

Labour Force Development Symposium

FEBRUARY 12-13, 2013
EXPLORER HOTEL,
YELLOWKNIFE



Northwest
Territories Education, Culture and Employment

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ACKNOWLEDGEMENTS

The second Labour Force Development Symposium was held in Yellowknife, Northwest Territories (NWT) on February 12 and 13, 2012, and covered a number of areas, such as:

- Spearheaded the regional labour force development planning in the NWT,
- Brought together stakeholders,
- Sharing of labour market information,
- Promoted new programs, services or initiatives, and,
- Provided and exchanged information on best practices.

Approximately 85 labour market stakeholder representing industry, educators, trainers, non-government organizations, regional Government of the Northwest Territories (GNWT) department staff and other interested parties throughout the NWT attended the two-day event. Participants had the opportunity to learn about, and share information about strategies, programs, services and activities related to labour market development.

Topics presented and discussed over the two-days included:

- NWT Economic Opportunities Strategy,
- NWT Mineral Development Strategy,
- Yukon's Labour Market Development Framework,
- Devolution,
- Aurora College's Northern Adult Basic Education Program,
- Regional Training Partnerships Activities, and
- Activity to identify common challenges and potential solutions.

This report summarizes presentations and outcomes of the 2nd Labour Market Development Symposium.

SYMPOSIUM DAY ONE

WELCOME AND OPENING REMARKS

The Honourable Jackson Lafferty, Minister of Education, Culture and Employment (ECE), GNWT, welcomed everyone to the 2013 NWT Labour Force Development Symposium and invited those in attendance to freely share their expertise, knowledge, and wisdom.

The Minister explained that opportunities are plentiful right now as we are seeing development in mining exploration, new mining projects, and also new education options such as community delivery. However, he said, with these new opportunities come new challenges.

The Minister addressed the audience asking them to consider the answers to these questions:

- How can we best focus our efforts?
- How can we streamline the processes for residents looking to capitalize on these opportunities that are before them?
- How do we grow and sustain our labour force?

The Minister indicated that we are on the right path with a vision identified in the *Labour Force Development Framework: people, partnerships and possibilities (Framework)*: A healthy, educated, multi-skilled, safe and innovative workforce that guides the labour market and reflects our diverse cultures.

SYMPOSIUM OVERVIEW, LABOUR FORCE DEVELOPMENT FRAMEWORK RECAP

Ms. Laurie Morton, Director, Advanced Education, ECE, guided the attendees through a review of the *Framework* and explained the theme of the Symposium, The Labour Market - Sharing of Best Practices and Development. She spoke to the background and purpose of the *Framework* which was developed collaboratively with stakeholders throughout the NWT and is based on a shared vision and agreed upon strategic priorities and goals. She described the guiding principles of the as: Access and Opportunity, Innovation and Flexibility, a Focus on Youth, Cultural Relevance, Health, Safety and Life Work Balance, Partnership and Collaboration, and Shared Responsibility and Accountability.

ECONOMIC DEVELOPMENT STRATEGY

Members of the Economic Advisory Panel, Mr. Gordon Van Tighem, Mr. Rory Campbell and Mr. Joe Handley, presented a short overview of the Economic Development Strategy and the NWT's economy.

The strategy identifies all of the opportunities that have come out of the engagement process; to focus on regional strengths and identify the actions to develop the NWT economy. Ultimately, the goal going forward is to better position the NWT and the various business sectors.

Tourism remains relatively undeveloped in the NWT. However, there is potential to partner with other jurisdictions to develop direct connections with Europe and Asia.

Many skill trades, professional and other essential workers, including business owners, are looking at retirement, and we are facing a talent shortage. We all need to work on keeping people in the NWT, focusing on the development of the resources we have, and keeping the resource companies operating as long as possible.

The planned closure of Ekati in 2018 will have a significant impact on the economy, employment and population. The development of DeBeers' Gahcho Kué diamond mine and Avalon's Nechalacho Rare Earth Metals Mine will not offset this decline. The extension of Ekati's mine life and the potential development of other projects such as Yellowknife Gold Project, Fortune Mineral's NICO project, Prairie Creek, Pine Point and Courageous Lake) could offset the possible negative impact on employment and economic development in the NWT. But, without any new mines starting, the NWT's GDP will fall from \$3.2 billion to \$2.4 billion over a period of one year.

Any economic projection is difficult as a lot of variables can change. However, the NWT must start taking advantage of the opportunities that exist here to expand existing and develop new industries. Commercial fishing, forestry, traditional arts and fine crafts, agriculture (vegetables, chickens, eggs, northern honey, spruce tip products and birch products) all have potential.

