

Northwest Territories

Ministry responsible for literacy	Department of Education, Culture and Employment
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Jackson Lafferty • Karen Willy Coordinator, Adult Basic Education, Adult and Post-Secondary Education
Ministry responsible for the LMA	Department of Education, Culture and Employment
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Jackson Lafferty
Ministry responsible for workplace literacy	Department of Education, Culture and Employment
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Jackson Lafferty

Definition of literacy

The NWT Literacy Strategy definition of literacy:

Literacy is the lifelong development of a broad range of skills in one or more of the NWT official languages for the purpose of expanding an individual's potential for optimal health, personal success, and positive participation in community wellness and development.

Adult Literacy Policy

The NWT Adult Literacy and Basic Education (ALBE) Directive (2000) underscores the importance of learner centred literacy instruction:

Learner-centred Adult Literacy and Basic Education programs and services make the needs, interests, abilities, and goals of students a priority. The service providers recognize different learning styles and preferences and respond with relevant and appropriate assessment, instruction, and evaluation. The learners are partners in the planning and decision-making. Learner-centred Adult Literacy and Basic Education programs also recognize and value learners' prior knowledge and experience, and support the personal growth of learners.

In 2000, the NWT Literacy Council commissioned *Making a Case for Literacy: The State of Adult Literacy and Adult Basic Education*. In response to the report, in July 2000, the NWT Legislative Assembly passed Motion 6-14(3), recommending the development of an NWT Literacy Strategy. The NWT Literacy Strategy document, *Towards Literacy: A Strategy Framework – 2001-2005*, was subsequently prepared. In January 2001, Cabinet approved the NWT Literacy Strategy, along with the allocation of \$2.4 million of annual funding for literacy initiatives.

In 2007, the NWT Literacy Strategy Summative Evaluation evaluated the first five years of Literacy Strategy programming. It identified key successes and challenges of the 2000 Literacy Strategy.

Towards Literacy: A Strategy Framework – 2008-2018 is a renewed NWT Literacy Strategy that builds upon the accomplishments of *Towards Literacy: A Strategy Framework – 2001-2005*. The vision of the strategy is for the Northwest Territories is of a society where:

- all people can read and write
- all people can actively participate fully as citizens
- literacy is valued as a lifelong learning process necessary for personal, social, political and economic development
- people value literacy in all official languages of the NWT

The *NWT Literacy Strategy* includes the following four goals:

Goal 1: Increase the literacy levels of people of all ages in the NWT

Goal 2: Support literacy in the official languages of the NWT

Goal 3: Build integrated partnerships across the NWT to address literacy priorities

Goal 4: Build community capacity to meet local literacy needs

How are literacy programs provided?

The Department of Education, Culture, and Employment (ECE) delegates authority for ALBE program delivery to Aurora College and community-based organizations through contribution agreements. Program funding for adult basic education (Basic Literacy, Academic Development, and Employment Readiness) are the first priority.

Aurora College maintains 23 Community Learning Centres, each with at least one community adult educator. Aurora College ALBE enrolment numbers for full-time and

part-time students for the past decade indicate that the delivery of ALBE programming accounts for a significant percentage of Aurora College's overall enrolment.

ECE partners with community-based, non-governmental organizations (including Community Education Councils, Bands, Friendship Centres and local women's groups), through a series of contribution agreements, to support the delivery of programs and services across the NWT.

The "Community Literacy Development Fund" provides financial assistance to community organizations to develop and deliver local programs that will increase literacy skills and raise awareness of the importance of literacy. The "Community Literacy Development Fund" supports literacy development in all of the eleven NWT official languages, with an emphasis on Aboriginal languages as identified in the *NWT Literacy Strategy*. Intergenerational family literacy programs, which include adults, and community literacy awareness programs are funded. Special priority is given to youth and adults developing emergent literacy skills and to Income Support clients. This fund incorporates four former programs: NWT Workplace Education; Community Skills for Work; Community Literacy Programs; and Literacy Programs and Support for Seniors.

Classroom-based literacy instruction must be linked to other community activities or initiatives in order to be eligible for funding: e.g., community literacy awareness, job-specific skills training, life skills training, and community wellness activities.

Is there a focus on workplace literacy and essential skills?

The *NWT Literacy Strategy* references workplace literacy and essential skills. The Strategy calls for increased awareness of and support for workplace literacy and essential skills programs through the following activities:

1. Explore the nature and feasibility of workplace essential skills curricula based on industry needs
2. Establish a recognizable workplace essential skills credential
3. Promote and support the delivery of workplace literacy programs
4. Collaborate with stakeholders to identify incentives for work release and on-the-job training programs

Is there a formal role for labour?

