

people  
partnerships  
possibilities

**NWT Labour Force Development Symposium Report  
Yellowknife, May 25 & 26, 2011**



## Table of Contents

Acknowledgement.....	4
Executive Summary .....	5
Symposium Day One .....	6
Opening Remarks .....	6
Presentation Summaries .....	6
Panel Discussion Presenters.....	7
Day One - Breakout Activity.....	8
Symposium Day Two .....	9
Presentation Summaries .....	9
Day Two - Bears' Den Partnership Activity .....	10
Bears' First and Second Place Honorary Award Selections.....	10
Bears' Most Entertaining Selection .....	10
Follow-up / Next Steps .....	11
Appendix A – Symposium Agenda.....	12
Appendix B – Participants List.....	16
Appendix C – Bears' Den Project Proposal Summaries .....	20
Appendix D – Symposium Evaluation Overview.....	30

## Acknowledgement

The Department of Education, Culture and Employment (ECE) would like to acknowledge and thank members of the Ad-Hoc Symposium Planning Committee who dedicated their time and effort on short notice to provide expert input and advice to help make the symposium a successful event.

### **Ad-Hoc Symposium Planning Committee:**

- ❖ Laurie Morton, Advanced Education, ECE, Government of the Northwest Territories (GNWT)
- ❖ Benjamin Scott, Advanced Education, ECE, GNWT
- ❖ Deb Bain, Advanced Education, ECE, GNWT
- ❖ Darlene Rathbun, Service Canada
- ❖ Doug Moulton, Sector Council Program, Human Resources and Skills Development Canada (HRSDC)
- ❖ Patrick Lebrun, Sector Council Program, HRSDC
- ❖ Krista McCracken, HRSDC
- ❖ Kerry Robinson, Aurora College

## Executive Summary

The Department of Education, Culture and Employment (ECE), Government of the Northwest Territories (GNWT), hosted the first NWT Labour Force Symposium, May 25 and 26, 2011 at the Explorer Hotel in Yellowknife, NWT.

The theme of the two-day symposium was: increased collaboration and coordination of labour market initiatives across governments, agencies, industry, and non-government organizations at a regional and territorial level to support skills development and create more opportunities in small and remote communities. Eighty-eight people, out of 101 who registered, attended the event and represented multiple stakeholders from various governments, organizations, agencies and industries throughout the NWT.

The symposium provided the opportunity to introduce the new *NWT Labour Force Development Framework: People, Partnerships, Possibilities*. The Framework outlines five strategic priorities and seven principles which will be used to guide decisions, actions and investments to achieve, “a healthy, educated, multi-skilled, safe and innovative workforce that guides the labour market and reflects our diverse cultures.” Copies of the Framework were provided in the symposium binder and more copies will be distributed to non-participating stakeholders across the NWT this year.

Over the two-days, participants heard from a number of speakers on a range of topics including: partnerships, how to make them work and subsequent successes; federal and territorial training and economic development programs and funding opportunities; NWT labour market statistics; and Aurora College’s business and industries skill development initiatives. Each day also included breakout group activities:

- 1) On day one, groups identified three activities that could be done now and three activities that were worth exploring later that would build on partnerships, coordination and collaborative efforts that are taking place at the territorial, regional and community level; and
- 2) On day two, five regionally organized groups developed a project proposal geared towards providing innovative and flexible programming in a small and remote community and pitched their project to a panel of “bears” (like the reality show *Dragons’ Den* on TV) who selected a first, second and most entertaining group for honorary awards.

The two days wrapped up with a reference to a proposed territorial co-ordinating body to oversee the implementation of the framework and a commitment to provide further information on next steps, and collect stakeholder feedback regarding this potential approach.

The collaboration, cooperation and enthusiasm displayed at the NWT Labour Force Framework Development Symposium was a positive start to addressing labour market growth and skills development in the NWT by coming up with creative solutions to real issues that will help to drive the implementation of the new Framework forward.

## Symposium Day One

### *Opening Remarks*

**Jackson Lafferty, Minister of Education, Culture and Employment (ECE), Government of the Northwest Territories (GNWT)** welcomed everyone to the first NWT Labour Force Development Symposium and noted that there are numerous players who have roles and responsibilities for training, development and employment supports in the North – government industry, employers, education systems, training providers and communities all have a role to play. He introduced the NWT Labour Force Development Framework – People, Partnerships, Possibilities as the territory’s new tool for working together towards improved labour market outcomes and is the result of Northern partners coming together and finding common ground to ensure our people and our economy are strong now and in the future.

### *Presentation Summaries*

**Gloria Iatridis, Assistant Deputy Minister, ECE** spoke to the NWT Labour Force Development Framework: people, partnerships and possibilities document. She spoke to the background and purpose of the framework which was developed collaboratively with stakeholders throughout the NWT so it is based on a shared vision and agreed upon strategic priorities and goals. The framework is a tool that will guide decision-making and investment and make the best use of available resources to ensure improved labour market outcomes for all NWT residents through collaboration, partnerships and engagement. She explained that going forward, ECE would take the lead role in working with territorial labour market partners and stakeholders to coordinate overall efforts and champion the framework, in addition to monitoring and reporting on results, and will be consulting with key partners to determine the best method of implementation.

**Kevin Todd, Director, Investment & Economic Analysis, Industry, Tourism and Investment (ITI), GNWT** provided some background on community development and new sources of income for the rural communities in the NWT including tourism, arts and fine crafts, agriculture (chickens, morel mushrooms), birch products (syrup, teas), fur, manufacturing in small communities, resource development (mining, oil and gas), community exports (honey, jams, soaps) and the need to use our most valuable resource – our people. He went on to speak to the necessity of supporting these opportunities by removing restraints and regulations in order to foster entrepreneurs, community employment and investment, leveraging existing funding for training, taking action over studies, building partnerships and using technology to market the North, its products and its people.

**Altat Lakhani, Manager, and Michael Corbett, Project Development Officer, Canadian Northern Economic Development Agency (CanNor)** provided background on CanNor's history and mandate. CanNor is a stand-alone agency developed out of Indian and Northern Affairs Canada approximately two years ago whose purpose is to develop and diversify territorial economies to support the North and Canada by delivering regional programming and coordinating and delivering national economic policy at the regional level through its partnerships and potential development of new programs. The agency's programs were introduced – Strategic Investments in Northern Economic Development (SINED), Aboriginal Economic Development, Northern Major Projects Officer (NPMO) – along with some of the partners and projects including Aurora College, Skills Canada, Mine Training Society, Dechinta University, GNWT, NWT Seniors, Native Women's Association and a number of other organizations. A list of keys to success was also offered - facilitation, partnerships, innovation, inclusion, ownership, process, communication and the development of long-term strategies.

