

**LEGISLATIVE ASSEMBLY OF THE  
NORTHWEST TERRITORIES  
5<sup>TH</sup> COUNCIL, 33<sup>RD</sup> SESSION**

**SESSIONAL PAPER NO. 18-33**

**TABLED ON OCTOBER 31, 1966**

Sessional Paper 18-33  
Tabled on Oct 31, 1966



October 11, 1966  
Confidential - Not  
for release before  
tabling during the  
33rd Session of  
Council.

**NORTHWEST TERRITORIES**

SESSIONAL PAPER No.18  
(Second Session, 1966)

**REPORT ON VOCATIONAL EDUCATION  
AND  
PLACEMENT PROGRAM IN THE N.W.T.**

DISPOSITION

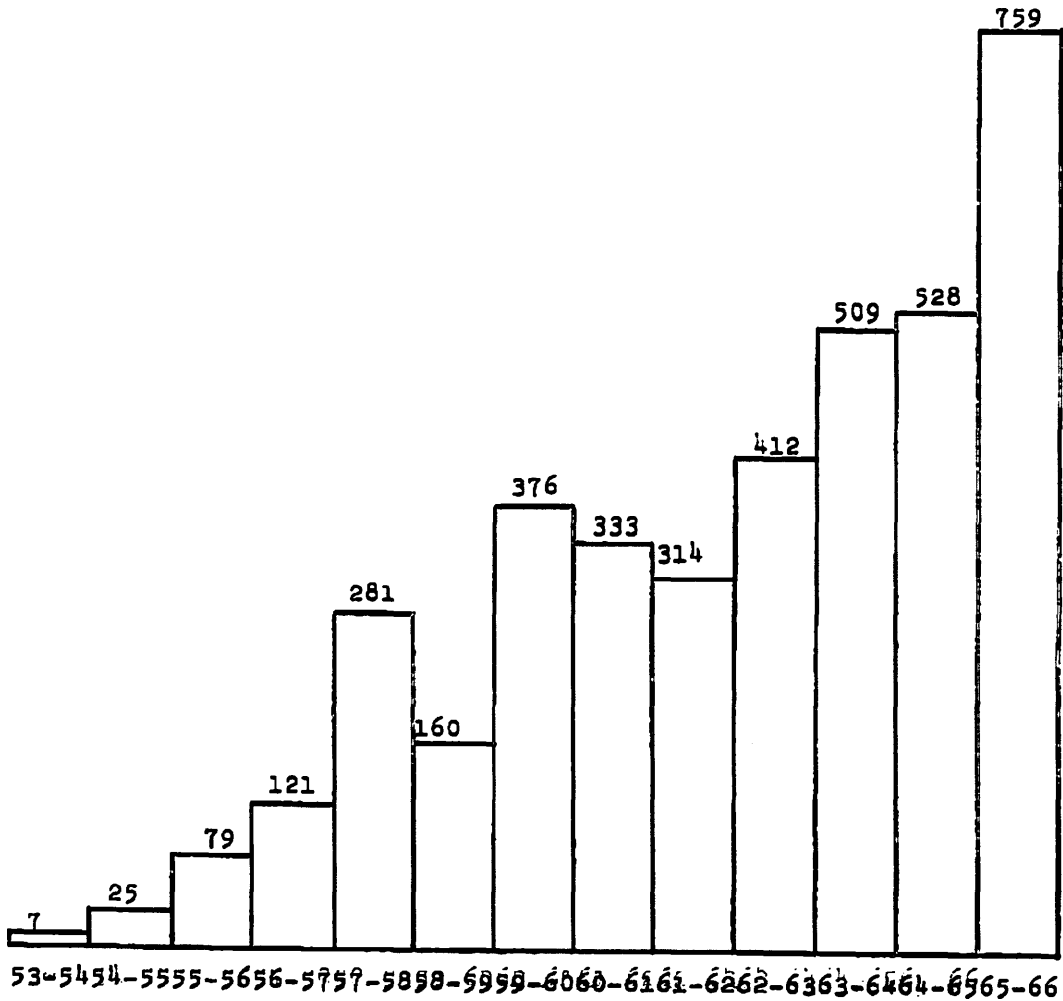
Tabled	To Committee	Accepted as Read	Accepted as Amended	Deferred (to Session)	Rejected	Noted not Considered
31 F.66				March/67		

REPORT ON VOCATIONAL EDUCATION AND  
PLACEMENT PROGRAM IN THE N.W.T.

