



# 2011-12 Annual Plan

for

**LMA** (Labour Market Agreement)

and

**LMDA** (Labour Market Development Agreement)

June 2011



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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 2011/12 fiscal year.

Funding available is through the Labour Market Agreement (LMA) fund which was signed in July, 2009 and the Labour Market Development Agreement (LMDA) originally signed in 2000.

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 continue 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 and support 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 given that there will be fewer resources available.

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 with the creation of the Kivalliq Mine Training Society (an ASEP agreement holder) and the redesign of AHRDA agreements into ASET, we (GN Education) need to look at doing things differently.

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.

The recent takeover of the Mary River project by Arcelor-Mittal may result in further growth in this industry in the short-term future. Furthermore Agnico-Eagle has significant expansion planned for mines in the Rankin Inlet region. Mining is expected to expand once again in the immediate short-term.

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, 2011, Statistics Canada estimated Nunavut's population to be 33,303<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. Nunavut also has one of the youngest populations in Canada and this large cohort of young people entering school and then the labour force will bring new and greater pressures to Nunavut's economy, infrastructure and public services<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 2011 indicate that on average between January to March 2011, there were 11,900 people employed in Nunavut, also on average the employment rate was 56% and the unemployment rate is estimated to be 17.23%. This same report indicates that the labour force participation rate increased 4.5% over the past year, at the same time that nationally the rate decreased by 0.1 %. The unemployment rate increased by 5.4% over the past year.<sup>4</sup>

In January of 2011, an estimated 620 people received regular Employment Insurance benefits in Nunavut. This was an increase of 6.9% from January 2010. In Canada, the number of people receiving regular EI benefits decreased by 11.3% over the same time period.<sup>5</sup>

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

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<sup>1</sup> Nunavut Bureau of Statistics – Canada's Population Estimates- January 1, 2011

<sup>2</sup> Nunavut 2010 Economic Outlook, p.11

<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 2011

<sup>5</sup> Nunavut Bureau of Statistics, Employment Insurance StatsUpdate, January 2011, Source – Statistics Canada, CANSIM table # 276-0002

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.

## Economic Outlook

### Key Highlights<sup>1</sup>

- The world entered a recession in 2008. This had numerous implications for Nunavut's economy. However, through it all, the economic outlook remains strong.
- The federal government is now operating in the deficit position. This will result in a reduction in specific-purpose transfers. Nunavut could avoid some of the cutbacks because of the current government's heightened interest in the North and Arctic sovereignty.
- The population and demographic changes anticipated in this year's Outlook have many implications for the Territory, especially for government's education, health and housing programs.
- While the population is not growing at a pace once thought, the persistently high fertility rates combined with a large cohort of children 0 to 15 will mean the annual number of child births will remain above 800 for much of the forecast, while the number of people over 60 will more than double.
- Nunavut's economic data will be shaped by the life cycles of four or five mining project over the next ten to fifteen years. All of these projects are located in the Kivalliq or Kitikmeot regions. These projects fulfil those region's economic objectives. But without mechanisms to improve labour mobility, individuals in communities outside the geographic reach of these developments will be unable to participate.
- Nunavut's construction forecast is also affected by the events in the mining sector. These construction jobs come at a crucial time when government projects are expected to decrease. The challenge is to get more Nunavummiut onto these construction sites and develop a supporting business sector.
- Nunavut's fishery has implemented its five-year comprehensive investment strategy which is paying dividends in terms of greater infrastructure, improved knowledge, trained labour, and stronger organizations. The challenge now is to find new and inventive ways to get more Nunavummiut involved in the actual fishing industry.
- Tourism and arts are small components of Nunavut's economy if measured through GDP exclusively. If one considers other measures such as the contribution to culture, diversity, community health and productivity, then these sectors can be seen as extremely important. These two aspects of Nunavut's economy should grow over the next five to ten years as both invest in greater organizational and physical capital.

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<sup>1</sup> Nunavut Economic Outlook p 47

## ***Mining and Construction***

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. It is expected that another mine near Rankin Inlet will open within the next two years and prospects for the Mary River project in North Baffin look promising.

## ***Income Support***

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

In 2010, the program saw 6,599 Heads of Household make application for social assistance representing 13, 716 recipients (41% of Nunavut's population) with total payments exceeding \$28 million dollars.<sup>1</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>2</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%

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<sup>1</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>2</sup> Impact Economics, 2005



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.