**Kate Odziemkowska, Labour Market Statistician, NWT Bureau of Statistics** presented NWT historical trends and current realities, future labour market opportunities and labour supply with respect to: employment rates; future employment forecasts, employment growth by industry, and opportunities by occupation type and skill; labour supply by community type, level of schooling and availability. She also referenced the NWT Job Futures website which provides career information on 140 occupations in the NWT ([www.jobfutures.stats.gov.nt.ca](http://www.jobfutures.stats.gov.nt.ca)). She then provided some specific updates on the labour market situation in the NWT: lower employment rates persist in smaller communities and among those with lower levels of education; most future employment growth is associated with large capital and resource projects; more than half of the NWT labour supply has less than a high school education and resides in smaller NWT communities.

### ***Panel Discussion Presenters***

**Aggie Brockman, NWT Anti-Poverty Coalition** spoke to the impact of poverty on the economy and the need to address poverty factors such as mental health and addictions, housing and homelessness, and income inequities along with labour force development issues such as education, training, skills development and literacy.

**Phil Moon-Son, NWT Construction Association** explained that the association was a conduit between training organizations and industry and works to place participants in programs like the construction boot camp (introduction to the industry) with employers to develop skills and build careers.

**Wendy McPherson, Regional Superintendent, North Slave ECE Service Centre** provided background on the five regional training committees which represent the North Slave, South Slave, Sahtu, Deh Cho and Beaufort Delta Regions and presented partnership best practices on specific projects from each region including: developing a terms of reference; having regular standing meetings; collaborating and using individual and group expertise and resources;

developing a five-year training plan; having a hands-on component to training; and involving local residents and partners.

**Roy Erasmus, Jr, President and CEO of Det'on Cho Corporation** shared the history of the Det'on Cho Corporation and its purposes: creating prosperity; building skills through growth and collaboration; and training the Dene people and youth by establishing strategic partnerships and working with the mines.

**Shawn Kitchen, Director, Labour Market Programs and Services, Government of Yukon** addressed the Labour Market Framework for Yukon including: the strategies (comprehensive skills and trades training, employee retention, immigration, labour market information, and recruitment); the consensus-based development of these strategies and the outcome of that approach; the process, action plans and timelines associated with the Framework's development; the implementation process and the creation of four implementation and evaluation stakeholder committees; and the evaluation plan and next steps.

### ***Day One - Breakout Activity***

Summary of Day One Breakout Activity – 10 groups were formed and participants were given 45 minutes to come up with three things they could do now and three things worth exploring further that would build on partnerships, co-ordination and collaborative efforts at a community, regional and territorial level.

The following themes emerged:

- ❖ **improve information gathering and sharing** - provide a list of stakeholders and resources; improve co-ordination of services/information/programs; use technology including data base management and social media to help people access and share information; determine individual/community/regional needs and develop long-term plans.
- ❖ **build and enhance partnerships:** work more closely with industry, employers, agencies, trainers and other government departments in labour market planning and investments and to identify job and career opportunities and strategies including mentoring, create on-the-job training arrangements; incorporate pre-trades instruction as a requirement in contracts with industry/government; match business opportunities to training; ensure the right partnerships/trainers that build transferrable skills.
- ❖ **increase awareness of training and career opportunities with youth and women in small and remote communities:** co-ordinated career fairs with a broader range of careers and educational opportunities promoted – outside the box thinking; provide more counselling, life coaching and mentoring; increase and improve communication and/or outreach to youth; review curriculum to ensure it is meeting individual, community and employers needs and includes health and safety training and addictions awareness components; and have a local resource person to promote existing programs to increase access/use.



Things worth exploring further:

- ❖ **invest more money to:** promote education and explain career development in smaller communities; staff co-ordinator positions; offer more training in remote communities including orientation to work, life skills, entrepreneurial skills, licensed childcare training and Skills Canada, Building Trades and Employability (Holmes on Home – Alberta model); advance literacy and tackle literacy barriers in the NWT; and co-ordinate staff training and program evaluation.
- ❖ **build new relationships to:** explore co-funding opportunities, joint ventures and development financing; support mentorships for apprenticeships, job-sharing and co-op placements; engage community leaders to get their support and buy-in for education, training and skills development; and consider inter-regional partnerships.
- ❖ **develop strategies to:** create and expand a northern pan-territorial labour mobility strategy to train, promote and retain the labour force; develop flexible multi-year plans; develop a strategy to identify manufacturing opportunities (e.g. wood pellet production); implement an information technology training program and use technology to educate and for outreach; investigate working from home job initiatives/job opportunities; and provide training in other areas – bookkeeping, administration, reception, logistics co-ordination, proposal writing, and facilitation.

## Symposium Day Two

### *Presentation Summaries*

**Brian Hookey, Service Canada** offered information on the variety and extent of programs, services and strategies in the North including but not limited to: labour market development agreements; social development and youth employment programs; new horizons for seniors; funding for rural and remote communities; the Skills Link program which helps youth address barriers to employment (e.g. Aurora College delivered the Building Trades Helper Project in Behchoko); Career Focus program which assists people with disabilities in preparing for and finding employment or self-employment (e.g. three year agreement with the Yellowknife Association for Community Living that expires March 2012); Aboriginal Skills and Employment Partnerships (ASEP); and the Aboriginal Skills and Employment Training Strategy (ASETS).

**Doug Moulton, HRSDC** shared information on sectoral partnerships, specifically the Skills Table Model for strengthening territorial sectoral capacity and provided highlights on recent discussions with other territories on this approach. There are 34 sector councils which are formal national industry-led partnerships that are regionally-focused and act as centres of expertise in the development and promotion of national occupational standards and certification programs and develop and deliver human resource and skills development programs for key sectors of the economy. ([www.councils.org](http://www.councils.org))

**Jane Arychuk, Aurora College, Director, Yellowknife/North Slave Campus and Kerry Robinson, Manager, Program Development, Aurora College** provided a brief overview of Aurora College (locations, programs); identified successful partnerships ( Mobile Trades Training Lab, Underground Mine Training Program) and program outcomes; and shared lessons learned regarding partnerships, such as the need for a formal agreement and clear roles and responsibilities, it's okay that all partners are not equal, determine whether you need a partner, and your contractor is not your partner.