Considering the above, from 2007 to 2011 more than 12,000 people moved away from the NWT while approximately 9,800 people moved to the NWT. In planning the economic future of the NWT, we all need to consider how to make the NWT a more attractive place to work and call home.

MINERAL DEVELOPMENT STRATEGY

Mr. Tim Coleman, Director, Minerals, Oil and Gas, Department of Industry, Tourism and Investment, GNWT, presented an overview of the Mineral Development Strategy and its importance, objectives and goals.

He noted that, though it is recognized that the NWT is the greatest prospective area for resource development in Canada, a number of factors such as the regulatory regime, short seasons and the cost associated with remote locations have resulted in limited development.

The exploration boom in the Sahtu Region, especially Norman Wells, is significant. However, these activities are in the early stages and long-term outcomes are still speculative. As a result, sustainability of employment associated with the development of oil and gas in the region cannot be determined at this stage.

There are also some potential new mines on the horizon: Yellowknife Gold Project, NICO, Nechalacho, Prairie Creek, Gahcho Kué, Pine Point and Courageous Lake. Mr. Coleman also spoke of the importance of grassroots exploration, as mines will inevitably stop production; considering the timeline for a mine moving into production, the government, businesses and residents need to plan for the future.

Overall, there are numerous economic possibilities in the NWT and the Mineral Development Strategy was designed to support and encourage the development of mineral resources and other opportunities to benefit all NWT residents.

LABOUR MARKET FRAMEWORK FOR YUKON: A STRATEGIC APPROACH FOR YUKON'S LABOUR MARKET, A YEAR LATER

Mr. Jean-Sebastian Blais, Labour Market Programs and Services Department, Yukon Government, presented on the Labour Market Framework for the Yukon. The main goal of their framework is to help create a Yukon that has an inclusive, adaptable and has a productive workforce that contributes to, and strengthens the economy.

Their framework's facilitates Yukon employers' ability to recruit and retain suitable, skilled employees. Some examples of this are the Yukon Community Profiles Website, Destination Canada, the Bridges' Employability Program, and the Residency Project. Also, their framework supports immigration service providers and facilitates the dissemination of relevant policies and program changes: for example, foreign qualification recognition, the Temporary Foreign Worker (TFW) Program, the Yukon Nominee Program (YNP), and the Yukon College - Cultures Connects.

Mr. Blais and his team attended the first Labour Market Framework Symposium. When they returned to the Yukon, they created an evaluation of their own. The Yukon has created a seven person committee, from different departments, to develop an evaluation framework.

While they have had some challenges with the implementation of their framework, they agree that the consensus model framework works best. Though, it might be slow in its development, the consensus-based method offers opportunities to inform and become informed, achieve stakeholder input and buy-in, and involve interested parties in a meaningful way.

DEVOLUTION, LABOUR FORCE DEVELOPMENT OPPORTUNITIES

Mr. Blair Chapman, Director, Devolution, HR Planning, and Implementation, GNWT, presented on devolution and what it means for the NWT.

He spoke of the Final Devolution Agreement is in negotiation with the Government of the Northwest Territories and Canada, along with the Inuvialuit Regional Corporation, NWT Metis Nation, Sahtu Secretariat Institute, and the Gwich'in Tribal Council. Every effort is being made to conclude negotiations as soon as possible. The transfer date is still to be established as to when devolution will take effect.

With the implementation of devolution, NWT residents will have more say about how public land and water is used and protected, how resource royalties from public lands are spent, and how related public programs and services are delivered (e.g. water monitoring, squatters).

Many matters, including most financial arrangements, have already been agreed upon, as outlined in the Devolution Agreement in-Principle (AiP). Some subjects that are still under discussion identified in the AiP include job offers for affected federal staff, identification and management of waste sites, delineation of the onshore-offshore boundary, and the management of oil and gas resources.

The GNWT and Aboriginal governments have agreed to share the GNWT's resource revenues (25% for Aboriginal Governments) and work together on land, water, and resource management. The federal government, the GNWT, and the Inuvialuit Regional Corporation, have agreed to coordinate

onshore/offshore oil and gas development. The federal Government and the GNWT have agreed to work together on projects of national significance.

There will be a significant number of jobs available in the devolution process as 300 jobs will be transferred from the federal government to the GNWT. This means more opportunities for everyone in the NWT.

Questions from the audience arose regarding \$65.3 million and that it was not enough funding. Mr. Chapman explained that there the negotiations team has completed extensive research to find out what is appropriate and this amount was deemed acceptable.

AURORA COLLEGE: SPENDING THE \$8.6 MILLION FROM THE GOVERNMENT OF CANADA

Ms. Heather McCagg-Nystrom, Vice President, Community and Extensions, Aurora College, attended and presented on the new Northern Adult Basic Education Program (NABEP). NABEP was created as part of the federal government's Budget 2011. In 2011, the federal government, through the Canadian Northern Economic Development Agency (CanNor), invested \$27 million over five years to expand adult basic education in the territories.