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. Adult literacy rates remain low and effective adult essential skills programs need to be implemented in order to close this gap.

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 LMA/ LMDA Programs in 2011-12**

### ***Strategic Partnerships with Nunavut Arctic College (NAC)***

1. Continuation of Development of a Mature High School Graduation Diploma
2. Enhanced EAS Services Across Nunavut
3. Continuation of Career Counseling Certification Programs
4. New Assessment tools
5. Trades Training Centre- NTTC
6. 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. 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.
2. Consideration is being given towards establishing a partnership with NAC 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.
3. A multi-year training strategy leading towards certification at the territorial and possibly international level for Career practitioners will continue and is to be expanded to offer the programs to other interested parties, Ex. ASET staff; HR staff etc. A program review will also be conducted towards evaluating the impact of this training on client service delivery and client outcomes.
4. 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 and continue in 2011-12.
5. Nunavut Arctic College has opened a new trades training facility in Rankin Inlet in the fall of 2010; this will continue to provide an opportunity for clients to attend technical training within the territory in numerous trades. A Mine training facility is also being planned.
6. 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, possibly by 2012. This strategy will identify the role that GED will have in the future.

### ***Collaboration with the ASET (Aboriginal Skills and Employment Training Strategy) Holders- Nunavut Labour Market Training Forum***

Service Canada and HRSDC have started a process towards creating greater collaboration with various stakeholder groups through initiating workshops such as the “Nunavut Integrated Labour Market Planning” meeting held in Iqaluit in late April 2010, Sept 2010 and February 2011. Follow-up meetings are currently scheduled. This group has recently been renamed to the *Nunavut Labour Market Training Forum*.

Several meetings have occurred between the ASET groups, EDU and NAC

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

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

Skills Canada/Nunavut (SCN) is in its sixth 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 2010/11 several hundred students in various Nunavut communities will have participated in Skills Canada/Nunavut events. Skills Canada Nunavut 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 (EAS service). SCN is developing a strategic plan to work in partnership with various organization to provide greater career development and employability services to an increasing large demographic in Nunavut. Some support for these projects will be provided.

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

The Department of Culture Language Elders and Youth is completing the staffing of a new cultural school in Clyde River. It is anticipated that proposals may 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. A draft document has been created and an implementation plan will be developed by the fall of 2011.

***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. It is anticipated that more development will occur in the mining sector in 2011/12.

***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
- ASET holders meeting – Nunavut Labour Market Training Forum

## 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

## LMA Program Responses

### ***LMA Clients***

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

Nunavut intends to use the 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.

### ***LMA Program Priorities***

Nunavut intends to focus LMA 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 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.

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

- In fiscal 2010/11 STTF funds were expended within the first six months; client engagement was double of the expected target
- Clients previously unable to apply for EI-attached training opportunities re-engaged in large volumes
- Career development delivery staff capacity remains an issue for the GN, staff turnover remains a problem.
- We anticipate a continued high volume of LMA clients but will also seek to enlist the aid of ASET holders to assist.

**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 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 2011. It will also have a focus on trades and apprenticeship.

***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)
- 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.

## **2. Labour Market Information**

- Complete the Nunavut Career Development Services Strategy

## **3. 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 2011/12 Nunavut intends to:

- 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. This will continue with other employers such as Qikiqtaaluk Logistics and their DEW line site cleanup
  - 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 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
  - The Department participated in a career fair held in late October 2010 in Iqaluit to introduce youth to the all aspects of the airline industry.
  - First Air intends to begin a training initiative in the summer of 2011
  - It is hoped to also reach out to the hospitality industry to a greater degree this year.