### ***Day Two - Bears' Den Partnership Activity***

Participants were divided into five regionally based groups and given approximately three hours to develop a project proposal geared towards providing innovative and flexible programming for a small and remote community or communities. The proposals were to support one or more of the strategic priorities identified in the NWT Labour Force Development Framework.

Each group had 10 minutes to pitch their idea to the *Bears' Den* (like the reality show *Dragons' Den* on TV). The objective of the pitch was to persuade the Bears' Den that the project proposal is a good idea and that the concept is worthy of an investment. To secure support from the three Bears, proposals had to:

- ❖ articulate how the project benefits outweigh the costs
- ❖ show how partners are able to leverage and utilize resources
- ❖ demonstrate the benefits, in terms of education, training, employment opportunity or other positive social outcomes

The bears then scored each proposal pitch and selected a first, second and most entertaining group for honorary awards. The regional project proposals included:

- ❖ Beaufort Delta – Small Business Incubator and Co-op
- ❖ Deh Cho – Casino
- ❖ North Slave – Geological Field Assistant Training Program
- ❖ Sahtu – Mobile Trades Training Trailer
- ❖ South Slave – Access Boot Camp (ABC) to Apprenticeship

### ***Bears' First and Second Place Honorary Award Selections***

- ❖ First Place – North Slave – Geological Field Assistant Training Program
- ❖ Second Place – Beaufort Delta – Small Business Incubator and Co-op

### ***Bears' Most Entertaining Selection***

- ❖ Deh Cho – Casino

Other ideas that were generated from the Bears' Den activity included:

- ❖ School nutrition co-ordinators training/employment program
- ❖ Community bio-mass heating industry – wood pellets or chips
- ❖ Employer day care subsidy
- ❖ Community based administration program
- ❖ Unemployed/skills outreach
- ❖ Mobile “development camp” - three phases, accredited program teaching leadership/management skills in the real world
- ❖ Travelling journeyman to support apprentices in multiple small communities

Each project concept will be further examined by the Regional Training Committees through its partners to determine the proposal's viability as a potential pilot project in the NWT.

## **Follow-up / Next Steps**

The Department will carry-out a series of consultation sessions during the fall 2011/winter 2012 with key partners and stakeholders to determine the best method for territory-wide co-ordination of the *NWT Labour Force Development Framework*.

Based on input and feedback received, a model for territorial co-ordination will be proposed that is mindful of the labour force development work that is done at a regional and/or local level.

Key territorial labour force stakeholders and partners may include:

- ❖ Territorial, federal and Aboriginal governments and organizations
- ❖ Aurora College and other training providers
- ❖ NWT associations and professional regulatory authorities
- ❖ Business, industry and sector representatives

The next NWT Labour Force Symposium will be in the spring of 2012.

## Appendix A – Symposium Agenda

NWT Labour Force Development Symposium:  
 People, Partnerships and Possibilities  
 May 25<sup>th</sup> and 26<sup>th</sup>, 2011  
 Yellowknife, NWT



### AGENDA

WEDNESDAY, MAY 25<sup>th</sup>

**Theme:** Increased collaboration and coordination of labour market initiatives across governments, agencies, industry and non-government organizations at a regional and territorial level to support skills development and create more opportunities in small and remote communities.

8:00 – 8:30 AM	<b>Registration/Continental Breakfast</b>
8:30 – 8:40	<b>Welcome</b>
8:40 – 8:50	<b>Opening Remarks</b> Honourable Jackson Lafferty, Minister of Education, Culture and Employment (ECE), Government of the Northwest Territories (GNWT)
8:50 – 9:30	<b>NWT Labour Force Development Framework - People, Partnerships, Possibilities</b> Gloria Iatridis, Assistant Deputy Minister, Advanced Education and Careers, ECE, GNWT
9:30 – 10:10	<b>Community Economic Development</b> Kevin Todd, Director, Investment & Economic Analysis, Industry, Tourism and Investment, GNWT
10:10 – 10:25	<b>Break</b>
10:25 – 11:05	<b>Supporting Regional and Territorial Economic Development in the NWT</b> Altaf Lakhani, Manager, Canadian Northern Economic Development Agency (CanNor), NWT Region
11:05 – 11:45	<b>NWT Labour Market Trends</b> Kate Odziemkowska, Labour Market Statistician, NWT Bureau of Statistics, GNWT

11:45 – 1:15 PM	<b>Lunch</b>
1:15 – 2:30	<p><b>Panel Discussions – 15 minutes each</b></p> <p><b>Labour Market Framework for Yukon: A Strategic Approach for Yukon's Labour Market</b>                  Shawn Kitchen, Director, Labour Market Programs and Services, Government of the Yukon</p> <p><b>NWT Regional Training Committees' Best Practices</b>                  ECE Service Centre</p> <p><b>Aboriginal Partnership and Skills Development</b>                  Det'on Cho Corporation</p> <p><b>Industry Partnerships that Build Northern Skills and Capacity</b>                  NWT Construction Association</p> <p><b>Moving People Forward</b>                  Aggie Brockman, Chair of the Anti-Poverty Coalition</p> <p>Questions</p>
2:30 – 2:45	<b>Break</b>
2:45 – 3:30	<b>Facilitated Break-out Activity</b> – How can we build on the partnerships, co-ordination, and collaborative efforts that are taking place at a territorial, regional and community level?
3:30 – 3:45	<b>Report back to larger group</b>
3:45 – 4:00	<b>Day One Wrap Up</b>

**NWT Labour Force Development Symposium:  
 People, Partnerships and Possibilities  
 May 25<sup>th</sup> and 26<sup>th</sup>, 2011  
 Yellowknife, NWT**



**AGENDA**

THURSDAY, MAY 26<sup>th</sup>

**Theme:** Increased collaboration and coordination of labour market initiatives across governments, agencies, industry and non-government organizations at a regional and territorial level to support skills development and create more opportunities in small and remote communities.