NABEP is designed to improve access to basic skills upgrades, including improved literacy and numeracy, so that working-age adults are better positioned to participate in the labour market. The eligible recipients are the three northern colleges, Aurora College, Yukon College and Nunavut Arctic College.

Aurora College received \$8.6 million and developed a work plan consultation with Aboriginal stakeholder organizations, training partners and students. The purpose of this plan is to improve access to basic skills upgrades, including improved literacy and numeracy so that working age adults are better positioned to participate in the labour market.

REGIONAL TRAINING PARTNERSHIPS

ECE assists with the coordination of regional training partnerships. Meetings are held regularly and training needs of residents are being identified. Each region develops annual or multi-year plans in collaboration with its partners to support the Framework's priorities and goals.

The five current regional training partnerships across the NWT have many key stakeholders sitting at the table. ECE will continue to assist with the coordination of the regional training partnerships to ensure that each region has an opportunity to develop collaborative plans to support the Framework priorities and goals. It is critical that the plans be based on identified local community and industry needs and that programming is reflective of our guiding principles.

The regional partnerships create a mechanism for regional coordination of program delivery, development of local partnerships and networks, and strengthening of linkages among stakeholders to ensure a continuum of skill development.

BEAUFORT DELTA

The Beaufort Delta region has had great success with their Regional Training Partnership (RTP). By pooling their resources, governments, Aboriginal organizations, industry, and non-government organizations, they are able to make training initiatives more effective and "make things happen."

ECE staff travel to different communities to determine specific training needs, develop targeted programs and coordinate the delivery of services to meet specific community needs. The Boot Camp program, which taught construction skills recently, was very effective. All 21 participants who signed up completed the course. They learned construction skills, as well as work place professionalism, respect, and work ethics.

The RTP created a driver training/employment readiness program that has been very successful and included Class 7 written exam preparation, safety courses (WHMIS, First Aid/CPR), substance abuse workshops, job readiness (Ready to Work North), individual driving time with an instructor, workshops on resume writing, career exploration, career action plans, and work placements (one month on the job work experience).

One of their important and most successful projects is the Mobile Trades Training Lab. This is an expandable semi-trailer that has 850 square feet of shop space. It has fantastic capability and is used in teaching carpentry, plumbing and small engine skills.

ECE, the Gwich'in Tribal Council, and Aurora College, partnered for the delivery of safety training courses in four Beaufort Delta communities (Inuvik, Fort McPherson, Aklavik and Tuktoyaktuk). The purpose of this training was to provide unemployed persons with the certificates necessary to obtain work in the oil and gas field in the Beaufort Delta region. In the future this same group hopes to offer a Train-the-Trainer program (for standard first aid and CPR) in Inuvik, with residents of Aklavik, Inuvik, Fort McPherson, and Tuktoyaktuk participating to become safety trainers. They also hope to offer standard first aid and CPR training in select Beaufort Delta communities to assist unemployed persons seeking local employment as cooks in the oil and gas industry, daycare providers, etc. They hope to have these in place by March 31, 2013.

The RTP shares information on program guidelines, eligibility criteria and reporting requirements. They coordinate resources and utilize various programs to maximize funding opportunities for their clients and travel as a team to coordinate and complete in-take sessions. In addition, the RTP coordinates the delivery of workshops and special events such as Literacy Week, Apprenticeship Week, Career Week, and Family Literacy Day. Together, they decide each organization's contribution.

The ultimate goal of Beaufort Delta's RTP is, through education and training programs, to improve employment possibilities to enrich the quality of life for the greatest number of their residents.

SAHTU

The Sahtu Regional Training Partnership (RTP) first began meeting in 2005. The Committee was formed to avoid the duplication of programming and to allow the different funding bodies to create a more cost effective training environment.

The RTP developed a five-year training plan for the Sahtu, with input from the communities, to guide their future work. They have chosen training priorities for each year, and have options for funding from ECE for various training and development opportunities.

In 2012 and 2013, the Sahtu experienced an increase in the number of apprentices. This was a positive turn from 2011 when the number of apprentices dropped as a result of out-migration in the region. One of the methods for promoting and sustaining apprenticeships in the Sahtu falls under wage incentive programs to ensure retention and employment opportunities.

The Sahtu's industry activity is definitely having a significant impact in the labour force of the region.

NORTH SLAVE

The North Slave Training Partnership (NSTP) was established in November 2010. In their first year, they focused on developing the Terms of Reference, promoting membership, developing key priorities, completing an inventory of supports offered by partners, and developing a Communications Framework.

