7. GED Programming

The Department of Education (EDU) has been working with Nunavut Arctic College (NAC) on a number of projects over the past few years which are directly related to labour market training:

1. Work begun in 2009/10 resulted in a successful pre-employment training program offered in five pilot communities within the Qikiqtani region in 2009/10. Hopefully this program will expand into more communities and all 3 regions in 2010/11. The program will be enhanced with modified curriculum which will include safety training and workplace essential skills based resources.
2. The Department of Education continues to work on the format for a Mature Graduation program with the assistance and input from Nunavut Arctic College and other institutions.
3. Consideration is being given towards establishing a partnership with NAC and the AHRDA ( Aboriginal Human Resource Development Agreement ) holders and the ASET ( Aboriginal Skills and Employment Training Strategy) holders towards developing and enhancing the delivery of Employment Assistance Services across the territory utilizing the College's facilities and staff.
4. A multi-year training strategy leading towards certification at the territorial and possibly international level for Career practitioners will continue and may be expanded to offer the earlier courses to other interested parties, Ex. ASET staff; HR staff etc. (a 2<sup>nd</sup> intake). A program review will also be conducted towards evaluating the impact of this training on client service delivery and client outcomes.
5. GN Education and Nunavut Arctic College are also involved in the development of new career assessment tools for use by CDO's and college

instructors with clients; research took place in 2009-10 and implementation is to begin mid-2010.

6. Nunavut Arctic College is scheduled to open a new trades training facility in Rankin Inlet in the fall of 2010; this will provide an opportunity for clients to attend technical training within the territory in numerous trades. A Mine training facility is also being planned.
7. GED Programming – the college will continue to offer GED preparation courses with the department's support until such time as the Mature Graduation Diploma Process has been completed, hopefully by early 2011. This strategy will identify the role that GED will have in the future.

### ***Nunavut Housing Trust Strategy:***

The Northern Housing Trust, now in its final stages (created by the Government of Canada in 2006), will provide Nunavummiut with important local economic and labor force capacity and to increase self-reliance in communities. The NHT has already completed the construction of several hundred housing units, utilizing a Nunavut based labour force to the greatest degree possible. They have secured new federal infrastructure funding to continue with this effort. In the short-term and long term, the delivery of these units has the potential to secure lasting socio-economic benefits for Nunavummiut. A dependable schedule of housing construction creates opportunities for local employment, training, apprenticeship and business development. Programs under the LMDA will continue to be used in partnership with funds under the Nunavut Housing Trust Strategy ***however these opportunities will be scaled back as the program is in its final stages.***

### ***Skills Canada Nunavut:***

Skills Canada/Nunavut is in its fifth year of operation. The organization continues to work on expanding its programs and services to communities across the territory to promote skilled trades and technology. In 2009/10 several hundred students in various Nunavut communities will have participated in Skills Canada/Nunavut events. Skills Canada Nunavut is not funded under the Labour Market Development Agreement but compliments the programs delivered through the LMDA by increasing awareness of Nunavut Youth to opportunities in the workforce, especially in the areas of skilled trades and technologies. Consideration may be given towards some support for these projects under the STTF/LMA.

### ***Department of Culture, Language Elders and Youth (CLEY)***

The Department of Culture Language Elders and Youth is currently building and staffing a new cultural school in Clyde River. Construction is expected to be completed this year and this facility will result in short-term construction opportunities as well as long term economic development for Clyde River. It is also anticipated that proposals will be received from this community to offer programming under Targeted Initiatives for Older Workers (TIOW).

### ***Development of a GN Career Development Services Framework***

The Department of Education (EDU) has been working with Nunavut Arctic College (NAC), the GN Department of Human Resources and the Canadian Career Development Foundation (CCDF) towards developing a framework strategy document on the issue of delivering career development services. As of May 2010, a draft document has been created and in the fall it will be shared with other stakeholders, reviewed and an implementation plan developed. It is hoped that this project will be completed by late fall 2010.