8:00 – 8:30 AM	<b>Continental Breakfast</b>
8:30 – 8:45	<b>Recap of Day One and Overview of Day Two Agenda</b>
8:45 – 9:45	<p><b>Sectoral Partnerships: Skills Table Model</b>                  Doug Moulton, Manager, Workplace Partnerships, Sector Council Program, HRSDC/ Service Canada</p> <p><b>Labour Market Social Development Programs</b>                  Brian Hookey, Manager Service Delivery, NWT/NU, HRSDC/ Service Canada</p>
9:45 – 10:15	<p><b>Labour Market Training Partnerships</b>                  Jane Arychuk, Director, Yellowknife/North Slave Campus, and Kerry Robinson, Manager, Program Development, Aurora College</p>
10:15 – 10:30	<b>Break</b>
10:30 – 10:45	<p><b>Introduction to Afternoon Partnership Session and Proposal Pitch to the Bears’ Den</b>                  Gloria Iatridis, ADM, Advanced Education and Careers, ECE, GNWT</p>
10:45 – 12:00	<p><b>Bears’ Den Partnership Activity:</b> Participants will be formed into groups to collaborate and develop a project proposal to provide innovative and flexible programming in a small and remote community. Proposals will be pitched to the <i>Bears’ Den</i> who will then evaluate them based on their innovation and alignment to the Framework’s strategic priorities - labour market information, workforce readiness, recruitment, retention and workforce excellence.</p>

12:00 – 1:00 PM	<b>Lunch (working lunch for groups if desired)</b>
1:00 – 2:00	<b>Continuation of <i>Bears' Den</i> Partnership Activity</b>
2:00 – 3:00	<b>Proposal Pitches to the <i>Bears' Den</i> (10 minutes per group)</b>
3:00 – 3:15	<b>Break</b>
3:15 – 3:45	<b>The Bears Deliberate</b>
3:15 – 3:45	Introduction of a territorial coordinating body for the new NWT Labour Force Development Framework and a discussion on its advantages and/or disadvantages. Bears will continue to deliberate during this session.
3:45 – 4:00	<b>Bears' Feedback and Awards</b>
4:00 – 4:15	<b>Wrap-up</b>

## Appendix B – Participants List

Name	Position Title	Business/Organization	Email
Aggie Brockman	Member, Alt. North & NWT Anti-Poverty Alliance	Alternatives North	<a href="mailto:abrockman@ssimicro.com">abrockman@ssimicro.com</a>
Altaf Lakhani	Manager of Aboriginal Economic Development	CanNor	<a href="mailto:altaf.lakhani@cannor.gc.ca">altaf.lakhani@cannor.gc.ca</a>
Andreanne Laporte	Executive Director	CDETNO	<a href="mailto:direction@cdetno.com">direction@cdetno.com</a>
Andy Short	Regional Superintendent	ITI, GNWT	<a href="mailto:andy_short@gov.nt.ca">andy_short@gov.nt.ca</a>
Angela Littlefair	Manager, Apprenticeship and Occupational Certification	ECE, GNWT	<a href="mailto:angela_littlefair@gov.nt.ca">angela_littlefair@gov.nt.ca</a>
Annemieke Mulders	Manager, Programs and Research	NWT Status of Women Council	<a href="mailto:am@statusofwomen.nt.ca">am@statusofwomen.nt.ca</a>
Arnold Enge	Coordinator, Industrial & Mine Training	Aurora College	<a href="mailto:aenge@auroracollege.nt.ca">aenge@auroracollege.nt.ca</a>
Benjamin Scott	Manager, Partnerships & Agreements	ECE, GNWT	<a href="mailto:benjamin_scott@gov.nt.ca">benjamin_scott@gov.nt.ca</a>
Blair Barbour	Manager, Policy and Planning	NWT Business Development & Investment Corporation	<a href="mailto:blair_barbour@gov.nt.ca">blair_barbour@gov.nt.ca</a>
Brenda Baton	Manager, Sahtu Region Education Training	Sahtu Dene Council	<a href="mailto:brenda_baton@gov.deline.ca">brenda_baton@gov.deline.ca</a>
Brian Hookey	Manager Labour Market & Social Dev.	Service Canada	<a href="mailto:brian.hookey@servicecanada.gc.ca">brian.hookey@servicecanada.gc.ca</a>
Candy Brown	Work/Job Coach	ECO Canada	<a href="mailto:snowgoddess1@hotmail.com">snowgoddess1@hotmail.com</a>
Cathrine Hritzuk	Coordinator, Career and Employment	ECE, GNWT	<a href="mailto:cathrine_hritzuk@gov.nt.ca">cathrine_hritzuk@gov.nt.ca</a>
Cheryl Cli	Education & Training Manager	Liidlii Kue First Nation	<a href="mailto:lta@liidliikue.com">lta@liidliikue.com</a>
Chris Taylor	Manager, Operations & Business Programs	NWT Business Development & Investment Corporation	<a href="mailto:chris_taylor@gov.nt.ca">chris_taylor@gov.nt.ca</a>
Deb Bain	Program Development & Evaluation Specialist	ECE, GNWT	<a href="mailto:deb_bain@gov.nt.ca">deb_bain@gov.nt.ca</a>
Debbie Cockney	Economic Development Officer	ITI, GNWT	<a href="mailto:debbie_cockney@gov.nt.ca">debbie_cockney@gov.nt.ca</a>