The NSTP exchanges information on programs and services and funding available through partners. This allows the group to identify community training needs as well as education and employment gaps that need to be addressed. In turn, the NSTP develops and implements joint initiatives that address identified needs of industry, communities and governments, and efficiently directs training providers to funding sources.

Some of their key priorities are the development of ready-to-work skills, community capacity building, training to employment, collaboration and committed action and communication with partners and the public.

They focus on developing programs/initiatives to link training to employment opportunities and aftercare services that support connection to employment.

A needs assessment for the North Slave, South Slave, and Dehcho regions was initiated in August 2011. The assessment was completed with support from a number of regional partners and finalized in December

2011. It provided information on training areas for all communities and was used as part of the regional planning session.

The session was held in February 2012. The focus for the session was to review the needs assessment results and collaborate on potential initiatives. It resulted in a number of priority areas being identified with work foundations as the top priority. This planning session led to the formation of working groups to address each area.

In the future, they would like to focus on strengthening partnerships between NSRTP's members and other interested stakeholders, promoting collaboration on new initiatives that address priority areas, providing labour market and training needs analysis, and working towards maximizing access to funding and programs.

SOUTH SLAVE

The South Slave Labour Market Planning Partnership Committee started off by explaining that they do not title their partnership "training" as they provide more than just training. They focus on the labour market in a broader sense. In the planning process they have periodically invited nonmembers of the partnership to offer an alternative point of view or other area of expertise.

Through their Needs Assessment in the fall of 2011 and the Fort Resolution Needs Assessment, they have learned that there is a need to remove barriers, provide skills training for employment opportunities, and to enhance skills of the under skilled but employed clients.

One of their priorities is to improve client outcomes by utilizing diagnostic assessments, incorporating life skill coaches, mentors, and tutors into programming, and assisting clients bridging training to employment.

The Mine Training Society (MTS) has been instrumental in helping barrier reduction with their "paper fairs" where they assist clients in obtaining essential "paper" (birth certificates, Social Insurance Numbers, etc.) and in applying for pardons. MTS has developed expertise in pardon applications and follow-up.

Small employers and communities may not have access to a fully qualified labour pool for vacancies, yet hire locally and struggle to try and develop skills and capacity. Fort Resolution identified opportunities in basic bookkeeping, computerized accounting systems, preparing for audits, and office software literacy including Excel and PowerPoint presentations.

The Métis, ITI, ECE and Aurora College shared the cost of some of the course delivery to help provide support for residents accessing these opportunities. Some of the courses provided were Basic Bookkeeping, Simply Accounting, Preparing for an Audit, Basic Excel, Advanced Excel and PowerPoint. The response to this was very positive.

Planning and cost sharing has increased the ability to serve more clients in more locations. Case Management has improved client service and outcomes. Where ever possible the client deals with one organization, but often financial supports are shared.

The network of colleagues who can connect and troubleshoot, brainstorm, compare, ask for support and share resources has increased the capacity and knowledge of all partners.

The Dehcho Regional Training Partnership (RTP) began in April 2010 with eight members. Through personal invitations on shared training opportunities, the RTP is now comprised of over thirty people. They are committed to fostering collaboration and partnerships through communication and coordination of member efforts to ensure effective program and service delivery to their clients.

The RTP participants include stakeholders and partners who coordinate and facilitate quality opportunities to meet the identified training, education and employment needs of the shared client group(s). They acknowledge existing barriers that prevent clients from reaching their full potential such as lack of education and training opportunities and incorporate strategies to mitigate these barriers. They also contribute experience and expertise in providing guidance toward successful labour market plans and interventions.

The committee believes in partnering, where possible, to eliminate duplication and make efficient use of resources. They also plan, develop and implement joint initiatives using their individual resources for the greatest potential benefit to their clients and participate in each organization's programming priorities.

The committee has had many successful training programs where students have found employment after the program. Some of these programs included Camp Cook, Environmental Monitor, Mine Exploration Field Assistant, Small Engine Maintenance, and Building Trades Helper.

BREAK-OUT ACTIVITY: A VISION FOR TERRITORIAL COORDINATION

On the second day of the Symposium, a break-out activity was planned to collect information from the participants on what they felt was a vision of territorial coordination. The audience was divided into five groups and provided the following three questions to answer:

1. Where do you focus your efforts around labour market programs, services, and resources? How?
2. What do you need to respond to these labour market development efforts?
3. What would support the coordination between regions and across the territories?