Introduction

Since its inception, the Vocational Education Program has maintained a high growth rate increasing from seven trainees in 1953 to a peak of 759 trainees in the 12-month period ending March 31, 1966. Table I illustrates graphically the growth that has occurred each year during this period:

Table I - Number of vocational education trainees receiving training inside and outside the Northwest Territories 1953-54 to 1965-66



(For a breakdown by racial status and number receiving training inside and outside the Territories see Appendix I)

In recent years there has been a significant increase in the length and variety of courses, and recognition that greater attention must be given to on-going training both in the skills of the job and adjustment to a new way of life in order that northern residents may become fully employable. Appendix II, in addition to listing the 108 different courses that were offered during the 12 months ending March 31, 1966, shows the numbers and ethnic origin of trainees. The increased emphasis placed in recent years on relating training to employment opportunities has enabled Selection and Placement Officers to place a larger proportion of the graduates of the program in employment (Appendix III). The Out-of-School Program has had a more direct relationship with employment placement than the In-School Program.

A. Out-of-School Programs

1. Vocational Training Courses

From April 1, 1965 to March 31, 1966, 444 out-of-school resident trainees of the Northwest Territories were trained in 108 different occupations. Two hundred and twenty two (222) persons were trained outside the Territories and the same number attended courses in the Territories. Of the total, 167 were Eskimos, 79 were Indians and 198 were of other ethnic origin; a proportion not differing substantially from the population composition of the Northwest Territories. Complete details of these courses and the numbers and ethnic origin of the persons taking part is shown in Appendix I.

Plans for future out-of-school training programs will continue to be related specifically to the proven needs of employers and residents of the Territories with a greater emphasis and more concerted effort being made to train persons for the mining industry within the coming year.

In the past, considerable emphasis has been placed on firmly establishing in-school programs. The emphasis in the future will be on relating training to employment and counselling of trainees after graduation, even during employment. It is recognized that to be successful, up-grading training and retraining must receive increased acceptance by employers and trainers.

2. Apprentice Training and Occupational Certification Program

From April 1, 1965 to March 31, 1966, this program increased in coverage of apprenticeable occupations and in numbers of apprentices and qualifying journeymen. By the end of the year, 20 occupations were available for apprenticeship, examination and occupational certification and five more occupations were in the process of being analyzed for inclusion in the program. In addition, arrangements were completed with the Civil Service Commission and the Treasury Board to employ apprentices in classified civil service occupations. These new apprenticeships, which are in addition to the 41 trades apprentices the Department already has in prevailing rate positions, will apply to the clerical field at two levels, to selection and placement work, and in the engineering technician field. Offering of apprenticeships in the government service helps fulfill our obligation not only to provide a means whereby residents of the Northwest Territories can be trained to an acceptable standard in occupations, but to provide a channel whereby these persons can occupy positions of responsibility in the North. For this reason, the Department, wherever possible, will provide entrance for residents of the North into all possible occupations in the Department by means of apprenticeship.

The actual figures of this program for the past year are indicated in Table II.

Table II - Apprentice and Occupational Certification (As at May 1, 1966)

Class of Certificate	By written Examination	Examination in Process	By Equivalent Certification	Registered Apprentices
Beginner	34			34
Fourth Class	23			17
Third Class	24			8
Second Class	21			6
Completion of Apprenticeship	3			3
Journeyman	41	19	42	3

### 3. Selection and Placement Service

The work of Selection and Placement Officers in Inuvik, Yellowknife, Fort Smith, Churchill and Frobisher Bay has expanded proportionally to the growth of the training program and the inclusion in their work of the northern responsibilities of the National Employment Service.

Basically these officers select trainees to go on courses, place and counsel trainees in initial employment, carry out labour force surveys and job opportunity surveys, and relate the needs of employers in the North to the manpower supply of the North. Expansion of this service by the addition of a full-time Selection and Placement Officer in Hay River is now under way. Because of the variety and amount of work involved in placing northern residents into training and employment, apprentices to assist Selection and Placement Officers are being appointed. Northern residents will be trained in this work, thus expanding the present service. Greater employment counselling service will be required as more trainees move into employment and more individual attention will have to be given, particularly in assisting residents to adjust as they move into a new and different way of life. As complete figures are not yet available for 1965-66, a summary of Selection and Placement Officers' activities during 1964-65 in terms of interviews and placements is shown in Table III.