Doug Doan	Assistant Deputy Minister	ITI, GNWT	<a href="mailto:douglas_doan@gov.nt.ca">douglas_doan@gov.nt.ca</a>
Doug Moulton	Manager	HRSDC	<a href="mailto:douglas.moulton@hrsdc-rhdcc.gc.ca">douglas.moulton@hrsdc-rhdcc.gc.ca</a>
Francoise Blanchard	Career Development Officer	CDETNO	<a href="mailto:emplois@cdetno.com">emplois@cdetno.com</a>
Frank Andrew	Grand Chief	Sahtu Dene Council	<a href="mailto:tdbchief@live.ca">tdbchief@live.ca</a>
Geoff Morrison	Chief Financial Officer	Denendeh Investments Inc.	<a href="mailto:morrison@denendeh.ca">morrison@denendeh.ca</a>
George Morin	Supervisor Regional Operations	North Slave Region - GNWT	<a href="mailto:george_morin@gov.nt.ca">george_morin@gov.nt.ca</a>
Gloria Baboire	Human Resources Development Manager	Dehcho First Nations	<a href="mailto:gloria.buboire@dehcho.org">gloria.buboire@dehcho.org</a>
Gloria Iatridis	Assistant Deputy Minister, Advanced Ed.& Income Security	ECE, GNWT	<a href="mailto:gloria_iatridis@gov.nt.ca">gloria_iatridis@gov.nt.ca</a>
Helen Balanoff	Executive Director	NWT Literacy Council	<a href="mailto:helen@nwtliteracy.ca">helen@nwtliteracy.ca</a>
Jackie Wallis	Citizen Services Specialist	Service Canada	<a href="mailto:jackie.wallis@servicecanada.gc.ca">jackie.wallis@servicecanada.gc.ca</a>
Jacquelin McIntyre	Executive Assistant	Denendeh Investments Inc.	<a href="mailto:mcintyre@denendeh.ca">mcintyre@denendeh.ca</a>
Jane Arychuk	Campus Director, North Slave Campus	Aurora College	<a href="mailto:jarychuk@auroracollege.nt.ca">jarychuk@auroracollege.nt.ca</a>
Janine Blake	Regional Manager, Career Development	ECE Beaufort-Delta	<a href="mailto:janine_blake@gov.nt.ca">janine_blake@gov.nt.ca</a>
Jean-Sebastian Blais	Labour Market Development Officer	Department of Education - Yukon Government	<a href="mailto:jean-sebastian.blais@gov.yk.ca">jean-sebastian.blais@gov.yk.ca</a>
Jeanne Morrison	Executive Director	Northern Aboriginal Business Association	<a href="mailto:naba@northernbusiness.org">naba@northernbusiness.org</a>
Jeff O'Keefe	Campus Director, Thebacha Campus	Aurora College	<a href="mailto:jokeefe@auroracollege.nt.ca">jokeefe@auroracollege.nt.ca</a>
Jeremy Flatt	Researcher/Writer	ECE, GNWT	<a href="mailto:jeremy_flatt@gov.nt.ca">jeremy_flatt@gov.nt.ca</a>
Joanne McGrath	Coordinator, Education, Operations & Development	ECE, GNWT	<a href="mailto:joanne_mcgrath@gov.nt.ca">joanne_mcgrath@gov.nt.ca</a>
John Buist	Manager, Trade and Investment	ITI, GNWT	<a href="mailto:john_buist@gov.nt.ca">john_buist@gov.nt.ca</a>
Josanne Tanche	Career Development Officer	ECE, GNWT	<a href="mailto:josanne_tanche@gov.nt.ca">josanne_tanche@gov.nt.ca</a>
Joyce McLean	Registrar, Teacher Certification	ECE, GNWT	<a href="mailto:joyce_mclean@gov.nt.ca">joyce_mclean@gov.nt.ca</a>
Joyce Whiteford	Guidance Counsellor	Route 51 Learning Institute	<a href="mailto:joyce.whiteford@yk1.nt.ca">joyce.whiteford@yk1.nt.ca</a>
Judith Wright-Bird	Executive Director	Tulita Land Corporation	<a href="mailto:jwright@tulitalandcorp.ca">jwright@tulitalandcorp.ca</a>
Kam Hogan	Recruitment Support Specialist	DHR, GNWT	<a href="mailto:kam_hogan@gov.nt.ca">kam_hogan@gov.nt.ca</a>
Karen Cooper	Manager, Career Development	ECE, GNWT	<a href="mailto:karen_cooper@gov.nt.ca">karen_cooper@gov.nt.ca</a>

Karen Willy	Coordinator, Adult Basic Education	ECE, GNWT	<a href="mailto:karen_willy@gov.nt.ca">karen_willy@gov.nt.ca</a>
Kate Odziemkowska	Labour Market Statistician	NWT Bureau of Statistics, GNWT	<a href="mailto:kate_odziemkowska@gov.nt.ca">kate_odziemkowska@gov.nt.ca</a>
Kathleen Mullin	Associate Director, Advanced Education	ECE, GNWT	<a href="mailto:kathleen_mullin@gov.nt.ca">kathleen_mullin@gov.nt.ca</a>
Kathryn Walker	Literacy Coordinator, Advanced Education	ECE, GNWT	<a href="mailto:kathryn_walker@gov.nt.ca">kathryn_walker@gov.nt.ca</a>
Kerry Robinson	Manager, Program Development	Aurora College	<a href="mailto:krobinson@auroracollege.nt.ca">krobinson@auroracollege.nt.ca</a>
Kevan Rapley	Senior Development Officer	Service Canada	<a href="mailto:kevan.rapley@servicecanada.gc.ca">kevan.rapley@servicecanada.gc.ca</a>
Kevin Todd	Director, Investment and Economic Analysis	ITI, GNWT	<a href="mailto:kevin_todd@gov.nt.ca">kevin_todd@gov.nt.ca</a>
Kristin Prendergast	Analyst, Labour Market & Info Services	ECE, GNWT (Advanced EDU)	<a href="mailto:kristin_prendergast@gov.nt.ca">kristin_prendergast@gov.nt.ca</a>
Laurie Morton	Director, Advanced Education	ECE, GNWT	<a href="mailto:laurie_morton@gov.nt.ca">laurie_morton@gov.nt.ca</a>
Leanne Tait	Symposium Facilitator	Tait Communications and Consulting	<a href="mailto:leanne@taitcc.com">leanne@taitcc.com</a>
Lin Maus	Chair, North Slave Community Program	Aurora College	<a href="mailto:lmaus@auroracollege.nt.ca">lmaus@auroracollege.nt.ca</a>
Linda Louie	Labour Market Information Analyst	Service Canada	<a href="mailto:linda.louie@servicecanada.gc.ca">linda.louie@servicecanada.gc.ca</a>
Lisa Fryer	Program Specialist, Income Security	ECE, GNWT	<a href="mailto:lisa_fryer@gov.nt.ca">lisa_fryer@gov.nt.ca</a>
Lorraine Phaneuf	Executive Director	NWT Status of Women Council	<a href="mailto:lorraine@statusofwomen.nt.ca">lorraine@statusofwomen.nt.ca</a>
Luna Ramkhalawansingh	Head, Leadership and Learning	Human Resources and Leadership, INAC	<a href="mailto:Luna.Ramkhalawansingh@inac-ainc.gc.ca">Luna.Ramkhalawansingh@inac-ainc.gc.ca</a>
Marilyn Hardisty	Assessment Officer	Mine Training Society	<a href="mailto:ao@minetraining.ca">ao@minetraining.ca</a>
Marina Devine	Manager, Adult and Post-Secondary Education	ECE, GNWT	<a href="mailto:marina_devine@gov.nt.ca">marina_devine@gov.nt.ca</a>
Marlene Tutcho	Employment Officer	Charter	<a href="mailto:marlene_tutcho@gov.deline.ca">marlene_tutcho@gov.deline.ca</a>
Marty Ann Kenny	Manager, Trade & Investment	ITI, GNWT	<a href="mailto:marty-ann_kenny@gov.nt.ca">marty-ann_kenny@gov.nt.ca</a>
MaryLou Cherwaty	President	Northern Territories Federation of Labour	<a href="mailto:president@ntfl.yk.nt">president@ntfl.yk.nt</a>
Michael Corbett	Economic Development Officer	CanNor	<a href="mailto:michael.corbett@cannor.gc.ca">michael.corbett@cannor.gc.ca</a>

