

## Nunavut

<b>Ministry responsible for literacy</b>	Department of Education
<ul style="list-style-type: none"> <li>• <b>Minister's name</b></li> <li>• <b>Key Staff</b></li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Hon. Eva Aariak</a> (Acting) Director, Adult Learning and Post-Secondary Education Services Divisions</li> </ul>
<b>Ministry responsible for the LMA</b>	Department of Education
<ul style="list-style-type: none"> <li>• <b>Minister's name</b></li> <li>• <b>Key Staff</b></li> </ul>	<ul style="list-style-type: none"> <li>• Hon. Eva Aariak</li> </ul>
<b>Ministry responsible for workplace literacy</b>	
<ul style="list-style-type: none"> <li>• <b>Minister's name</b></li> <li>• <b>Key Staff</b></li> </ul>	<ul style="list-style-type: none"> <li>• Hon. Eva Aariak</li> </ul>

### Definition of literacy

The *Nunavut Adult Learning Strategy* definition:

Literacy means more than learning how to read, write, and calculate. It involves understanding and being able to use the information required to function effectively in one's own context and society. In Nunavut, this means being connected to language and culture. Literacy is how people understand and use information at home, at work and in their community. Literacy is about being able to function in the world around us. Literacy also includes having the critical understanding and decision-making abilities an individual needs in their community or surroundings. Students who have the reading, writing and numeracy skills needed to go on to college or university are considered "literate." Within his own context, a hunter is also "literate" if he knows the land, can repair his snow machine, or set nets under the ice. Both the student and the hunter are contributing members of our society in Nunavut. In the context of this Strategy, literacy means literacy in Inuktitut, Inuinnaqtun, and English at an equal level.

### Adult Literacy Policy

In November 2004, the government of Nunavut and the Nunavut Tunngavik Inc (NTI) – an incorporated organization representing Inuit under the Nunavut Land Claims Agreement – announced that they would work together to produce an *Adult Learning Strategy*. A draft Adult Learning Strategy was released between November 2005 to

March 2006 for public consultation and input. The final draft of the Strategy incorporates the input and feedback that was received during the consultation period.

The strategy's vision was articulated as:

We envision a territory where learning and training build Nunavut-based capacity, providing Nunavummiut with opportunities to effectively engage in the cultural, social, and economic development of our territory. Nunavut will become a place in which our common goals are achieved through collaboration, cooperation, and investment in our human resources.

The strategy's key goals are:

- Engage the Adult Learner
- Ensure Inuit languages become the foundation for adult learning in Nunavut.
- Promote Adult Learner Success
- Ensure communities are equal partners in the identification and development of adult education programs and services.
- Increase Accessibility for all Nunavummiut
- Ensure Quality in Learning Opportunities
- Increase Coordination of Learning and Support
- Ensure Appropriate Resource Allocation
- Identify and Measure Accountability

## **How are literacy programs provided?**

Adult Basic Education includes six levels of study ranging from basic literacy to course work at the Grade twelve level. Courses in this program enable participants to learn or relearn skills needed to meet employment, personal or educational goals.

Participants often enrol in the program as a first step to entering a certificate or diploma program. Students may take Adult Basic Education courses on a full-time or part-time basis.

The Department of Education maintains a number of partnerships to promote literacy. The Adult Learning and Post-Secondary Services division assists in the development of literacy and adult education initiatives, and in partnership with other agencies provides support for programs that improve adult literacy rates across Nunavut. This division also coordinates the development of policy for adult basic education and literacy; develops strategies for program delivery; monitors and evaluates the impact of literacy rates; determines standards for literacy programs; and promotes public awareness and serves as a link to national funding agencies that support literacy initiatives

Nunavut Arctic College offers adult basic education and literacy programs in 23 of Nunavut's 26 communities through its network of Community Learning Centres. Each Community Learning Centre has an Adult Educator who is the senior College staff person who is responsible for planning, organizing, delivering and evaluating all educational programming for adults in the community through Nunavut Arctic College.

In addition to ABE and literacy programs, Nunavut Arctic College offers a Pre-Employment course designed to enhance the employability of individuals. Training hours are divided equally between academic upgrading, job skills training, personal life skills, and job experience.