### ***Mineral and Exploration Strategy:***

The Mineral and Exploration strategy was tabled in 2008 in the Legislative Assembly. The mandate of the strategy is to create the conditions for a strong and sustainable minerals industry that contributes to a high and sustainable quality of life for all Nunavummiut. Preliminary estimates suggest that 1500 new mine related jobs could be created in Nunavut over the next ten years that would employ 12% of the territory's workforce. The Department of Economic Development and Transportation (EDT) will implement multi-party Nunavut Mine Training Initiative to work cooperatively with the Department of Education's *Adult Learning Strategy*. The Mine Training Initiative focuses on addressing the labour force gap that exists in the minerals industry in Nunavut. The Initiative will bring industry across the territory together with Regional Inuit Organizations, training and education organizations, and funding agencies to develop and deliver targeted training to address short and medium term human resource needs.

Memorandums of Understanding have been established between the Department, mining companies, ARHDA groups and in some case regional Inuit organizations; some of these has resulted in a new training opportunities

An interagency committee, the Mining Roundtable" has emerged recently as part of this strategy as well as some organizational re-structuring such as the emergence of the

Qikiqtani Employment Training Consortium (QETC), which is a partnership of several ARHDA groups, and the Baffinland Iron Ore Company with a goal of developing an effective training strategy for this sector.

The Kivalliq Mine Training Society was established in early 2010 and will be overseeing training through an ASEP proposal for that region.

The Department will continue to work with these groups.

### ***Collaboration with the ASET (Aboriginal Skills and Employment Training Strategy ) Holders***

Service Canada and HRSDC have started a process towards creating greater collaboration with various stakeholder group through initiating workshops such as “ Integrated Labour Market Planning “ meeting held in Iqaluit in late April 2010 with a possible follow-up meeting to be held in late June in Rankin Inlet. The Department looks forward to working with these groups:

- It is our hope that some joint projects can be initiated this Spring and
- further clarification will be made regarding client referral policies;
- joint collaboration and review of large project proposals;
- developing a career development culture in Nunavut
- enhancing client service delivery

### ***Consultation with Other Stakeholders:***

The creation of this plan has resulted through a reflection upon the previous LMDA plan, the multi-year STTF/LMA plan and discussions held with:

- EDU field staff
- EDU Apprenticeship division
- Nunavut Arctic College personnel,
- Nunavut Apprenticeship Board
- Service Canada /HRSDC and
- ARHDA/ASSET holders meeting
- First Air/ Canadian North Airlines
- Peregrine Diamonds / Boart Longyear
- Workers Compensation and Safety Commission

This plan will be further refined after meetings slated for June 2010.

## Nunavut's Unique Needs and Challenges

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 challenges<sup>6</sup>. 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.

Nunavut has unique challenges:

- The GN is undergoing a 'report card' review of programs and services; this may affect programming priorities however it is anticipated that it will strengthen the desire to provide comprehensive career development delivery services
- Staff capacity issues continue to present challenges for the delivery of both the LMA and LMDA programs; The Office of the Auditor General has pointed out on several occasions that capacity issues in all sectors of the GN are of concern. In her April 1, 2009 report to the Legislative Assembly she indicated that they will be exploring the human resource capacity issues that the Government of Nunavut faces in the next report to the Legislative Assembly<sup>1</sup>.
- Many of the current Career Development Officers are undertrained for their role, the department is implementing a long-term training strategy in partnership with Nunavut Arctic College and the Canadian Career Development Foundation to meet this identified need

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<sup>6</sup> Nunavut Literacy Council Report – April 26, 2009

<sup>1</sup> April 2009 Report of the Auditor General of Canada – April 1, 2009

## STTF/LMA Program Responses

### *STTF / LMA Clients*

The following potential activities have been developed with the above in mind;

Nunavut intends to use the STTF / LMA funding provided to provide assistance under its eligible programs to:

- (a) Unemployed individuals who are not EI clients, including but not limited to:
  - (i) Social assistance recipients;
  - (ii) Aboriginal peoples;
  - (iii) Persons with disabilities;
  - (iv) Older workers;
  - (v) Youth;
  - (vi) Women;
  - (vii) New entrants and re-entrants to the labour market;
  - (viii) Unemployed individuals previously self-employed; and
  - (ix) Immigrants.

and

- (b) Employed individuals who are low-skilled, in particular, employed individuals who do not have a high school diploma or a recognized certification or who have low levels of literacy and essential skills.

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.

## **STTF/LMA Program Priorities**

Nunavut intends to focus STTF resources on the following priority areas:

### **1. Unemployed – (EI eligible and non-eligible individuals)**

- 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, STTF 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.