SUMMARIZED RESULTS OF BREAK-OUT ACTIVITY: “THIS IS WHAT WE HAVE HEARD FROM YOU”

Participant Suggestions	Department Response/Comments
How often should we have symposium: 64% said every year, 30% said every 2 years and 6% said every 3 years.	The Symposium will be annual based on the majority vote.
More money, more staff, more training.	These comments were stated by all break-out groups. Not enough money or people to do the work is something many of us face and are often unable to obtain. Although there is no new money, there may be other options, new ideas or ways to cope and the new position will discuss these concerns with each group and assist where possible.
More communication.	A new coordinator position, located at headquarters in the Advanced Education division will be responsible for this task.
Streamline some processes (hiring).	The hiring process for GNWT employees is under the authority of the Department of Human Resources.
More opportunities to network, share info, best practice tools. More face to face meetings and communications between agencies/partners.	A new coordinator position, located at headquarters in the Advanced Education division will be responsible for this task.
More coordination and integrated programming between Government of Canada, GNWT and communities.	This is a very good suggestion and something the GNWT can work towards along with the Government of Canada, and communities. New coordinator’s position can work with regions on a solution and implementation of that solution.
Need employer involvement.	The new coordinator position can look into this comment.
Want to see more labour market info (industry, mining, prospects, analysis, needs assessment).	Advanced Education’s intention is to produce consistent and comprehensive labour market information and reports during 2013-14 and going forward.
More treatment programs and other supports.	The GNWT, specifically the Department of Health and Social Services has been working on a number of programs and services in the mental health and addictions areas. Suggest that each regional training partnership invite a health representative to their meetings to discuss what is currently available and what is coming in the future.
Need mechanism that is accessible to all agencies, not just the government.	The new coordinator position can look into this suggestion.
Buy-in of senior management and leaders.	Many Senior Management and leaders are in agreement with the new direction. There is always room for further improvement and the new coordinator position can look into this suggestion.
Stay in school initiatives (educate parents and community).	Discussions and planning underway at ECE under the Aboriginal Student Achievement Strategy and the Education Renewal Strategy.
Clear and useful action plans/road map to implement framework-include industry and NGO’s.	A new coordinator position, located at headquarters in the Advanced Education division will be responsible for this task.
Additional resources around literacy and numeracy available in the community - education to help meet minimum requirements.	<ul style="list-style-type: none"> • http://www.nwt.literacy.ca/ • http://www.ece.gov.nt.ca/advanced-education/adult-and-postsecondary-education/adult-literacy-and-basic-education • http://www.ece.gov.nt.ca/advanced-education/adult-and-postsecondary-education/literacy/nwt-literacy-strategy <p>For additional information on literacy, three website are provided above. Communities can work with the NWT Literacy Council to access information and plan workshops. Other arrangements can be made with the GNWT, Department of Education, Culture and Employment. Contact your local ECE Service Centre for more information: http://www.ece.gov.nt.ca/ece-service-centres.</p>
Case management and data collection on program enrollment and tracking of training.	Advanced Education’s intention is to produce consistent and comprehensive labour market information and reports during 2013-14 and going forward.
Make staffing and training easier for employers.	This comment requires more. The new coordinator position can look into this suggestion.
Business basics training for small businesses/entrepreneurs.	A new coordinator position, located at headquarters in the Advanced Education division will work with regional training committees to address this.
Central list of training/workshops throughout the NWT.	A new coordinator position, located at headquarters in the Advanced Education division will be responsible for this task.
Regular reviews of programs (what’s working and what’s not).	Advanced Education’s intention is to produce consistent and comprehensive labour market information and reports during 2013-14 and going forward.
Headquarters visit regions and communities.	Part of the success of the initiative is more communication between Headquarters and the Regions. This will involve more travel to the communities.

Participant Suggestions	Department Response/Comments
Promote community and regional success and the partners.	A new coordinator position, located at headquarters in the Advanced Education division will be responsible for this task.
Better turnaround time and responsiveness from Headquarters (calls, emails).	Timely responses are a priority. We will ensure initial contact within three working days. If we require more time to answer your question, we will indicate that in the initial response.
Keep all data current and useful.	Advanced Education's intention is to produce consistent and comprehensive labour market information and reports during 2013-14 and going forward.
Improved stats that will improve decision making and planning for skills development or other labour market intervention.	Advanced Education's intention is to produce consistent and comprehensive labour market information and reports during 2013-14 and going forward.
Journeypersons do not want to train apprentices because of paperwork.	It is difficult for any government to balance the need to report and the reduction of paperwork. Although training an apprentice can be administratively heavy, assistance from ECE's career development staff can be provided and may make the process more seamless for employers and training journeypersons. Unfortunately, reporting is a requirement of the program.
More people at the local level; community based training; local leadership with local buy-in; supports for students/participants at all stages of their training.	This comment is comprehensive and at the same time, can be interpreted in various ways. Regional partnerships should consider discussing and addressing concerns in this comment. It is also possible The Department is aware of this need and it is likely that the new coordinator at HQ can be tasked with providing information on supports for student or options for leadership and local buy-in.
Have a conference where there are different workshops and people can choose which ones to go to.	A new coordinator position, located at headquarters in the Advanced Education division will be responsible for this task.
Improved staff for career development.	We constantly strive to ensure our CDOs are fully trained and have the resources to provide the guidance and counseling the client requires. We welcome any suggestions for program improvement.
Focus on the SNAP program and allowing students to focus on work experience credits.	Advanced Education will be reviewing the SNAP program within the next two years and looking into the experience in secondary school accounting for hours towards accreditation.
Making career development a focus in K-12 by looking at CTS and work experience credits and career counselors in school.	ECE is developing an Education Renewal Strategy that will consider economic development and success within the curriculum. ECE will also be revising the Career Development Directive within the next two years and this will also be considered in its revision.