Table III - Interviews and Placements 1964-65

	Frob. B. Kee- Region	Watwin Region	Inuvik- Region	Yellow- knife Region	Ft. Smith Region	Total
No. of employee interviews	240	204	423	721	320	1908
No. of employer interviews	46	51	106	84	104	391
No. of jobs placements resulting from interviews	16	55	42	143	203	459
No. of trainees on course resulting from interviews	61	75	101	99	111	447

#### 4. Follow-up of Vocational Trainees

During 1965-66, an attempt was made to trace vocational trainees who attended courses during 1964-65. Of the random sample selected for follow-up, approximately 52% were fully employed, 15% were continuing training, 15% were unemployed although the majority had been in seasonal employment during the past six months, and 18% could not be traced in the short term survey. Of the 173 reporting income, 30 were earning over \$4,000. Further details are shown in Appendix III.

In addition, placement statistics show that 24 Eskimos are now employed on the Pine Point Railroad and 34 married persons have been selected for employment which will commence as soon as married accommodation becomes available. Sherritt-Gordon Mines Limited at Lynn Lake, Manitoba, now has 12 Eskimos on staff and this number will be increased as more persons who meet their requirements become available. Five young men from the Mackenzie District are serving as oilers aboard Canadian Coast Guard Vessels and if the work is successful they will write examinations for Marine Engineering Officers in October 1967. Four young Eskimos are now employed in light industry in southern Ontario, on an experimental basis to determine their ability to adjust to southern living and working conditions.

#### B. In-School Program

In keeping with the overall expansion of vocational education, three distinct programs have been developed in the in-school system: 1. the home economics and industrial arts programs; 2. the vocational secondary school program; 3. the occupational program.

##### 1. Home Economics and Industrial Arts

Home Economics and Industrial Arts, which have as one of their main aims the exploration of the world of work, are an integral part of junior and senior secondary school education in the Northwest Territories. Unique curriculum guides in these subjects have been prepared to meet the specific needs of the northern pupils enrolled in Grades VII to IX. Home Economics and Industrial Arts provide wide opportunities not only to learn basic skills but also to fulfill the aims of general education. In senior secondary schools having multiple activity laboratories in such subjects as welding, metals, motor mechanics, graphic communications, electronics, industrial crafts, foods and nutrition, and fabrics and dress, pupils are introduced to the field of work and are provided with a background on which to base a vocational choice. Special basic programs in industrial arts, home economics and related activities have been introduced in several of the smaller schools in the Territories.

For pupils attending the smaller schools in the more isolated communities, practical programs in homemaking, industrial arts and related activities may be offered. Curriculum guides have been developed for these special programs, and prepared in such a way that the programs may be given with a minimum of classroom facilities, utilizing resources' personnel in the community for the instruction when no trained Home Economics or Industrial Arts teacher is available. Courses that have been offered include: basic cooking using indigenous foods and foods from the ration list; making moccasins, mukluks and duffle mitts and liners; home care of the sick; care and use of firearms; operation and maintenance of skidoos and outboard motors; making a net, setting jigger and making of sleds, cupboards and tool boxes. The instructors for many of these courses have been native people residing in the community.

2. Vocational Secondary School Program

Vocational secondary school courses are offered at the Sir John Franklin School. These are credit-bearing courses requiring senior secondary school entrance (Grade IX) for acceptance and lead to advanced placement in employment or to post-secondary school courses on graduation. Beginning in September 1966 the courses offered will be Carpentry, Automotives, Heavy Duty Equipment Repair, Industrial Mechanics (Mine Maintenance), Laundering and Drycleaning, Dressmaking and Tailoring, Food Preparation, Beauty Culture, and Commercial (including Bookkeeping, Merchandising, Typewriting, Shorthand and Business Machines). Some areas of this Commercial program will also be offered at Inuvik and Fort Smith.

3. Occupational Program

Whereas Vocational Secondary School courses are designed to lead to higher training or advanced placement in employment, Occupational courses are more closely related to the service trades and possibly to preparation for entry into trades schools. They are designed for those trainees whose aptitudes and interests are better suited to practical than to academic courses. In these courses emphasis is placed on the development of saleable skills and desirable work habits, rather than acquisition of technical knowledge.

An Occupational program is being offered at the Churchill Vocational Centre, where the trainees may enrol in courses such as Carpentry, Mechanics, Welding, Metal work, Drafting, Commercial-Clerical, Hospital Ward Aide, Food Services and Home Management. In September 1966, the program at the Sir John Franklin School at Yellowknife will consist of courses in Small Gas Engines, Electrical Appliance Repair, Carpentry, Mine Maintenance Mechanics, Heavy Duty Equipment Operation and Maintenance, Drafting and Blueprint Reading, Food Services, Laundering and Clerical Work.