It is expected that over 150 LMA clients will be able to access training opportunities and significantly more should be able to access career development counseling services

- Nunavut Arctic College has increased their capacity to deliver programs and services and a new Trades training centre is scheduled to open in September 2010
- Clients previously unable to apply for EI-attached training opportunities will need to be re-engaged
- Career development delivery staff capacity remains an issue for the GN, staff turnover remains a problem. We have staffed a position at headquarters to provide training and support to field staff as well as to enhance our outreach capabilities

### **2. Employed clients:**

- Increase skill levels/ employability of existing members of Nunavut's workforce, many of whom are low skilled
- Increase workplace literacy levels through the establishment of workplace essential skills programs
- Collaborate with workers and employers to help them meet their workforce training needs.
- An enhanced training on the Job program has been recently launched

### **3. Youth**

- Working closely with Skills Canada –Nunavut and possibly with a Skillslink project, we hope to reach out to youth through a variety of initiatives

#### **4. Community Engagement**

- Nunavut intends to deliver community engagement workshops in every community hopefully in partnerships with other agencies and stakeholder groups. This is expected to begin in the fall of 2010. It will also have a focus on trades and apprenticeship.

### ***STTF/LMA Program Overview:***

#### **1. Training, Literacy and Skills Development**

- Implement work place based training and literacy programs through an expansion of NAC's pre-employment course and the addition of better essential skills curricular resources
- Increased level of foundation skills and essential skills to increase opportunities for employment
- Provide life skills training
- Search our partnerships to establish 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.
- Complete the Nunavut Career Development Services 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

## ***Specific Methodology***

During the fiscal year 2010/11 Nunavut intends to:

- Implement new programs through staff operational training and a public communications campaign; this follows a program review conducted in 2009/10
- Continue to build staff capacity through ongoing training and establishing appropriate staff supports
- Complete the enhancement of the current client case management system (CDCS) in order to better serve clients and provide appropriate reports; this will include identifying appropriate indicators of client success and utilize client satisfaction surveys
- Conduct community engagement workshops through 'community' and regional tours by staff teams and possibly with additional resources such as facilitators and participation with other stakeholder groups
- Prepare a comprehensive communications campaign to raise awareness about 'career development' and program opportunities for all stakeholders
- Explore with other labour sectors such as the airline and hospitality industry to engage in projects such as the *QEC Apprenticeship Bootcamp* in order to establish more career exploration programs in Nunavut
- Utilize existing successful programs for LMA clients to provide them with training opportunities previously not available to them
- Enhance partnerships with existing training partners and develop new ones
- Research appropriate programming options through examining best practices from other jurisdictions

## ***Sample Program Initiatives***

There are a number of training program initiatives in development and/or being delivered worth commenting on:

- Training for employment in the Mining sector
  - Currently the Department has a very successful partnership in which unemployed individuals are being sponsored to take training at OETIO (Operating Engineers Training Institute of Ontario) for specific careers with Agnico-Eagle's Meadowbank gold mine currently coming into production in Baker Lake. Through this partnership individuals are receiving direct labour related training (Ex. Heavy Equipment Operators and Haul truck drivers) and then being immediately employed at the mine.
  - A number of clients have recently completed Diamond Driller helpers training which also makes them very much in demand; further training course such as these (Haileybury School of Mines and Boart Longyear)

- Pre-Employability Training
  - Nunavut Arctic College has created a modular pre-employment training program consisting of 8 three week modules aimed at giving candidates success in returning to school and entering the job market; this program was offered in five different communities in the 2009-10 academic year. It was successful, and the intent is to expand it to other communities and in different modalities in the future
  
- Training for employment in the Airline/Hospitality sector
  - Currently the Department has started discussing possible training partnerships with the two major airlines – Canadian North and First Air
  - It is hoped to also reach out to the hospitality industry to a greater degree this year.