## **Is there a focus on workplace literacy and essential skills?**

The Nunavut *Adult Learning Strategy* specified the following actions related to the workplace:

- Raise awareness about the importance of literacy among employers and employees, and provide employers with financial incentives and programming support for implementing workplace literacy programs.
- Encourage the implementation of literacy-enhancing activities in the workplace.

Literacy and Essential Skills are a priority for Nunavut. The Community Literacy Fund includes funding for workplace literacy projects. In partnership with Nunavut Arctic College, a successful pre-employment training program was offered in five pilot communities within the Qikiqtani region in 2009-10. The program will be enhanced with a modified curriculum which will include safety training and workplace essential skills based resources. For employed clients efforts will be made to increase workplace literacy levels through the establishment of workplace essential skills programs.

The 2011-2012 LMA plan focuses on workplace literacy and essential skills:

- Implement workplace based training and literacy programs through an expansion of Nunavut Arctic College's pre-employment course and the addition of better essential skills curricular resources
- Increased level of foundation skills and essential skills to increase opportunities for employment
- Provide life skills training
- Search our partnerships to establish project based work experience programs (group receives training while completing a community project)

### **Is there a formal role for labour?**

Labour was not a member of the team that created the *Adult Learning Strategy*. There does not appear to be a formal role.

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

The Community Literacy Fund provides financial assistance to community organizations to develop and deliver local projects that will help people increase their reading and writing skills and raise awareness of the importance of literacy in all official languages of Nunavut. Eligible projects can include community awareness, community, workplace and/or family literacy activities, development of learning materials, resources and books, literacy research, new and innovative approaches to literacy projects.

The Building Essential Skills program funds skills training for unemployed workers to enhance their ability to find employment. Program participants may be able to receive funding to help cover tuition, books, special equipment, living allowance, transportation, and childcare while on an approved training program.

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<b>Amount</b>	\$3,082 million (5 years – however funds will all be spent between 2011-12 and 2013-14)
<b>Date Signed</b>	July 16, 2009
<b>Focus for the Unemployed</b>	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. Priorities include establish /enhance labour force attachment of unemployed, non EI eligible workers; enhance the skills of Nunavummiut to allow them to become gainfully employed and self-sufficient; establish/enhance programs to support career development by all Nunavut citizens
<b>Focus for the Employed</b>	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. . Priorities include increase skill levels/ employability of existing members of Nunavut’s workforce, many of whom are low skilled; increase workplace literacy levels; and collaborate with workers and employers to help them meet their workforce training needs
<b>Territorial Priorities</b>	<ol style="list-style-type: none"> <li>1. Training, Literacy and Skills Development</li> <li>2. Implement work place based training and literacy programs through an expansion of NAC’s pre-employment course and the addition of better essential skills curricular resources</li> <li>3. Increased level of foundation skills and essential skills to increase opportunities for employment</li> <li>4. Provide life skills training</li> <li>5. Project based work experience programs (group receives training while completing a community project)</li> <li>6. Career Development and Exploration <ul style="list-style-type: none"> <li>o Counselling and career related information targeted to various groups</li> <li>o Referral service for potential clients</li> <li>o Community development workshops</li> <li>o Job coaching, mentoring programs</li> <li>o Post-program supports – transitional assistance for those going from public school into the workforce,</li> </ul> </li> </ol>