Experimental programs will also be offered at Inuvik, Fort Smith, Fort Simpson and Frobisher Bay, with training on-the-job being an integral part of the program.

Graduates of these programs should go directly into employment in their home communities (or elsewhere) but the way will also be opened for them to advance into apprenticeship training.

The numbers enrolled in the Occupational courses at the Churchill Vocational Centre are shown on page 4 of Appendix II.

C. Research

1. Labour Force and Employment Opportunity Survey

In order to further determine the needs of residents for training and the availability of employment within the Northwest Territories, complete labour force and employment opportunity surveys are planned to be carried out this year. These surveys are intended to investigate in some detail the background of residents pertaining to their education, employment record, employability and need for training, as well as to provide a complete census of employment available now and likely to be available in the future.

2. Adjustment Survey

A research program is also proposed to be carried out on the adjustment of those persons who have been placed for

employment purposes in an entirely different environment. The purpose of this survey is to provide guidelines which will enable extension of relocation programs to meet the needs of industry and of residents possessing the necessary training who wish to relocate to areas of better employment opportunities.



VOCATIONAL EDUCATION TRAINEES 1953-54 TO 1959-60

Appendix I

	1953-54			1954-55			1955-56			1956-57			1957-58			1958-59			1959-60		
	E	I	O	E	I	O	E	I	O	E	I	O	E	I	O	E	I	O	E	I	O
Outside the Northwest Territories	1	1	1	4	1	10	5	13	11	16	28	29	134	23	19	17	16	14	33	27	43
TOTAL	3			15			29			73			176			47			103		
Within the Northwest Territories	2	-	2	2	5	3	28	10	12	19	14	15	19	66	20	11	13	15	63	36	18
TOTAL	4			10			50			48			105			39			117		
Sir John Franklin School																24	24	26	59	56	41
TOTAL																74			156		
Total trainees per Fiscal Year by race	3	1	3	6	6	13	33	23	23	35	42	44	153	89	39	52	53	55	155	119	102
COMBINED TOTAL OF ALL RACES	7			25			79			121			281			160			376		

	<u>Eskimo</u>	<u>Indian</u>	<u>Other</u>	<u>Total</u>
Outside the Northwest Territories to 1959-60	210	109	127	446
Within the Northwest Territories to 1959-60	144	144	85	373
Sir John Franklin Vocational School to 1959-60	83	80	67	230
GRAND TOTAL	437	333	279	1,049

VOCATIONAL EDUCATION TRAINEES 1960-61 TO DATE

Appendix I (cont'd)

	<i>Brought forward 1953-54 to 1959-60</i>			1960-61			1961-62			1962-63			1963-64			1964-65		
	<u>E</u>	<u>I</u>	<u>O</u>	<u>E</u>	<u>I</u>	<u>O</u>	<u>E</u>	<u>I</u>	<u>O</u>	<u>E</u>	<u>I</u>	<u>O</u>	<u>E</u>	<u>I</u>	<u>O</u>	<u>E</u>	<u>I</u>	<u>O</u>
Outside the Northwest Territories	210	109	127	51	18	35	39	9	32	42	9	51	45	14	108	51	6	95
TOTAL		446			104			80			102			167			152	
Within the Northwest Territories	114	144	85	66	19	26	62	21	22	67	72	65	136	20	51	65	35	14
TOTAL		373			111			105			204			207			112	
Sir John Franklin School & Churchill Vocational School	83	80	67	42	49	27	34	66	29	26	51	29	38	69	28	128	61	75
TOTAL		230			118			129			106			135			264	
Total trainees per Fiscal Year by race	437	333	279	159	86	88	135	96	83	135	132	145	219	103	187	244	100	184
COMBINED TOTAL OF ALL RACES		1049			333			314			412			509			528	

	<u>Eskimo</u>	<u>Indian</u>	<u>Other</u>	<u>Total</u>
Outside the Northwest Territories to 1964-65	438	165	446	1051
Within the Northwest Territories to 1965-65	540	309	263	1112
Sir John Franklin School and Churchill Vocational School to 1964-65	<u>351</u>	<u>376</u>	<u>255</u>	<u>982</u>
GRAND TOTAL	1,329	850	966	3,145

SUMMARY OF VOCATIONAL TRAINING, APRIL 1, 1965 - MARCH 31, 1966.