NEXT STEPS

A number of next steps have been addressed in the responses above. Advanced Education intends to have the new labour force development coordinator hired by the summer. A work plan will be developed for the coordinator which will include regional visits and consultations with regional training partnerships and various stakeholders in the communities. The coordinator will also begin planning the next symposium. In addition, Advanced Education will be working on the development of reports for distribution containing labour market information.

SETTING A PATH FOR ONGOING PARTNERSHIP, ENGAGEMENT AND COLLABORATION

Ms. Laurie Morton, Director, Advanced Education, Department of Education, Culture and Employment, GNWT, wrapped up the last two days of presentations. She outlined some of the regional opportunities existing and in development, such as:

- Dehcho has zinc,
- Sahtu has oil and gas,
- Beaufort Delta has the Inuvik-Tuk Road,
- North Slave has resource development,
- South Slave has Avon metals, and
- Opportunities in ITI and Devolution.

Ms. Morton also communicated that ECE is creating a full-time position that is dedicated to the advancement and coordination of the NWT Labour Force Framework. She mentioned that the breakout sessions provided an opportunity for people to offer their feedback on what was presented at the symposium and that this information was useful to her division's plan going forward.

Ms. Morton also pointed out that there is a growing disconnect between available jobs and residents to fill those jobs. ECE and the GNWT are aware of these challenges and is addressing them in a number of ways including: Education Renewal, Aurora College Review, the GNWT's various labour force strategies and continued work with our regional partners.

APPENDIX A – AGENDA

**NWT Labour Force Development Symposium:
People, Partnerships and Possibilities
February 12-13, 2013
Katimavik C, Explorer Hotel
Yellowknife, NT**

**AGENDA****Tuesday, February 12, 2013**

Theme: The Labour Market: Sharing of Best Practices and Development

8:00 – 8:30 AM	REGISTRATION/CONTINENTAL BREAKFAST
8:30 – 8:35	Symposium Opening Lynn Elkin, Host
8:35 – 8:40	Welcome and Opening Remarks Jackson Lafferty, Minister of Education, Culture and Employment (ECE), Government of the Northwest Territories (GNWT)
8:40 – 8:50	Symposium Overview, Labour Force Development Framework Recap Laurie Morton, Director, Advanced Education, ECE, GNWT
8:50 – 9:50	Economic Development Strategy Industry, Tourism and Investment (ITI), GNWT and Economic Advisory Panel
9:50 – 10:00	BREAK
10:00 – 11:00	Mineral Development Strategy Tim Coleman, Director, Minerals, Oil and Gas, ITI, GNWT
11:00 – 12:00	Labour Market Framework for Yukon: A Strategic Approach for Yukon's Labour Market, A Year Later Jean-Sebastian Blais, Labour Market Programs and Services, Yukon Government
12:00 – 1:15	NETWORK LUNCH
1:15 – 2:15	Devolution, New Labour Force Development Opportunities Blair Chapman, Director, Devolution HR Planning & Implementation, GNWT
2:15 – 3:15	Aurora College: Spending the \$8.6 Million From the Government of Canada Heather McCagg-Nystrom, Vice President, Community and Extensions, Aurora College
3:15 – 3:30	Closing and Recap of Day One Lynn Elkin, Host

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AGENDA

Wednesday, February 13, 2013

Theme: The Labour Market Framework: Territorial Coordination and Sharing of Best Practices