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	<p>training programs to work placement, etc.</p> <p>7. Labour Market Information</p> <ul style="list-style-type: none"> <li>○ Develop relevant labour market information specific to industry, community, occupation, etc.</li> <li>○ Complete a Nunavut Labour Market/ Career Development Strategy</li> </ul> <p>8. Community Engagement</p> <ul style="list-style-type: none"> <li>○ Utilize community consultations amongst key stakeholders: (Hamlet Councils, Employers, Government and non-government agencies etc.) to: <ul style="list-style-type: none"> <li>▪ Support informed planning and workforce development</li> <li>▪ Participate in labour market growth initiatives and training needs assessments leading to linkages that promote and enhance labour market efficiency</li> <li>▪ Strengthen capacity to attract, educate and train individuals in areas relevant to the community's and territory's labour demands</li> </ul> </li> </ul>
<b>Accountability Measures</b>	An accountability framework includes planning, financial reporting, performance measurement, public reporting, and evaluation.
<b>Displacement</b>	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.
<b>Official Languages</b>	In developing and delivering its eligible programs, Nunavut agrees to take into account the needs of the French language minority communities in Nunavut. It will also ensure that, where there is a significant demand for services or assistance, services and/or assistance will be offered in French.
<b>Administration</b>	Nunavut has agreed to deliver its programs through an integrated and client-centred service delivery system.
<b>Strategic Training and Transition Fund</b>	Nunavut received \$3,208,000 in STTF funds. It will be used for unemployed individuals affected by the economic downturn, and employed individuals in sectors, occupations or communities affected by the downturn. Programs can include helping clients start their own business or become self-employed, supporting job creation

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	<p>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.</p>
<b>Consultations</b>	<p>2010-11 Annual Plan states “the creation of this plan has resulted through a reflection upon the previous LMDA plan, the multi-year STTF/LMA plan and discussions held with:</p> <ul style="list-style-type: none"> <li>• EDU field staff</li> <li>• EDU Apprenticeship division</li> <li>• Nunavut Arctic College personnel,</li> <li>• Nunavut Apprenticeship Board</li> <li>• Service Canada /HRSDC and</li> <li>• ARHDA/ASSET holders meeting</li> <li>• First Air/ Canadian North Airlines</li> <li>• Peregrine Diamonds / Boart Longyear</li> <li>• Workers Compensation and Safety Commission”</li> </ul>
<b>Literacy and Essential Skills</b>	<p>Literacy and Essential Skills are a priority for Nunavut. In partnership with Nunavut Arctic College, a successful pre-employment training program was offered in five pilot communities within the Qikiqtani region in 2009/10. The program will be enhanced with modified curriculum which will include safety training and workplace essential skills based resources. For employed clients efforts will be made to increase workplace literacy levels through the establishment of workplace essential skills programs.</p>
<b>Other</b>	<p>The agreement requires Nunavut to publicly acknowledge the federal government’s contribution.</p>

## Nunavut - Original LMA

Priority Areas	2011-12 LMA	2012-13 LMA	2013-14 LMA	Five Year Total LMA	Notional %	2009-10 STTF	2010-11 STTF
<b>Training, Literacy and Skills Development</b>	641,600	641,600	641,600	1,924,800	53%	641,600	641,600
<b>Career Development and Exploration</b>	188,800	188,800	188,800	566,400	16%	320,800	320,800
<b>Labour Market Information</b>	94,400	94,400	94,400	283,200	8%	160,400	160,400
<b>Community Engagement</b>	141,600	141,600	141,600	424,800	12%	240,600	240,600
<b>Administration</b>	141,600	141,600	141,600	424,800	12%	240,600	240,600
<b>Total (\$000's)</b>	<b>1,208,000</b>	<b>1,208,000</b>	<b>1,208,000</b>	<b>3,624,000</b>	<b>100%</b>	<b>1,604,000</b>	<b>1,604,000</b>

Nunavut 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.

NOTE: the chart in the original LMA indicated a total of \$944,000 for 2011-12 to 2013-14. However, the individual items add up to \$1,208,000. This latter total is used in the above chart.