The *NWT Literacy Strategy* articulates the following role for labour:

Labour organizations can support literacy by advocating for skills development opportunities in the workplace. They can encourage workers to engage in professional development. Labour organizations can also promote lifelong learning in their communications, support community literacy initiatives, and participate in literacy partnerships.

Labour was not represented on the NWT Literacy Strategy Advisory Committee.

What is the available financial support? (For workers, for labour)

Funding is available under the “Community Literacy Development Fund” for workplace literacy programs.

Aurora College offers “Ready to Work North” designed to help the student prepare for the workplace. The course includes a wide range of subjects such as developing a positive attitude, workplace numerate skills, teamwork, Safety Awareness, guidelines for handling hazardous materials, First Aid with CPR, WHMIS, security, resume writing and job search skills.

“Building Essential Skills” provides short-term training or education opportunities that help unemployed individuals return to work quickly. These programs are all supported through the LMA and the Strategic Training and Transition Fund.

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Amount	\$3,900 million (5 years – however funds will all be spent between 2011-12 and 2013-14)
Date Signed	July 8, 2009 – this was an amendment to the existing LMDA and includes the STTF
Focus for the Unemployed	unemployed individuals who are not EI clients, including but not limited to social assistance recipients; Aboriginal peoples; persons with disabilities; older workers; youth; women; new entrants and re-entrants to the labour market; unemployed individuals previously self-employed; and immigrants
Focus for the Employed	employed individuals who are low-skilled, in particular, employed individuals who do not have a high school diploma or a recognized certification or who have low levels of literacy and essential skills
Territorial Priorities	<ol style="list-style-type: none"> 1. Career Development Services ECE will provide support to help clients make knowledgeable career choices. 2. Training and Skill Development ECE will provide short-term training or education to participants to obtain upgrading and essential skills, such as Ready To Work North; Adult Literacy and Basic Education; Essential Skills; Pre-employment. 3. Individual Client Supports Educational/work expenses, including mobility assistance; and Student Allowances 4. Employment Assistance Services ECE will provide support to help clients find and keep jobs. 5. Wage subsidies ECE will provide a wage subsidy to assist employers to provide on-the-job skill development training. 6. Mentoring/Job Coaching ECE will provide assistance to employers to provide mentoring/job coaching to those who were unemployed and got a job. <p>Through administration, the NWT will also focus on building capacity through targeted projects that support territorial wide programming. Projects will focus on Promotional Campaign focusing on importance of education and work; Curriculum Development; Occupational Certification; Prior Learning Assessment and Recognition; Monitoring and Tracking Clients</p>
Accountability Measures	An accountability framework includes planning, financial reporting,

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	performance measurement, public reporting, and evaluation.
Displacement	There is an agreement that these funds will not displace existing funding. In addition, while Aboriginal people are eligible clients, Canada reserves the right to continue to deliver its own labour market programs for Aboriginal people. There is an agreement to coordinate these activities through the LMA management committee.
Official Languages	In developing and delivering its eligible programs, NWT agrees to take into account the needs of the French language minority communities in the NWT. It will also ensure that, where there is a significant demand for services or assistance, services and/or assistance will be offered in French.
Administration	NWT has agreed to deliver its programs through an integrated and client-centred service delivery system. The Ministry of Education, Culture and Employment administers the funding for the LMA.
Strategic Training and Transition Fund	The NWT received \$2,934,000 in STTF funds. It was used for unemployed individuals affected by the economic downturn, and employed individuals in sectors, occupations or communities affected by the downturn. Programs included helping clients start their own business or become self-employed, supporting job creation projects, providing mobility and relocation assistance, supporting skills upgrading and training; and supporting employers and community in developing and implementing plans or strategies for dealing with labour force adjustments.
Consultations	<p>NWT agreed to consult with stakeholders, including business and labour representatives; community organizations; representatives of the official language minority community; Aboriginal Governments; Aboriginal Human Resource Development Agreement Holders; Municipal Governments; other GNWT departments; non-government Organizations; Employers; Industry; College/Schools/Service Deliverers; Human Resources and Skills Development Canada; Aboriginal Skills and Employment Partnership Groups; Mine Training Society. There is no specific mention of labour.</p> <p>The LMA Plan references monthly meetings among various government agencies to discuss advanced education and careers issues. As many of the regional offices have regional training committees, there is a sense that regional issues will be brought forward to the monthly meetings.</p>
Literacy and Essential Skills	Literacy and Essential Skills are a priority for the NWT. The NWT Literacy Council created an interactive, online tool and facilitator manual to support essential skills development. The Skills Development program supports essential employability training.
Other	The agreement requires the NWT to publicly acknowledge the federal government's contribution.