Michael Saturnino	Regional Manager, Career Services	ECE, GNWT	<a href="mailto:michael_saturnino@gov.nt.ca">michael_saturnino@gov.nt.ca</a>
Michelle Larocque	Employment Counsellor	NWT Metis Nation (ASET's)	<a href="mailto:mrstori@hotmail.com">mrstori@hotmail.com</a>
Mike Argue	Promgram, Development & Evaluation Specialist	ECE, GNWT	<a href="mailto:mike_argue@gov.nt.ca">mike_argue@gov.nt.ca</a>
Nora Taylor	Executive Assistant	Denendeh Investments Inc.	<a href="mailto:taylor@denendeh.ca">taylor@denendeh.ca</a>
Raymond Tutcho	Chief	Deline First Nation	<a href="mailto:raymond_tutcho@gov.deline.ca">raymond_tutcho@gov.deline.ca</a>
Renalyn Pascua-Matte	Manager, Trade and Investment	ITI, GNWT	<a href="mailto:renalyn_pascua-matte@gov.nt.ca">renalyn_pascua-matte@gov.nt.ca</a>
Robert Charlie	Director, Gwich'in Services	Gwich'in Tribal Council	<a href="mailto:rcharlie@gwichin.nt.ca">rcharlie@gwichin.nt.ca</a>
Rod Kirkwood	President	NWT Association of Architects	<a href="mailto:kirkwood@fsc.ca">kirkwood@fsc.ca</a>
Rory Voudrach	Coordinator, Industrial & Oil/Gas Training	Aurora College	<a href="mailto:rvoudrach@auroracollege.nt.ca">rvoudrach@auroracollege.nt.ca</a>
Sandra Elanik	Inuvialuit Education Foundation, Manager	Inuvialuit Regional Corporation	<a href="mailto:sandra.elanik@irc.inuvialuit.com">sandra.elanik@irc.inuvialuit.com</a>
Sarah Baker	Regional Superintendent, Sathu	ECE, GNWT	<a href="mailto:sarah_baker@gov.nt.ca">sarah_baker@gov.nt.ca</a>
Sarah Kalnay-Watson	Career & Employment Officer	ECE, GNWT	<a href="mailto:sarah_kalnay-watson@gov.nt.ca">sarah_kalnay-watson@gov.nt.ca</a>
Shafic Khouri	Industrial Initiatives Analyst	ECE, GNWT	<a href="mailto:shafic_khouri@gov.nt.ca">shafic_khouri@gov.nt.ca</a>
Sharmayne Horton	Human Resource Officer	NWT Power Corporation	<a href="mailto:shorton@ntpc.com">shorton@ntpc.com</a>
Shawn Kitchen	Director, Labour Market Programs and Services	Department of Education - Yukon Government	<a href="mailto:shawn.kitchen@gov.yk.ca">shawn.kitchen@gov.yk.ca</a>
Shelly Kapraelian	Coordinator, Post Secondary	ECE, GNWT	<a href="mailto:shelly_kapraelian@gov.nt.ca">shelly_kapraelian@gov.nt.ca</a>
Sherri MacDuff	Career Development Officer	ECE, GNWT	<a href="mailto:sherri_macduff@gov.nt.ca">sherri_macduff@gov.nt.ca</a>
Tara Woods	Administrative Services Officer	Can North Economic Dev Agency	<a href="mailto:tara.woods@cannor.gc.ca">tara.woods@cannor.gc.ca</a>
Taylor Fraser	Tulita Employment Officer	Fort Norman Metis Land Corporation	<a href="mailto:tulitaemploymentoffice@gmail.com">tulitaemploymentoffice@gmail.com</a>
Tim Doyle	Executive Director	Yellowknife Chamber of Commerce	<a href="mailto:generalmanager@ykchamber.com">generalmanager@ykchamber.com</a>
Tracy St Denis	Regional Superintendent, North Slave Office	ITI, GNWT	<a href="mailto:Tracy_St-Denis@gov.nt.ca">Tracy_St-Denis@gov.nt.ca</a>
Wendy McPherson	Regional Superintendent, North Slave	ECE, GNWT	<a href="mailto:wendy_mcpherson@gov.nt.ca">wendy_mcpherson@gov.nt.ca</a>

## Appendix C – Bears’ Den Project Proposal Summaries

### *North Slave Project Proposal Notes*

#### **Geoscience Field Assistant Training Program**

**Goal/objective:** Establish a 2-4 week geosciences field assistant training program that includes a community-based introduction to regional centred training programs that would create a pool of trained field assistants to meet the needs and demands of mining and exploration companies. (Need 300 geoscience field assistants in various disciplines to meet industry demand).