## LMA Budget for 2011-12

<b>Notional Allocation</b>	\$ 487,000.00
Re-Profiled (Treasury Board)	\$ 472,000.00
<b>Total</b>	<b>\$ 959,000.00</b>

<i>Program</i>			<b>HQ</b>	<b>Qikiqtani</b>	<b>Kivalliq</b>	<b>Kitikmeot</b>
Training, Literacy and Skills Development	75%	<b>\$708,000.00</b>	\$ -	\$389,400.00	\$141,600.00	\$177,000.00
Career Development and Exploration	0%	\$ -	\$ -	\$ -	\$ -	\$ -
Labour Market Information	0%	\$ -	\$ -	\$ -	\$ -	\$ -
Community Engagement	10%	<b>\$ 94,400.00</b>	\$14,400.00	\$ 50,000.00	\$ 15,000.00	\$ 15,000.00
Administration	16%	<b>\$156,600.00</b>	\$71,600.00	\$ 75,000.00	\$ 5,000.00	\$ 5,000.00
<b>Budget</b>	<b>100%</b>	<b>\$959,000.00</b>	<b>\$86,000.00</b>	<b>\$514,400.00</b>	<b>\$161,600.00</b>	<b>\$197,000.00</b>

## STTF/LMA Budget and Targets

Category	2010/11				2011/12		
	% Budget	STTF/ LMA	Targets **	Results	% Budget	LMA Budget	Targets
<b>Training, Literacy and Skills Development</b>		\$525,700.00	125 participants	Over 500 clients	74 %	\$ 708,000.00	200 participants See Note 3 below
Career Development and Exploration	20%	\$300,400.00	100 participants		0%		
Labour Market Information	15%	\$15,020.00	See Note 1 below		0%		
Community Engagement	10%	\$285,380.00	1-2 day workshops on Career Development Services to be delivered in each of Nunavut's 25 communities	Most but not all communities received presentations	10%	\$ 94,400.00	Complete 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		16%	\$156,600.00	See Note 4 below
<b>Budget</b>	<b>100%</b>	<b>\$1,502,000.00</b>				<b>\$ 959,000.00</b>	

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.

Note 3: The two client programs will be combined into one to ease administrative management

Note 4: 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. **However one full-time staffing position has been dropped to enhance the budget available under Training, Literacy and Skills Development**

<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. 70% of program expenditures are dedicated to the Building Essential Skills program to provide literacy, upgrading supports and occupational skill training. For 2011/12, 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. This program is projected to consume 15% of the Territory's LMDA program budget for 2011/12.

The third priority is Employment Assistance Services. This service is used to prepare workers to obtain jobs in Nunavut through career development services such as job search assistance and pre-employment supports when required. Many clients are served through this service. The EAS program will occupy about 9% of the program budget and will be expanded in scope.

Self Employment Option will continue to be offered in 2011/12 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. It will be enhanced and expanded in 2011-12 which will hopefully result in a greater uptake. This program will account for 4 % of the program budget.

Funding for Labour Market Partnerships and Research and Innovations will be reduced to 1%; this reduction is due to staff capacity issues.

Implementing a program similar to the Job Creation Partnership (JCP) will hopefully be explored in 2011/12 depending on staff capacity. 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, 0.5% 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 third year. The department is partnering with Nunavut Arctic College and the Canadian Career Development Foundation on this project.

## **LMDA 2011-12 Forecast**

Program Expenditures: *April 1, 2011 to March 31, 2012*

### **2011-12 Allocations**

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**
  - \$ 308,000.00 is allocated for HQ and
  - \$ 479,000.00 is allocated to the three regional offices
  
- LMDA Benefits and Measures: **\$ 3,537,000.00**
  - \$ 852,000.00 is allocated for HQ and
  - \$ 2,685,000.00 is allocated to the three regional offices
    - \$1,040,000.00 to Qikiqtaaluk Region,
    - \$1,000,000.00 to Kivalliq Region, and
    - \$ 645,000.00 to Kitikmeot Region.
    - \$ 852,000.00 to 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:

**2011-12 LMDA Program Budget Allocation**

Total program (EBSM) Budget allocation from HRSDC 2011-12: **\$ 3,537,000.00**

BES	70.0%	\$	2,475,900.00
TOJ	15.0%	\$	530,550.00
EAS	9.0%	\$	318,330.00
SEO	4.0%	\$	141,480.00
LMP	1.0%	\$	35,370.00
R&I	0.5%	\$	17,685.00
JCP	0.5%	\$	17,685.00
	100.0%	\$	3,537,000.00



## Conclusion

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

The addition of the LMA funding has provided excellent opportunities for a large number of clients; unfortunately it is not enough as there are a larger number of clients who are not LMDA eligible and our LMA funds were expended quite early in the 2010/11 fiscal year. Efforts will be made to serve as many clients as possible.

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 look promising.

It is expected that a similar number of clients will be served in 2011/12.