NWT - Original LMA

Priority Areas (\$000's)	2011-12 LMA	2012-13 LMA	2013-14 LMA	Five Year Total LMA	Notional %	2009-10 STTF	2010-11 STTF
Regional Programming Priorities	930	930	930	2,790	72%	1,097	1,097
Training Building Capacity – NWT wide projects	220	220	220	660	17%	220	220
Administration	150	150	150	450	12%	250	250
Total (\$000's)	1,300	1,300	1,300	3,900	100%	1,467	1,467

NWT chose to access only STTF funds in 2009-10 and 2010-11. It re-profiled all LMA funds from 2008-09, 2009-10, and 2010-11 to fiscal years 2011-12, 2012-13, and 2013-14.

NWT LMA Activity

Priority Area (\$, millions)	2009- 2010 Actual ¹	2009-2010 Actual Activities STTF	2010- 2011 Actual ²	2010-2011 Actual Activities STTF	2011- 2010 Planned	2011-2012 Planned Activities LMA
Regional Programming Priorities		<p>Skills Development Skills development supports eligible clients so that they are able to develop <i>essential employability skills</i>, participate in training programs at accredited institutions, and upgrade their skills and knowledge to meet the demands of an ever-changing labour market. Supports to individuals include things such as course and tuition costs, books costs, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment. Eligible skill development programs include but are not limited to <i>Building</i></p>		<p>Skills Development Skills development supports eligible clients so that they are able to develop <i>essential employability skills</i>, participate in training programs at accredited institutions, and upgrade their skills and knowledge to meet the demands of an ever-changing labour market. Supports to individuals include course and tuition costs, book costs, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment.</p> <p>Self-Employment Self-Employment supports</p>		<p>Skills Development The NWT will support eligible clients to develop <i>essential employability skills</i>, participate in training programs at accredited institutions, and upgrade their skills and knowledge to the demands of an ever-changing labour market. Supports to individuals may include course and tuition costs, books, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment. Eligible skill development programs include but are not limited to <i>Building Essential Skills</i>, Ready to Work North, <i>Adult Literacy and</i></p>

¹ Calculated based on future year spending estimates

² Calculated based on future year spending estimates

Essential Skills, Ready to Work North, Adult Literacy and Basic Education, Pre-employment, Community Skills for Work.

Self-Employment

Self-Employment supports eligible clients in the pursuit and establishment of their own businesses as a career choice. Supports include travel and living allowances, course costs, childcare, and special equipment and supports. This program will also pay for business mentoring expenses by a qualified business expert.

Work Experience

The Work Experience program links employers with eligible clients to provide work and learning opportunities, ultimately producing an effective workforce. Training on-the-job and work experience projects support youth,

eligible clients in the pursuit and establishment of their own businesses as a career choice. Supports include travel and living allowances, course costs, childcare, and special equipment and supports. This program will also pay for business mentoring expenses by a qualified business expert.

Work Experience

The Work Experience program links employers with eligible clients to provide work and learning opportunities, ultimately producing an effective workforce. Training on-the-job and work experience projects support youth, unemployed and underemployed persons when entering/transitioning into the labour market. Supports to employers include wage subsidies, course costs, special equipment and supports, job coaching and

Basic Education, Pre-employment, Community Skills for Work.

Self-Employment

The NWT will support eligible clients in pursuing self-employment as a career choice and in starting their own business. Supports to individuals may include travel and living allowances, course costs, childcare, and special equipment and supports. The NWT will also pay for business mentoring expenses by a qualified business expert.

Work Experience

The NWT will engage employers in developing a productive workforce and providing work and learning opportunities for eligible clients. Training on the job and work experience projects will support youth, unemployed and underemployed in

unemployed and underemployed persons when entering/transitioning into the labour market. Supports to employers include wage subsidies, course costs, special equipment and supports, job coaching and mentoring.

Community Initiatives

Working with partners, the NWT is able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include purchasing training programs, *supporting workplace education programs*, community projects such as Construction Boot Camp and Trades Awareness programs. Labour market partnerships help to identify, develop, and implement human resource strategies to

mentoring.