Type of Training	Location		No. of Trainees			Remarks
	In	Out	E	I	O	
Academic Up-grading	12	21	13	14	6	
Academic Up-grading and Assessment	9			4	5	
Accounting	3				3	Correspondence courses.
Aircraft Maintenance Technician		1			1	
Agriculture		1	1			
Architectural Technology		1			1	
Art		3	1		2	One is taking Commercial Art.
Art and Academic Up-grading		2	2			
Art and Printmaking	5		5			
"Automotive"		1	1			
Automotive Mechanics (Theory)		1			1	Apprentice.
Automotive Service Technology		1			1	
Baking		2	2			One trainee, two courses.
Basic Bookkeeping	26			1	25	
Basic Inventory Control	1				1	Correspondence Course.
Barbering		2	1		1	
Beauty Culture		2	1		1	
Boat Building		6	3	1	2	
Caretaker	32		32			Two of the trainees took part of course outside.
Carpenter	1	21	14	4	4	Seven apprentice theory incl.
Child Nursing and Care		3		1	2	
Civil Technology		2			2	
Classroom Assistants		11	11			
Clerical	1				1	
Clerk-Typist		3			3	
Commercial and Clerical Training		2	2			
Commercial Cooking	4		4			At Sir John Franklin School.
Commercial Pilot	1	1			2	
Commercial Pilot (Instrument Rating)		3			3	
Commercial Radio Operator		2			2	
Commercial Teacher		2			2	
Community Health Worker	1	10	1	6	4	
Co-op Manager		5	2	2	1	
Craft Management	1		1			
Diesel Mechanics		2			2	
Domestic Service		1	1			

(cont'd - reverse) ...2

Appendix II (cont'd)

Type of Training	Location		No. of Trainees			Remarks
	In	Out	E	I	O	
Electrical (Factory Worker)		2	2			
Electrician (Construction)		3		1	20	*Theory for Apprentices.
Electrician (Plant Maintenance)		8	4		4	← Seven are Apprentices (Theory).
Electronics Technology		8			8	
Equipment Mechanic	1		1			
Fish Processing		1	1			
Fur Grading		12	12			Course held at Churchill.
Grader Operator	1		1			
Guiding (Big Game)	20			13	7	
Hairdressing		5	1		4	
Handicrafts Art		1		1		Correspondence course.
Handicraft Management	2		2			
Heavy Duty Equipment Mechanic		6	2		4	All six Apprentice Theory.
Heavy Duty Equipment Operators	1	13	7	3	4	
Heavy Duty Equipment Technology		1			1	
High School Commercial Pattern		1			1	
Home Economics Teacher		2			2	
Hospital Administration	1				1	Correspondence Course.
I.B.M. Accounting		1			1	
I.B.M. Computer Operator		1			1	
Industrial Electrical Technology		1			1	
Janitorial	12		8	4		
Laundry Worker	1			1		
Machinist		2			2	Both Apprentices. (Theory).
Marine Engineering		1			1	
Master, Minor Waters		1			1	
Medical Records Librarian	1				1	Correspondence Course.
Medical Secretary		1			1	
Mine Surveyor		1			1	
Mining Technology		1			1	
Motor Vehicle Operator (Taxis)	6			3	3	
Motor Vehicle Repair (Body)		1			1	Apprentice Theory.
Motor Vehicle Repair (Mechanical)		1			1	Apprentice Theory.
Music		1			1	
Nursing		4			4	
Nursing Aide		9	1	4	4	
Nursing Aide Screening Course	4			3	1	

Type of Training	Location		No. of Trainees			Remarks
	In	Out	E	I	O	
Outboard Motor and Pump Repair, Maintenance		1			1	
Painter	1			1		Apprentice.
Painting and Decorating		5	4		1	All apprentices.
Postal Clerk		1	1			Course at Churchill.
Power Plant Engineering	4		2		2	All correspondence.
Practical Marine Mechanics	10		10			
Practical Mathematics	1		1			
Pre-employment (Assessment)	1				1	
Pre-employment (Assessment and Heavy Equipment)	1				1	
Pre-employment (Carpentry)	1				1	
Pre-employment (Mechanical)	1			1		
Pre-employment (Orientation)	6			4	2	
Pre-vocational (Assessment)	2			1	1	
Pre-vocational (Automotive)	1				1	
Pre-vocational (Carpentry)	1				1	
Pre-vocational (Municipal Labourer)	1				1	
Pre-vocational	1				1	
Public Administration	2				2	Correspondence Courses.
Public Health Inspector		1			1	
Radio and T.V. Arts		1			1	
Radio and T.V. Repair		1			1	
Recreation Leadership		1			1	
Resources Management Technology		1			1	
Sawmill Operation	5		1	2	2	
Science Lab Technician	1				1	
Secretarial		2			2	
Small Business Management (See also "Bookkeeping")	21		2		19	
Stationary Engineer	4		1		3	
Stenographic		2			2	
Structural Technology		1			1	
Surveying		1			1	Correspondence Course.
Tannery Operation	3		1	1	1	
Vocational Preparatory (Pre-carpentry)		1		1		
Waiter, Waitress	7		4	2	1	
Welding		2			2	
	222	222	167	79	198	(444 trainees courses).