#### **Meets the following framework strategic priorities:**

Labour market information  
Workforce readiness and excellence  
Recruitment and retention

#### **Target audience:**

Mining and exploration companies, all levels of government – Aboriginal, federal, territorial, municipal, communities across the NWT, Aurora College, NAPEGG, Mine Training Society, NWT/NU Chamber of Mines, Northerners not in the labour force (NILF), high school and discontinuing students underrepresented in the workforce (NWT Bureau of Statistics), adults re-entering the workforce

#### **Program Delivery** (Modelled on success of underground miner training program)

- Introduction
- Community program delivery: 2 - 4 weeks
- Contracted instructor or Aurora College adult educator
- Regional course delivery: 2 - 4 weeks
- Contracted instructor or Aurora College adult educator
- Field placement
  - Wage subsidy for 4 weeks
- Ongoing employment

#### **Proposed Outcomes**

- Fill gap between industry need for geosciences field assistants and associated employment opportunities and lack of trained personnel
- Community based introduction to regionally centred training with territory-wide recruitment
- Build on existing land-based activities and knowledge and support interests in outdoor employment opportunities closer to home

- Provide continuing education opportunities
  - Post secondary – geology, geophysics
  - Trades – cooking, small engine maintenance and repair, mechanics, surveying
- Off season occupational opportunity (use of transferable skills to address potential limitations of seasonal work)
  - Outfitting/tourism
  - School culture camps
- Promote life-work balance
  - Family support network
  - Activities
  - Courses
  - Counselling

### **Partners/Funding**

- Aurora College
- Federal Gov't – CanNor, HRSDC, Service Canada,
- GNWT – ECE, MACA, ITI, ENR
- Aboriginal Gov't – ASETS
- Mining/exploration companies – 100 companies
- Agencies – literacy council, NAPEGG, Chamber of Mines, Mining Association of Canada
- Regional Training Committees

### **Estimated Budget**

#### **Estimated Start up Costs**

Curriculum development - \$200,000  
Equipment - \$160,000  
Recruitment/staff - \$50,000  
Misc - \$50,000

Total Start up Costs - \$460,000

#### **Estimated Annual costs**

Train 50 people/year  
12 week course – 3 venues

Instructors - \$280,000 (2 x \$140,000)  
Training allowance - \$150,000  
Marketing/recruitment - \$50,000  
Misc - \$50,000

Total Annual Costs - \$530,000

Practicum placement \$

HRSDC

Private companies

Service Canada (not interested in the labour force, summer students)

Training allowances

\$20/day ASETS

### **Questions from the Bears**

- What might the transferrable skills be?
- What supports would be provided when the individual goes back into the community?
- What does certification look like?
- Are other jurisdictions offering this?

### **Beaufort Delta Project Proposal Notes**

#### **Business Incubator & Beau-Del Business Co-op**

**Goal/objectives:** to create a business co-operative where members and partners cost share common expenses associated with small businesses and co-fund joint training opportunities to address barriers – BIP, housing authority tenants, high operational costs, low participation in the small business sector – and maximize small business opportunities to support sustainable small business and self-employment initiatives, training and skills development and economic development.

#### **Meets the following framework strategic priorities:**

Labour market information

Workforce readiness

Workforce excellence

Recruitment

Retention

#### **Project Description**

Funding/in-kind partners will form a steering committee and the members of the co-operative would form a board to develop policies and procedures oversee the operation of the co-operative. The Co-op will have “anchor tenants” such as Western Arctic Business Development Corporation (ABDC). Accounting and bookkeeping businesses may pay rent in-kind through services

Memberships fees in the co-operative would be used to rent a store front/office space in Inuvik that would house fax machines, photo copiers, telephones, computers, telephones and provide access to video-conferencing, board room, reference material as well as shared services including bookkeeping/accounting, reception, business counselling.

Partners would co-fund small business prep and other courses at AC as well as on-the-job training for the shared services.

The workshops/seminars and information sharing regarding business planning and development, financial management, staffing etc would therefore facilitate employment, capacity building and ongoing workforce readiness.

Partners will be responsible for tracking and monitoring successes/failures (evaluation).

### **Proposed Outcomes**

- Consolidation, not duplication of services and maximum efficiencies
- Career action and training plans for shared services positions will be developed using workplace essential skills
- Improved understanding of current businesses practices and workplace best practices through mentorship
- Improved opportunities for youth and Aboriginal persons as stats show these groups are underrepresented in the NWT labour market
- Programs will grow and expand as ideas and opportunities increase
- Affordable and achievable with growth potential in other Beau-Del communities
- Provide larger numbers of staff/clients for training – economy of scale
- Promote cultural programs'/arts and crafts through store front
- Supportive environment = success

### **Partners/Funding**

- Western Arctic Business Development Corp (WABDC)
- Gwich'in Tribal Council
- Inuvialuit Regional Corp
- Aurora College
- GNWT – ITI, ECE, MACA, HR, FMBS  
Inuvik Chamber of Commerce
- CanNor
- ASETS – IRC, GTC
- LMDA – ECE, TOJ, YEP, BES, SEO
- LMA – ECE, LSD, CI, YEP, SEO
- SEED
- CanNor

### **In Kind Support**

- CDO Services
- Manager education and training support – GTC
- Manager business development support – GTC  
Infrastructure – Aurora College
- Expertise – Aurora College; WABDC; ECE, ITI; Chamber of Commerce

### **Estimated Budget**

Rent - \$110K/year (\$40 sq ft x 2700 sq ft) including janitorial

Admin assistant - \$60,000

Insurance - \$10K

Program delivery costs – as required (small business program delivery at Aurora College)

Total Estimated Budget - \$180,000

### **Timeline**

2 years

### **Questions from the Bear's**

- Where would the Co-op be located – Inuvik? How would other communities benefit then?
- Are the partners the steering committee?
- How would it be managed?

## **Deh Cho Project Proposal Notes**

### **Nahendeh Casino**

**Goal/objective:** to support regional economic development, social programming, tourism, employment and training opportunities through this project to enable the Dehcho to become self-sufficient.

### **Meets the following framework strategic priorities:**

Workforce readiness

Workforce excellence

Recruitment



## **Project Description**

Work with northern companies to build an eco-friendly casino which will create jobs and offer on-the-job training opportunities and use the revenues to support community health and wellness initiatives and Dehcho self-sustainability.

## **Proposed Outcomes**

- Extensive employment and training opportunities in a number of sectors – construction, health and wellness, tourism, office skills
- Enhanced infrastructure and housing
- Increased tourism to the region resulting in spin off businesses
- Contribution to territorial tax base and increased revenue to Dehcho communities allowing them to become self-sustaining
- Casino profits would fund a territorial treatment centre

## **Partners/Funding**

- Private sector – contractors that would gain profits from the construction of the project cannot be partners
- Individuals
- Municipal governments
- First Nations – land claim holders
- ECE, ITI, HSS
- Aurora College
- ANAC (also known as INAC)
- CanNor

## **Other**

- Grants and Contributions
- Bank Loans
- Development Financing
- Fundraising

## **Questions from the Bears**

- Is this a public or private sector initiative?
- Transportation – will there be links with airlines?
- Is there a marketing plan?
- Tourism angle – can you provide insight on how this project would influence communities like Nahanni Butte or Trout Lake?