Community Initiatives

Working with partners, the Labour Market Agreement is able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include purchasing training programs, *supporting workplace education programs*, community projects such as Construction Boot Camp and Trades Awareness programs. Labour market partnerships help to identify, develop, and implement human resource strategies to improve capacity. Also included are employment assistance services such as job coaching, counselling, and the provision of labour market information.

entering or transitioning in the labour market.

Supports to employers may include wage subsidies, course costs, special equipment and supports, job coaching and mentoring.

Community Initiatives

Working with partners, the NWT will be able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include: course purchase of training programs, *supporting workplace education programs*, community projects such as Construction Boot Camp and Trades Awareness programs and labour market partnerships to identify, develop and implement labour force adjustment and human resource strategies to improve capacity. It also

	<p>improve capacity. Also included are employment assistance services such as job coaching, counselling, and the provision of labour market information.</p>		<p>includes and employment assistance services such as job coaching, counselling, labour market information</p>	
<p>Training Building Capacity – NWT wide projects</p>	<p>Building Capacity Initiatives The NWT will also focus on building capacity through targeted projects that support territorial wide programming. This may include research and curriculum development.</p> <p>ECE Helps You Go Place Campaign “ECE Helps You ‘GO’ Places” was developed to promote NWT ECE Service Centres and programs. Testimonial advertisements were also developed to include quotes from clients who had benefited from the various programs and services.</p> <p>On-line Essential Skills <i>The Essential Skills (LES) and Literacy Online Tool</i> helps learners have a better</p>	<p>\$.300</p>	<p>Building Capacity The NWT will also focus on building capacity through targeted projects that support territorial wide programming. This may include research and curriculum development. A few notable ones include: Essential Skills and Literacy Online Tool In December 2009, the NWT Literacy Council received \$50,000 from the ECE through the Labour Market Agreement to develop an interactive, online tool and facilitator manual to support Essential Skills development in the North. The online tool explains what the nine Essential Skills are for today’s workplace. It also profiles the Essential Skills needed for six occupations that can</p>	<p>Building Capacity The NWT will continue to provide support to organizations involved in building capacity through targeted projects that support territorial wide programming. This may include research and curriculum development. During the 2011-12, ECE will continue with the promotional campaign highlighting the importance of education and work.</p>

understanding of what literacy and Essential Skills are and why they are important. Learners have access to information for specific occupations, are able to determine what Essential Skills they already have, identify gaps in their Essential Skills and plan ways in which to improve these areas.

be found in smaller northern communities: community health representative, heavy equipment operator, early childhood educator, underground miner, environmental monitor and trapper, along with the kind of training that people in these occupations need to have. The manual includes a variety of teaching and learning materials related to the Essential Skills. The Literacy Council tested the tool and parts of the manual in three adult education centres. ECE conducted training for Career Development Officers and adult educators to make them aware of the tool and how to use it. Information about the online tool, as well as copies of the manual have been distributed to all community learning centres, all campuses, and all Career Development Officers throughout the

NWT.

ECE Helps You Go Place Campaign

“ECE Helps You „GO“ Places” was developed to promote ECE Service Centres and programs. Testimonial advertisements were also developed to include quotes from clients who had benefited from the various programs and services.

Smart Focusing/Career Focusing Training™

ECE hosted “Smart Focusing” and “Career Focusing” professional development workshops for Career Development Officers. “Smart Focusing” introduces clients to the foundations of career decision-making. “Career Focusing” provides clients with the tools to make informed career choices. These innovative programs were initially developed for school counselors, but

have been re-designed for career development practitioners. Practitioners learn how to use concrete, structured tools that can be implemented both on an individual and group basis. During the 2010-11 fiscal year, two participants completed the Smart Focusing/Career Focusing Training™.

Adult Recognition Model Conference

The Aurora College in-service, March 7-11, 2011 in Inuvik focused on providing both Aurora College and non-government organization adult educators and instructors, information about the Adult Recognition Model (ARM) and Portfolio Development. Educators had the opportunity to gain valuable information about the model and the portfolio development process from experts within ECE and from around the country.

Information and practical hands-on workshops were provided specifically on ARM, Prior Learning Assessment and Recognition (PLAR) Portfolio Development Course, and the process of assessing prior knowledge using the K-12 Career and Technical Studies course objectives.

TOTAL	\$1.432	1.505	\$1.292
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