8:00 – 8:30 AM	REGISTRATION/CONTINENTAL BREAKFAST
8:30 – 8:45	Recap of Day One and Overview of Day Two Agenda Lynn Elkin, Host
8:45 – 10:15	Regional Training Committees, Beaufort Delta, Sahtu and North Slave Year in Review and Best Practices: A View From Across the North
10:15 – 10:30	BREAK
10:30 – 11:30	Regional Training Committees (continued), South Slave and Deh Cho Year in Review and Best Practices: A View From Across the North
11:30 – 12:45	NETWORK LUNCH
12:45 – 1:00	Setting a Path for Ongoing Partnership, Engagement and Collaboration Laurie Morton, Director, Advanced Education
1:00 – 1:05	Intro to Break-out Activity Lynn Elkin, Host and Facilitator
1:05 – 2:30	Break-out Activity: A Vision for Territorial Coordination
2:30 – 2:40	BREAK
2:40 – 3:15	Break-out Activity: A Vision for Territorial Coordination (continued)
3:15 – 3:50	Break-out Activity: Report Back to Group
3:50 – 4:00	Results of Break-out Activity: “This is What we Have Heard From You” Lynn Elkin, Host and Facilitator
4:00 – 4:15	Symposium Wrap-up Laurie Morton, Director, Advanced Education

APPENDIX B – PARTICIPANT LIST

NAME	POSITION/ TITLE	ORGANIZATION
Alison Brown	Business Development Officer	GNWT- ITI
Allison Kincaid	General Manager	Genesis Group
Angela Littlefair	Manager, Apprenticeship and Occupational Certification	GNWT - ECE - Advanced Education
Audrey Enge	Career Development Officer	GNWT - ECE North Slave
Blair Chapman	Director	Devolution HR Planning & Implementation
Brenda Baton	Manager, Sahtu Region Education Training	Sahtu Dene Council
Brian Weadick	Facilitator	Academy of Learning
Brittany Shuwera	Industrial Initiatives Analyst	GNWT- ITI
Candy Brown	Career & Assessment Coordinator	Mine Training Society
Cathrine Hritzuk	Manager, Career and Employment	GNWT - ECE - Advanced Education
Celina Jerome	Career Development Officer	GNWT - ECE Beaufort-Delta - Inuvik
Cheryl Cli	Brighter Futures Coordinator	Liidlii Kue First Nation
Chris Hewitt	District Director	NWT Housing Corporation
Chris Taylor	Manager, Operations and Business Programs	GNWT - NWT Business Development and Investment Corp
Colette Perry	Coordinator, Career and Employment	GNWT - ECE - Advanced Education
Courtenay Keenan		
Dan Westman	Manager	NWT Economic Opportunities Strategy
Darlene Rathbun	Regional Director, Citizen Services	Service Canada - Yellowknife
David Wasylciw	Program Development and Evaluation Specialist	GNWT - ECE - Advanced Education
Deb Bain	Program Development & Evaluation Specialist	GNWT - ECE - Advanced Education
Debbie Boudreau	Economic Development Officer	GNWT- Industry, Tourism & Investment
Debbie Matheson	Associate Regional Superintendent	GNWT - ITI North Slave
Diane Archie	Executive Director, Community Development Division	Inuvialuit Regional Corporation
Dianna Beck	Acting Industrial Initiatives Consultant	GNWT - ITI - Industrial Initiatives
Donna Neyando	Manager, Education and Training	Gwich'in Tribal Council
Gloria Buboire	Human Resources Development Manager	Dehcho First Nations
Gordon Mackeinzo	Human Resources/Employment Officer	Kasho Gotine Charter Community
Gordon Van Tighem	NWT Economic Opportunities Strategy - Advisory Panel	
Greta Sittichinli	Regional Superintendent	GNWT - ECE Beaufort-Delta - Inuvik
Gwen Woodward	Career Development Officer	GNWT - ECE North Slave
Heather Butt Paul	Manager, Labour Relations and Compensation	Northwestel
Heather McCagg-	Vice President, Community & Extensions	Aurora College