## **Sahtu Project Proposal Notes**

### **The Sahtu Stimulation Project - Ready to Work North**

**Goal/Objectives:** To purchase a mobile training centre for the Sahtu (similar to the one in the Beaufort Delta) to provide accessible trades training in the region in order to increase participation in the workforce and take advantages of upcoming employment opportunities in mining, oil and gas and construction.

#### **Meets the following framework priorities:**

Workforce readiness  
Workforce excellence  
Recruitment  
Retention

#### **Project Description**

Project is a skills development one that not only provides specified trades training but will also provide skills development in all areas of employment.

#### **Proposed Outcomes**

- Trained/certified personnel in a number of trades
- Economic growth- income, taxes, self-employment
- Decreased unemployment and dependency on social programs
- More mentorship programs
- More job creation
- Healthier population – self-reliance, improved self-esteem
- Stimulated opportunities and partnership
- Region becomes attractive to industry

#### **Partners/Funders**

- Local NGO – SSI (Sahtu Secretariat Incorporated)
- Industry – local businesses, oil and gas, mining,
- GNWT – Aurora College, ECE, ITI, DoT, Housing
- Federal – Service Canada, Strategic Partnership Fund
- CanNor
- Socio – Economic Impact Fund

### **Estimated Budget**

MTU (mobile trades unit) - \$3 million  
Operation - \$300,000/yr  
Training \$1,000,000+

Total Estimated Budget – 4.3 million

### **Timeframe**

Fundraise/Design – July 2011 – 12  
Purchase – Dec 2012  
Shipping winter road – Feb 2013  
Training start-up – April 2013

### **Questions from the Bears**

- How would this work in the Sahtu?

## **South Slave Project Proposal Notes**

### **ABC (Access Boot Camp) to Apprenticeship**

**Goals/objectives:** To improve literacy levels and essential skills, build community capacity and develop transferable skills so individuals that are underrepresented in the workforce have the opportunity to gain meaningful employment.

### **Meets the following framework priorities:**

Workforce readiness  
Recruitment  
Workforce excellence

### **Project Description**

Commencing in September 2012 run an approximately 20 week (5 months) rigorous program boot camp with 20 at risk/Aboriginal/underemployed participants (20 work placements and 12 apprenticeships) that would include essential skills, academic upgrading, personal growth, life skills, orientation to industry, employer expectations, safety, career development, cultural diversity, counselling.

Key elements of the projects success are: pre-screening and selection of applicants; having an Elder in residence; involving employers in the creation of the program; and ensuring pre-committed employers to offer a three-month work placement.

## **Proposed Outcomes**

- Improved quality of life
- More skilled workforce
- People off EI and income support
- Self sufficiency and decreased dependence on social assistance
- People contributing to the economy
- Transferable skills
- Building capacity in smaller communities
- Addressing future needs of the labour market
- Lower turnover rates
- Creating role models

## **Partners/Funding**

- Construction & mining industries
- Aurora College
- GNWT - ECE, Health and Social Services
- First Nations
- NGOs – NWT Literacy Council
- Private Sector
- Corrections/Justice
- ECE – SFA  
LMDA
- MTS
- ASETS
- SC
- LMA  
Industry
- NWTPHC
- DPW
- DOT
- CanNor

## **Estimated Budget**

\$300K in-kind employer placement  
\$200K training allowances (meals and accommodation) – ECE/ASETS  
\$150K instruction  
\$150K project co-ordination  
\$50K travel  
\$40K materials and supplies  
\$40K evaluation  
\$35K Elder in residence

\$30K classroom/shop  
\$30K marketing/recruitment strategy

Total Estimated Budget - \$1.2 million

### **Time Frames**

20 weeks (5 months)

### **Questions from the Bears**

- What are the life skills identified?
- How would this work in smaller communities?
- How do you co-ordinate individual case management and get instructors for so many aspects of training?

## Appendix D – Symposium Evaluation Overview

Evaluations were returned by 38 out of the 88 attendees (43%).

Overall impressions of the symposium were very positive with the majority of respondents rating the following symposium criteria as good: overall purpose and value; event theme; presentation topics; symposium information package; networking opportunities; information booth area; agenda scheduling; symposium venue; symposium registration/information desk. These criteria also received several excellent ratings, some fair ratings and 3 poor and 3 needs improvement.

The feedback will be taken into consideration by ECE for future planning purposes.

Event/Facilities	Excellent	Good	Fair	Poor	Needs Improvement
Overall purpose and value	8	28	2		
Event theme	10	23	4	1	
Presentation topics	10	21	6		
Symposium information package	7	25	6		1
Networking opportunities	16	17	6		
Information booth area	2	23	11		1
Agenda scheduling	10	20	6	2	
Symposium venue	17	19			1
Symposium registration/information desk	18	17	2		

The top three responses or primary indicators have been included for your information.

### The strengths of the symposium:

- Networking and contacts
- Information dissemination/sharing/learning from one another
- Partnership/collaboration/breakout activities/working in small groups to develop an actual proposal for specific region

### The most important take-aways:

- Knowledge of the federal/territorial programs and the number of funding resources and willing partners out there to support training/employment programs
- Importance of partnerships/collaboration/regional training partners and making contacts
- Ideas, examples of successes, and input from other regions

### **Recommended changes for future symposiums:**

- Need more labour/business/industry other corporations/agencies interested in partnering with skills development and employability going forward
- More specific networking opportunities/group exercises/opportunities to speak to and learn from others
- Fewer speakers/smaller panel/more time on the agenda for speakers/questions

### **Suggested topics for future symposiums included:**

- Increased participation of industry/business/youth/regional/local/community representatives
- Engaging in a true panel discussion addressing a broad range of topics including; roles and responsibilities, program delivery, needs assessment, partnerships and relationship building, funding sources, successes and lessons learned; regional/community issues.
- Collaboration strategies/ tools of engagement/proposal development

### **Timing of the symposium:**

The majority of the respondents indicated Spring and a number of respondents suggested that the symposium be held close to the beginning/end of the fiscal year so partnerships could be developed before budget cycles.

### **Location of symposium:**

Responses were almost equally divided between Yellowknife, as the sole location for the symposium, and hosting it in other larger regional communities such as Hay River, Inuvik, Fort Simpson.