(cont'd - see over)

Appendix II (cont'd)

Vocational Training at Sir John Franklin School

	<u>E</u>	<u>I</u>	<u>O</u>	<u>Total</u>
Orientation	9	35	23	67
Auto Mechanics	2	4	4	10
Carpentry	-	6	-	6
Home Economics	6	5	6	17
Heavy Duty Equipment Operation	3	3	3	9
Heavy Duty Equipment Repairs	1	4	5	10
Commercial	10	5	12	27
Printing Shop Operation	-	-	1	1
Commercial Cooking	4	-	-	4
	<u>35</u>	<u>62</u>	<u>54</u>	<u>151</u>

Churchill Vocational Centre

Orientation	164	-	-	164
<b>GRAND TOTAL:</b>	<u>366</u>	<u>141</u>	<u>252</u>	<u>759</u>

- Notes:
- (1) "In" (first column of figures) means Inside the Northwest Territories.
  - (2) "Out" (second column of figures) means Outside the Northwest Territories.
  - (3) "E", "I", and "O" are abbreviations for Eskimo, Indian, and "Other".
  - (4) Of the 444 "trainee courses" outside our own vocational schools, 127 originated from the Arctic District Office and 317 from the Mackenzie District Office.

## 1965-66 Follow-up of 1964-65 Trainees

	Arctic District	Fort Smith Region	Inuvik Region	Yellowknife Region	Total
No. of trainees reported upon	50 (All Eskimo)	(11 Indian) 47 (36 Other)	47 { 23 Eskimo 12 Indian 12 Other }	178 { 42 Eskimo 78 Indian 58 Other }	322
Employed before training	15	30	12	26 { 8 Eskimo 12 Indian 6 Other }	83
Employed now	38 (35 dir. related work) ( 3 indir. related work)	39 (28 dir. related work) { 6 indir. " " 5 unrelated work }	35 (24 dir. related work) { 9 indir. " " 2 unrelated work }	56 (35 dir. related work) (13 indir. " " 8 unrelated work )	168
Not known	-	4	1	51 { 12 Eskimo 27 Indian 12 Other }	56
Unemployed now	7 (not counting those continuing training)	2 (Not counting those continuing training)	1 (Not counting those continuing training)	39	49
Unemployed now but had work in last 6 months	7	1	-	21	28
Continuing trng.	5	2	10	32	49
<u>Income</u>					
Under 500	4		2 (1+1+0)	33 (7+13+13)	39
500-1,000	4		-	19 (0+16+3)	23
1,000-2,000	9		9 (1+8+0)	13 (9+2+2)	31
2,000-3,000	23		-	14 (2+6+6)	37
3,000-4,000	3	1	1 (0+0+1)	8 (1+3+4)	13
Over 4,000	4		1 (0+0+1)	25 (7+11+8)	30
Not known	-	44	28 (21+2+5)	-	72

(See notes)

Notes re the Summary of the Vocational Training Follow-up  
Questionnaires which were completed in the fall of 1965

Of the 322 trainees reported, 49 are continuing training, one has died, one female trainee has married and is no longer seeking employment and at the time of the survey, one trainee was temporarily unemployable for health reasons. Therefore, the employment record should be based on a figure of 270 trainees who are employable. Of the remaining 102, employment information has not been received on 56 trainees, and the known unemployed total is 46. Therefore, the situation could be stated as follows:

Total no. of trainees available for employment:	270
Now employed:	168 or 62.2%
Unemployed:	46 or 17%
Employment information not available:	56 or 20.8%

Of the 46 unemployed, 28 had at least some employment in the six months prior to the survey. The 322 trainees reported above <sup>are</sup> ~~all~~ exclusive of "drop-outs" who did not complete their course. In the Yellowknife Region, 25 "drop-outs" were reported.