



MAY 23 2019

MR. DANIEL MCNEELY
MLA, SAHTU

Oral Question 524-18(3): Indigenous Training Programs

This letter is a follow-up to the Oral Question you raised on February 7, 2019, regarding the promotion of Indigenous Training Programs across the Northwest Territories (NWT).

On October 9, 2018, a news release was issued that introduced the Indigenous Career Gateway Program (ICGP) and the Indigenous Management Development and Training Program (IMDTP). While the ICGP is intended for Indigenous Aboriginal Persons, under the Affirmative Action Policy, who are interested in a career with the territorial government, the IMDTP supports existing GNWT Indigenous Aboriginal employees to access skills training and/or work experience for career advancement within the public service.

Following the official launch of these two programs, the Department of Finance has undertaken the following:

- Provided all departmental Senior Management teams with a detailed presentation to increase the overall understanding and awareness of both programs;
- Developed a Professionally-designed “Four Pathways” communications brochure that will be implemented in the near future. This brochure outlines the four pathways presented in the Workforce Development Framework, and is meant to be a simple-to-understand concept that underscores the GNWT’s approach to employee learning and development; and
- Continues to promote these programs and share information by attending career and community health fairs, as well as by sharing information with Indigenous governments and through ongoing community visits.

The Department of Finance continues to work with all departments, boards and agencies on promoting these programs, and the entire suite of programs available to all GNWT employees.

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For your reference, a draft copy of the Four Pathways brochure is attached.



Robert C. McLeod
Minister, Finance

Attachment


- c. Members of the Legislative Assembly
 - Secretary to Cabinet
 - Deputy Minister, Finance
 - Clerk of the Legislative Assembly
 - Legislative Coordinator

SELF-DIRECTED SKILL DEVELOPMENT

- Online and In -Person Training
- Corporate Memberships
- Volunteering
- Community Involvement
- Self-Study

LEARNING THROUGH EXPERIENCE

- Orientation Training
- On-the-job Training
- Developmental Assignments
- Secondments
- Regional Recruitment Program
- Summer Student Employment Program
- Internship Program
- Indigenous Career Gateway Program



FOUR PATHWAYS TO LEARNING

LEARNING THROUGH PEOPLE

- GNWT Mentorship & Coaching
- Professional Associations
- Community of Practice

FORMAL AND DIRECTED LEARNING

- Management Series
- Leadership Development Program
- Indigenous Management Development and Training Program
- Formal Education

APPENDIX

GNWT Resources & Information

Workforce Development Framework

- [XXXXXXXXXX](#)

Learning and Development Policy

- [L&D Policy](#)

Formal & Directed Learning

- [Management Series](#)
- [Leadership Development Program](#)
- [Indigenous Management Development and Training Program](#)
- [Formal Education: Education Leave](#)
- [Formal Education: Short term Education Leave](#)
- [Formal Education: Tuition/Course Fees](#)

Self-Directed Skill Development

- [Online and In-Person Training Courses](#)
- Corporate Memberships
- Volunteering
- Community Involvement
- Self-Study

Learning through Experience

- [Orientation Training](#)
- On-the-job Training
- [Developmental Assignments](#)

- [Secondments](#)
 - Building Capacity in Indigenous Governments Program
- [Regional Recruitment Program](#)
- [Summer Student Employment Program](#)
- [Internship Program](#)
- [Indigenous Career Gateway Program](#)

Learning through People

- [GNWT Mentorship and Coaching: GNWT Mentorship](#)
- [GNWT Mentorship and Coaching: Coaching Success](#)
- [GNWT Mentorship and Coaching: Coaching Fundamentals](#)
- [Professional Associations: Excluded Employees](#)
- [Professional Associations: Northwest Territories Teacher' Association](#)
- [Professional Associations: Senior Managers](#)
- [Professional Associations: UNW Employees](#)
- Community of Practice

Other

- [Key Performance Measures and Indicators report](#)
- [GNWT Competency Model](#)



FOUR PATHWAYS TO LEARNING

SELF-DIRECTED SKILL DEVELOPMENT

LEARNING THROUGH PEOPLE

LEARNING THROUGH EXPERIENCE

FORMAL AND DIRECTED LEARNING

The Workforce Development Framework outlines the Government of the Northwest Territories (GNWT) Learning and Development programs with the goals of:

- Providing a model for learning and development to foster a learning culture across the GNWT;
- Improving awareness for employees and managers of approaches to workforce development; and
- Identifying areas for continuous improvement in the GNWT approach to workforce development.

Within the GNWT, there are 4 primary pathways to employee learning and development.

The GNWT utilizes formal training programs that include a variety of methods to appeal to various learning styles to ensure employees acquire the same information at the same time.

Through self-directed development, the GNWT encourages its employees to engage in self-directed skill development as the process enables employees to manage their growth and development.

The GNWT encourages hands on learning and knowledge sharing. This type of learning immerses learners in an experience and encourages reflection on the experience to develop new skills, new attitudes, or new way of thinking.

GNWT employees can also learn from others through a variety of collaborative learning activities and interaction with peers.

A robust workforce development effort requires collaboration with staff across multiple levels and areas of responsibility.