## STTF/LMA Budget for 2010-11

<b>2010/2011 STTF (LMA) Budget</b>						
<b>\$</b>			<b>1 HQ</b>	<b>2 Qikiqtani</b>	<b>3 Kivalliq</b>	<b>4 Kitikmeot</b>
<b>1,502,000.00</b>						
Training, Literacy and Skills Development	35%	\$525,700.00	\$49,700.00	\$197,000.00	\$152,000.00	\$127,000.00
Career Development and Exploration	20%	\$300,400.00	\$45,060.00	\$105,140.00	\$75,100.00	\$75,100.00
Labour Market Information	1%	\$15,020.00	\$15,020.00	0	0	0
Community Engagement	19%	\$285,380.00	\$125,380.00	\$70,000.00	\$45,000.00	\$45,000.00
Administration	25%	\$375,500.00	\$297,000.00	\$52,000.00	\$14,000.00	\$12,500.00
<b>Budget</b>	<b>100%</b>	<b>\$1,502,000.00</b>	<b>\$532,160.00</b>	<b>\$424,140.00</b>	<b>\$286,100.00</b>	<b>\$259,600.00</b>

**STTF/LMA Budget and Targets**

<b>Category</b>	<b>% Budget</b>	<b>STTF 2010/11</b>	<b>Results 2009/10</b>	<b>Targets ** 2010/11</b>
Training, Literacy and Skills Development	35%	\$525,700.00		125 participants
Career Development and Exploration	20%	\$300,400.00		100 participants
Labour Market Information	15%	\$15,020.00		See Note 1 below
Community Engagement	10%	\$285,380.00		1-2 day workshops on Career Development Services to be delivered in each of Nunavut's 25 communities
Administration	20%	\$375,500.00		See Note 2 below
<b>Budget</b>	<b>100%</b>	<b>\$1,502,000.00</b>		

\*\* - Given that this is the first year for Nunavut's LMA, predicted targets are 'best estimates'

Note 1: Research will be conducted towards enhancing current LMI in Nunavut; this may also include an examination of how NCSIS (Nunavut Community Skills Information System) may be used in this area. The Advisory Panel on Labour Market Information's Final Report indicated this application may be an invaluable part of the strategic planning process within Nunavut when it is fully deployed. It is hoped that in the near future, with adequate resources, NCSIS will reach its full potential.<sup>1</sup>

Note 2: The administration budget will be utilized to cover costs affiliated with enhancing the Nunavut Client Case Management System to provide appropriate reporting on the LMA ; associated staff costs to resources the delivery of LMA programs.

<sup>1</sup> P.55 "Working Together to Build a Better Labour Market Information System for Canada" - Final report

## LMDA Program Responses

### ***LMDA Programs:***

The following programs will be operated under the LMDA this fiscal year to address Nunavut's labour market development priorities and needs:

- **Building Essential Skills (BES)**  
LMDA funds are allocated to BES to provide occupational skills training to Nunavummiut. Participants include apprentices attending technical training, and also include upgrading trainees and skills training participants in a range of shorter-term programs designed to provide employment and occupation skills required to participate in the labour market.
- **Training on the Job (TOJ)**  
Nunavut is raising the wage subsidy to employers of up to \$15.00/h (or to a maximum of 50% of the hourly wage, whichever is less) to cover the wage costs of eligible participants hired into jobs that may be expected to become and remain permanent.
- **Self-Employment Option (SEO)**  
SEO provides financial support to eligible participants who are pursuing the start-up and development of their own businesses.
- **Employment Assistance Services (EAS)**  
EAS is a support measure implemented where necessary to provide support to unemployed Nunavummiut in job preparation, job search, employment placement and related services.

### ***Territorial Priorities for the LMDA:***

Skills Development will continue to be the most utilized intervention for EI-eligible clients. 65% of program expenditures are dedicated to the Building Essential Skills program to provide literacy, upgrading supports and occupational skill training. For 2010/11, emphasis will continue to be placed on trades and trades related and preparation programs.

The second priority is Training on the Job. Though the most costly option on a per-case served basis, TOJ participants achieve immediate independence via remunerated employment. It is anticipated that with the full implementation of the NNI government purchasing policy for capital projects and the activation of the Nunavut Housing Trust Strategy, there will be an increased demand placed on TOJ. This program is projected to consume 15% of the Territory's LMDA program budget for 2010/11.

The third priority is Employment Assistance Services. This service is used to prepare workers to obtain jobs in Nunavut through job search assistance and pre-employment supports when required. An expansion of these services with other agencies into outlying communities is planned for 2010/11 to establish similar services in other communities across the territory. This program will occupy about 10% of the program budget.

