

**LEGISLATIVE ASSEMBLY OF THE
NORTHWEST TERRITORIES
6TH COUNCIL, 39TH SESSION**

SESSIONAL PAPER NO. 2-39

TABLED ON JUNE 18, 1969

Sessional Paper 239

Tabled on June 18, 1969

June 16, 1969.



CONFIDENTIAL-
Not for release before
1st reading during the
39th Session of Council

SESSIONAL PAPER NO. 2
(Second Session, 1969)

INDIGENOUS TRAINING PROGRAM
DEPARTMENT OF INDUSTRY AND DEVELOPMENT

DISPOSITION

Tabled	To Committee	Accepted as Read	Accepted as Amended	Deferred (to Session)	Rejected	Noted not Considered

INDIGENOUS TRAINING PROGRAM

DEPARTMENT OF INDUSTRY AND DEVELOPMENT

Background

At the 38th Session, the Council of the Northwest Territories expressed general concern over the slow rate of absorption of the indigenous peoples into the Territorial Public Service and, in particular, into the Game Management Service. Council also asked that consideration be given to the training of guides on a graduated scale, with provision for their official certification.

Concurrently, the Department of Industry and Development was studying the possibility of a systematic program of job-oriented training for the indigenous peoples, i.e. special training related to a specific employment need and providing a high likelihood of immediate employment for successful graduates. While this study is a continuing one, three projects directly related to Council's interest have been indentified and will begin in Fiscal Year 1970/71. These initial projects, details of which are shown hereunder, are:

1. The training of Assistant Game Management Officers for employment in the Game Management Service.
2. The training of junior office managers for employment in Territorial projects and, where possible, in co-operatives and in industry.
3. The training of guides both for big game hunting and for the tourist industry.

Assistant Game Management Officer Training

The object of this program is to initiate a continuing and progressive development program designed to produce a nucleus of well-qualified and trained indigenous Assistant Game Management Officers from whom the majority of future Game Management officers will be recruited.

Selected candidates will be given an initial formal course, followed by practical employment and assessment under experienced Game Management officers. Included in the practical training phase will be further short, formal elements of theoretical, technical and administrative training. On completion of the program, successful candidates will be appointed Assistant Game Management officers and assigned to duties in the field.

While so employed, they will be given further training, including educational advancement for those demonstrating exceptional interest and potential. As their progress warrants and vacancies permit, they will be appointed Game Management officers.

Initially, the program has been allotted four apprentice positions to cover the trainees until they can be absorbed into established Patrolman or Game Management officer positions. As the training positions are vacated through this process, additional serials of the course will be conducted.

Junior Office Manager Training

The object of this program is to assist selected young people

in the acquisition of the necessary knowledge and skills to prepare them for managerial positions in Territorial and co-operative enterprises and in private industry.

The training will be progressive, commencing with a three-week course of instruction at the first-line supervisor level. Successful candidates will be placed as junior managers in selected enterprises where their progress can be monitored and their development continued. Further training and more diversified employment will be arranged as their progress dictates. Ultimately, those whose ability warrants it will be employed as project managers in Territorial enterprises and, to the greatest extent possible, in co-operatives and in the private sector of the economy.

The first serial of this course will be held during the early summer of 1970, for fifteen candidates. Employment for all successful candidates is assured.

Guide Training

Previous attempts to train guides in the Northwest Territories, for a variety of reasons, have met with indifferent success. Courses for fishing guides were conducted in 1962, 1964 and 1965 for a total of approximately 70 trainees, some of whom attended two or all three serials. Results were disappointing both in the calibre of candidates available and in the reluctance of the main lodge operators to hire the trainees. Similarly, the big game guide training program undertaken in 1966, 1967 and 1968, while somewhat more successful, failed to achieve the desired results.

To replace these two specialized programs, and to take advantage of the rapidly expanding tourist industry, an integrated program of guide training and classification is being introduced. The new program will differ from its predecessors in scope, subject matter, training and, in particular, better liaison with prospective employers and more careful screening of candidates.

Subject to verification by experience, the program will consist of three levels of qualification, each with its own specific training content and qualification. The proposed levels are:

1. Elementary Course.

This will be a course of about two weeks duration, conducted in the settlements by a travelling team. It will serve as an introduction to guide training and will expose the potential trainee to the possibilities and elementary techniques of guiding. From this course would be selected candidates for the next level, the Basic Guide Training Course.

2. Basic Course.

This will be a longer course, of much broader scope, and will be held at one or more central locations. It will involve practical training aids, demonstrations by experts in selected fields, as well as lecture material.

3. Advanced Course.

This will represent the highest classification in the proposed system. It will be a combination of theoretical and practical instruction, will have a smaller attendance, and will be held at regional centres. Graduates of this training, when adequately experienced and available in sufficient numbers, will provide the base on which it is proposed to initiate a formal guide licensing system in the future.

The new program will be initiated early in 1970 with a series of Elementary Courses in selected settlements, with a total enrolment of from 80 to 120 candidates.

Responsibility

The above courses, and others that will be added as the over-all program develops, will be conducted in conjunction with the Territorial Department of Education and the Federal Department of Manpower. Course standards and frequency, and the employment of graduates, will be the responsibility of the Department of Industry and Development.



PLEASE QUOTE

FILE

GOVERNMENT OF THE NORTHWEST TERRITORIES
CANADA

June 13, 1969

DEPUTY COMMISSIONER

Items for Action Arising from the 38th
Session of Council - Guide Training

Reference is made to our discussions concerning Item No. 50 arising from the 38th Session of Council..

Attached for distribution to Council, either as a sessional paper or as an information item, is a paper outlining the job-oriented training programme for 1970/71.

It will be noted that Course #3 described in the paper, is in response to Council's request for the training of guides on a graduated scale with provision for certification of the same.

E. Alan Ballantyne,
Director,
Industry and Development

Encl. (1)

16/6/69

APPROVED

Commissioner

SESSIONAL PAPER

INDIGENOUS TRAINING PROGRAMME

DEPARTMENT OF INDUSTRY AND DEVELOPMENT

BACKGROUND

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16/ June/69
APPROVED

J. K. [Signature]
Commissioner