NAME	POSITION/ TITLE	ORGANIZATION
Nystrom		
Helen Balanoff	Executive Director	NWT Literacy Council
Jackie Bell	Manager, Policy and Communications	GNWT- Department of Human Resources
Jacqueline McLean	Regional Superintendent	GNWT - ECE South Slave - Fort Smith
James Pugsley	CanNor	
Jan Fullerton	Executive Director	Skills Canada - NWT
Janet Grinsted	Assistant Deputy Minister	GNWT - ECE - Advanced Education & Income Security
Janine Blake	Regional Manager, Career Development	GNWT - ECE Beaufort-Delta - Inuvik
Jayne Konisenta	Counselor	Nahaeda Dene Band
Jean-Sebastien Blais	Labour Market Development Officer	Department of Education - Yukon Government
Joseph Nayally	Regional Manager, Career Development	GNWT - ECE North Slave
Karen Willy	Coordinator, Adult Basic Education	GNWT - ECE - Advanced Education
Kathryn Walker	Literacy Coordinator, Advanced Education	GNWT - ECE - Advanced Education
Kelly Cumming	Northern Relations Manager	Avalon Rare Earth Metals
Kevin McCormick	Facilitator	DPR Consulting
Krista Christensen	Symposium Organizer	GNWT- ECE
Laurie Morton	Director	GNWT - ECE - Advanced Education
Lisa MacKenzie	Career Development Officer	GNWT - ECE Dehcho - Fort Simpson
Lori Gresl	Career Development Officer	GNWT - ECE North Slave
Louise Lafferty	Training Superintendent	BHP Billiton Canada Inc.
Lynn Elkin	Facilitator/MC	BDK Services
Lynn Simmons	Political Communications Officer	Public Service Alliance of Canada North (PSAC)
Margaret Purdy	Career Development Officer	GNWT - ECE North Slave
MaryLou Cherwaty	President	Northern Territories Federation of Labour
Michael Saturnino	Regional Superintendent	GNWT - ECE North Slave
Michael Yakabuski	Training and Development Coordinator	GNWT- MACA
Michel Lemieux	Manager, Trade & Investment	GNWT - ITI Beaufort Delta - Inuvik
Norma Jeremick'ca-Gresl	Career Development Officer	GNWT- ECE
Miki O'Kane	Business Development Officer	GNWT- Industry, Tourism & Investment
Pearl Bird	ASETS Manager	NWT Metis Nation
Raquel Michaud	Manager, Parks & Tourism	GNWT- ITI
Regina Pfeifer	Executive Director	Local Government Administrators of the NWT (LGANT)
Richard Makohoniuk	Marketing and Promotions Officer	GNWT- Department of Human Resources
Rory Cambell	NWT Economic Opportunities Strategy - Advisory Panel	
Rory Voudrach	Coordinator, Industrial and Oil/Gas Training	Aurora College
Ruth Elanik	Career Development Officer	Gwich'in Tribal Council
Sarah Baker	Regional Superintendent	GNWT - ECE Sahtu - Norman Wells
Sarah Marsh	Manager, Research and Planning	GNWT - ITI - Tourism and Parks

NAME	POSITION/ TITLE	ORGANIZATION
Sheldon Henderson	Career Development Officer	GNWT - ECE Dehcho - Fort Simpson
Shelly Hendrick	Community Support	Inuvialuit Regional Corporation
Shelly Kapraelian	Manager, Adult & Postsecondary Education	GNWT - ECE - Advanced Education
Sherri MacDuff	Career Development Officer	GNWT - ECE Sahtu - Norman Wells
Shirley Gargan	Employment Development Coordinator	Deh Gah Gotie First Nation
Tim Coleman	Director, Planning Coordination	GNWT - ITI - Mackenzie Valley Petroleum Planning Office
Tina Hawker	Senior Development Officer - Aboriginal Programs	Service Canada - Yellowknife
Tracy St-Denis	Regional Superintendent	GNWT - ITI North Slave

APPENDIX C – SYMPOSIUM EVALUATION QUESTIONS

1. Should ECE have another symposium?

	Responses	Proportion
Every year	30	64%
Every two years	14	30%
Every three years	3	6%
Every five years	0	0%
Never	0	0%

2. What would you recommend for future symposiums?

	Responses	Proportion
Presentations	29	17%
Panel discussions	28	16%
Key note speakers	27	16%
Small group discussions	32	19%
Questions and answers sessions	15	9%
Facilitated networking opportunities	21	12%
Tours	5	3%
Hands on learning exercises	13	8%

3. Who would you like to hear from?

	Responses	Proportion
Other GNWT departments	22	13%
Other provincial/territorial governments	20	12%
Aboriginal governments/leaders	35	20%
Federal government	17	10%
Industry	30	17%
Non-government Organizations	16	9%
Motivational speakers	14	8%
Subject matter experts	19	11%

4. What topics would you like to learn more about?

	Responses	Proportion
Labour market information	24	11%
Labour market frameworks	11	5%
Data collection, analysis and use	14	7%
Employment and/or training initiatives	31	15%
Employment strategies	26	12%
Funding partnerships	26	12%
Using technology to communicate, educate, inform, report	16	8%
Regional project updates/initiatives	20	9%
Ideas for overcoming challenges and barriers	31	15%
Existing resources	13	6%

APPENDIX D – SYMPOSIUM EVALUATION OVERVIEW

Summary of February 2013 NWT Labour Force Development Symposium Evaluation Form Responses

Event/Facilities	Excellent	Good	Fair	Poor	Needs Improvement	Weighted Response
Overall purpose and value	16	26	4	0	0	83%
Event Theme	21	21	4	1	0	80%
Presentation Topics	13	23	10	0	0	67%
Symposium information package	13	27	7	0	0	74%
Networking opportunities	21	22	4	0	0	82%
Agenda scheduling	12	24	10	1	0	66%
Symposium Venue	17	21	6	3	0	72%
Registration/ Information Desk	21	23	2	1	0	84%