

Vision: "NWT residents have the skills, knowledge, and attitudes for employment success"



## Goal 1

### PROGRAMS

INCREASE SKILL LEVELS THROUGH RELEVANT EDUCATION AND TRAINING

#### PRIORITIES

- 1.1 Skills development and postsecondary education programs are aligned with labour market demands
- 1.2 Adult and basic education programs lead to employment
- 1.3 Pathways exist where high school students earn dual credits towards postsecondary or job related credentials
- 1.4 Programs focus on achieving defined outcomes in support of employment
- 1.5 Programs build long-term capacity for existing and emerging northern economic opportunities

#### ACTIONS

1. Work in partnership with Aurora College to create a renewed strategic plan that develops the NWT's labour market.
2. Work with all postsecondary partners to ensure postsecondary programming aligns with in-demand occupations and supports NWT labour market needs.
3. Improve access to programs to meet the needs of all learners.
4. Align adult education and training to increase employability and essential skills.
5. Promote educational achievement by providing credits to high school students for completion of external programs and dual credits for completion of postsecondary courses and/or programs.
6. Encourage skill development and experiential learning through work placements, internships, co-op placements, summer employment, and other programs.
7. Increase the number of apprentices and journeypersons in the NWT by implementing a comprehensive apprenticeship strategy.

#### MEASURES

- Publicly-funded NWT postsecondary institutions offer programs that respond to NWT labour market needs.
- NWT residents have increased opportunities for in-demand employment or further adult and postsecondary education and training through upgrading, retraining, and ongoing skills development that links to employment.
- NWT high school students receive credits for completion of external programs and dual credits for completion of postsecondary courses and/or programs.
- NWT employers have more resident journeypersons working with apprentices.



## Goal 2

### SUPPORTS

BRIDGE EDUCATION AND EMPLOYMENT GAPS THROUGH TARGETED SUPPORTS

#### PRIORITIES

- 2.1 Partners work together to streamline the delivery of career development supports and services
- 2.2 People have supports and incentives to increase competencies and improve individual well-being and employability to move into available jobs
- 2.3 People are supported through postsecondary education to develop skills that lead to employment
- 2.4 Employers are supported through partnerships and incentives to hire and train NWT residents

#### ACTIONS

8. Support learners with career and educational counseling, coaching, and mentoring to pursue and be successful in achieving adult and postsecondary education and training.
9. Optimize the use of community learning centre services to deliver programs that lead to jobs.
10. Increase labour market participation by removing barriers to employment.
11. Improve accessibility of postsecondary learning through learning technology and platforms.
12. Encourage students to pursue in-demand jobs through the Student Financial Assistance Program.
13. Increase hiring of students and recent graduates by supporting employers on the development and use of co-op placement, internship, apprenticeship, and work-based learning programs and wage subsidies.

#### MEASURES

- Support systems exist for NWT residents to successfully obtain in-demand jobs and/or pursue further postsecondary education.
- Learning technology and platforms exist and increase accessibility of postsecondary learning.



## Goal 3

### NWT WORKFORCE

GROW THE NWT WORKFORCE THROUGH PARTNERSHIPS

#### PRIORITIES

- 3.1 NWT residents are provided opportunity for education and skills training to enter and advance in the workplace
- 3.2 The NWT's resident labour force is the primary focus of recruitment and retention initiatives
- 3.3 New graduates, skilled workers and professionals are provided incentives and supports to stay in the NWT
- 3.4 In-demand and hard to fill positions are targeted for recruitment outside the NWT when needed

#### ACTIONS

14. Create a territorial forum for all labour market partners to better coordinate the delivery of training programs within the NWT.
15. Collaborate with funding partners to reduce duplication and focus resources for improved education, training and employment outcomes for NWT residents.
16. Develop and implement a strategy to increase employment in small NWT communities.
17. Support NWT postsecondary institutions to offer programs for in-demand jobs in the NWT through effective partnerships.
18. Increase employment in in-demand jobs in the NWT with a comprehensive immigration strategy to address recruitment challenges.
19. Work with employers to develop strategies to address common retention challenges.
20. Improve quality of student Grade 12 achievement and graduation rates in all NWT communities by supporting NWT Education Renewal and provide greater linkages to postsecondary education and skills development.
21. Partner with NWT employers to present youth with career opportunities and information on the education needed to pursue those careers.

#### MEASURES

- Partnerships exist that support substantive skill development for NWT residents to obtain in-demand jobs.
- Pathways exist for high school students to successfully exit the NWT's secondary education system and transition to further education or employment.
- NWT postsecondary institutions offer programming for NWT jobs in-demand either directly or through partnerships with southern institutions.
- In-demand jobs are filled with less need for recruitment efforts.



## Goal 4

### INFORMATION

IMPROVE DECISION MAKING WITH RELEVANT LABOUR MARKET INFORMATION

#### PRIORITIES

- 4.1 There is improved awareness of labour market information and its value
- 4.2 Information on career, education and training opportunities, programs and supports is easy to find and use
- 4.3 Labour market information and data is maintained, analyzed and shared among stakeholders

#### ACTIONS

22. Provide one-window labour market information access for decision making by creating an interactive web portal and related analytics tools for multi-stakeholders including students, parents, job seekers, employers, educators, trainers, counsellors, and policymakers.
23. Raise awareness of labour market information and its value by educating stakeholders on how the information can be used for evidence-based decision making.
24. Respond to the changing dynamics of the NWT's labour market by providing relevant and reliable information on a timely basis.

#### MEASURES

- A labour market information portal exists which multi-stakeholders use to make informed decisions.
- Labour market information in the NWT is researched and provides relevant and reliable data for decision making.