Self Employment Option will continue to be offered in 2010/11 and allocations have been maintained at current levels. This has been the least used program in Nunavut but is recognized as an important link to effect employment through self-employment with suitable candidates who qualify. This program will account for 0.3% of the program budget.

Funding for Labour Market Partnerships and Research and Innovations will occupy a slightly larger share of the program budget in 2010/11. They will increase to 9.4% of the budget. An assessment research project began in 2009 will continue through an implementation phase in 2010.

Implementing a program similar to the Job Creation Partnership (JCP) will continue to be explored 2010/11. Additional staff established within GN Education will explore the opportunities available to move this program forward.

This program was identified in the formative and summative evaluation of Nunavut Benefits and Measures delivered under the Canada-Nunavut LMDA. The JCP is designed to provide eligible clients with opportunities to gain on-the-job experience for a temporary period of time while participating in community based projects. This benefit can have a positive impact both for individuals and communities, and therefore presents an opportunity for additional utilization of EI Part II funding in Nunavut, 4.4% of the budget will be allocated to this initiative.

A multi-year training strategy towards providing training for our Career Development Officers leading to certification (territorial to international) is currently entering its second year . The department is partnering with Nunavut Arctic College and the Canadian Career Development Foundation on this project.

Nunavut is also currently working towards developing skills specific training for the tourism and transportation sectors.

## **LMDA 2010-11 Forecast**

Program Expenditures: *April 1, 2010 to March 31, 2011*

## **2010-11 LMDA Allocations**

Total program Budget allocation from HRSDC 2010-11:

	\$ 2,857,000.00	(base funding)
+	<u>\$ 514,000.00</u>	(supplementary from EAP – Employment Action Plan)
=	<b>\$ 3,371,000.00</b>	

## **2010-11 Allocations by Region**

Program budgets are regionally allocated on the basis of population in each of the three regions in Nunavut and previous year's activity. Administrative costs continue to grow each year even though the budget remains fixed.

- LMDA Administrative funds: \$ 787,000.00
  - \$ 354,000.00 is allocated for HQ and
  - \$ 433,000.00 is allocated to the three regional offices
  
- LMDA Benefits and Measures: \$ 3,371,000.00
  - \$ 632,000.00 is allocated for HQ and
  - \$ 2,739,000.00 is allocated to the three regional offices
    - 32 % to Qikiqtaaluk Region,
    - 32 % to Kivalliq Region, and
    - 17 % to Kitikmeot Region.
    - 19 % will be held back by Headquarters.

All measures will be administered from HQ; as well, HQ will assert oversight on the EAS, LMP, JCP and Innovations envelopes. These funds may be available to supplement regional budgets on an as needed basis:

**2010-11 LMDA Program Budget Allocation**

Total program (EBSM) Budget allocation from HRSDC 2009-10: \$ 2,584,000.00

BES	65.0%	\$ 2,191,150.00
TOJ	15.0%	\$ 505,650.00
EAS	10.0%	\$ 337,100.00
SEO	0.3%	\$ 10,113.00
LMP	0.3%	\$ 10,113.00
R&I	5.0%	\$ 168,550.00
JCP	4.4%	\$ 148,324.00
	<b>100.0%</b>	<b>\$ 3,371,000.00</b>

## Conclusion

Nunavut is working towards harmonizing the delivery of our labour market/career development services programs.

The addition of the STTF/LMA funding has provided excellent opportunities for a large number of clients.

Nunavut continues to struggle with the fact that there is a limited physical infrastructure available for training; hopefully as Nunavut Arctic College continues to develop its trades training centres this pressure may be somewhat reduced.

Given the fact that Nunavut has no access to roads or rail roads to places outside the territory with a small population, sparsely located far from the majority of Canadians, per capita funding for federal programs in Nunavut often does not permit maximized application of national programming; there is a need for base funding mechanisms and program flexibility that recognizes the realities of life in Nunavut.

Employment is often community focused, as mobility is limited and travel expensive. LMDA programs must continue to be responsive to local employment development opportunities and complement existing programming, such as Financial Assistance for Nunavut Students (FANS), training initiatives under Income Support and programs offered by the designated Inuit Organizations in the regions.

We are increasing our staff capacity through staff training and support. This should also assist us in improving client service delivery.

The Department is looking forward to more collaboration with other stakeholders in the territory; initial meetings in the Spring of 2010 look promising.

It is expected that more clients will be served in 2010/11.