## Nunavut LMA Activity

Priority Area (\$, millions)	2009-2010 Actual \$ <sup>1</sup>	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
Training, Literacy and Skills Development		<ul style="list-style-type: none"> <li>Increased level of <i>foundation skills and essential skills</i> to increase opportunities for employment</li> <li>Provide life skills training</li> <li>Project based work experience programs</li> </ul> <p><b>Sample Program Initiatives</b></p> <p><b>Qulliq Energy Corporation 'Apprenticeship Bootcamp':</b> This project provided 42 individuals (both LMA and LMDA) with a short-term training and evaluation experience with the territorial power utilities company. The candidates were provided with industry standard safety training and job exploration experience</p>	.525	<p>Current LMA Programs:</p> <ul style="list-style-type: none"> <li>Increase level of foundation skills and <i>essential skills</i> to increase opportunities for employment</li> <li>Provide life skills training</li> <li>Establish project based work experience programs</li> <li>The LMA program was 'oversubscribed' and the client sponsorship program funds were over expended early into the fiscal year; this reflects the fact that many of Nunavut's clients unfortunately cannot utilize LMDA programming as they don't have the necessary labour force attachment. Furthermore, there were high levels of success in partnership with programs offered at the</li> </ul>	.708	<ul style="list-style-type: none"> <li>Implement work place based training and literacy programs through an expansion of NAC's pre-employment course and the addition of better <i>essential skills</i> curricular resources</li> <li>Increased level of <i>foundation skills and essential skills</i> to increase opportunities for employment</li> <li>Provide life skills training</li> <li>Search our partnerships to establish project based work experience programs (group receives training while completing a community project)</li> <li>Counseling and career related information targeted to various groups</li> <li>Referral service for</li> </ul>

<sup>1</sup> 2009-10 Actual expenditures taken from the 2011-12 Main Estimates p. A-IV-1

Priority Area (\$, millions)	2009-2010 Actual \$ <sup>1</sup>	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
		<p>covering three apprenticeable trades. QEC (Qulliq Energy Corporation) evaluated the candidates and offered full-time positions to 12 of the participants. It is hoped that this pilot project can be replicated with other labour sectors.</p> <p><b>Training for employment in the Mining sector</b> Individuals have been sponsored to take training at OETIO (Operating Engineers Training Institute of Ontario) for specific careers with Agnico-Eagle's Meadowbank gold mine currently in production near Baker Lake. Through this partnership, individuals are receiving direct labour related training (Ex. Heavy Equipment Operators and Haul truck drivers) and then being immediately employed at the mine. Similar training partnerships are underway with other mining</p>		<p>Nunavut Arctic College – Nunavut Trades Training Centre in Rankin Inlet as well as the pre-employment program offered in many communities.</p> <ul style="list-style-type: none"> <li>Partnerships with the Kivalliq Mine Training Society and Aboriginal Skill and Employment Training strategy (ASET) holders such as the Kakivak Association, Kivalliq Partners in Development and the Kitikmeot Economic Development Corporation also resulted in a higher number of clients served; in many cases programs were offered through one agency's funding while another provided the necessary client sponsorship.</li> </ul>		<p>potential clients</p> <ul style="list-style-type: none"> <li>Community development workshops</li> <li>Job coaching, mentoring programs</li> <li>Post-program supports – transitional assistance for those going from public school into the workforce, training programs to work placement, etc.</li> </ul> <p><i>Sample Program Initiatives</i></p> <ul style="list-style-type: none"> <li>Training for employment in the Mining sector. Currently the Department has a very successful partnership in which unemployed individuals are being sponsored to take training at OETIO (Operating Engineers Training Institute of Ontario) for specific careers with Agnico-Eagle's Meadowbank gold mine currently coming into production in Baker Lake. Through this partnership individuals are receiving direct labour related</li> </ul>

Priority Area (\$, millions)	2009- 2010 Actual \$ <sup>1</sup>	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
		<p>companies.</p> <p><b>Pre-Employability Training</b> Nunavut Arctic College has created a modular pre-employment training program consisting of 8 three-week modules aimed at giving candidates success in returning to school and entering the job market; these pilot programs were offered in five different communities in the 2009-10 academic year.</p>				<p>training (Ex. Heavy Equipment Operators and Haul truck drivers) and then being immediately employed at the mine. This will continue with other employers such as Qikiqtaaluk Logistics and their DEW line site cleanup. A number of clients have recently completed Diamond Driller helpers training which also makes them very much in demand; further training course such as these (Haileybury School of Mines and Boart Longyear)</p> <ul style="list-style-type: none"> <li>• Pre-Employability Training. Nunavut Arctic College has created a modular pre-employment training program consisting of 8 three week modules aimed at giving candidates success in returning to school and entering the job market; this program was successful, and the intent is</li> </ul>

Priority Area (\$, millions)	2009-2010 Actual \$ <sup>1</sup>	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
						<p>to expand it to other communities and in different modalities in the future</p> <ul style="list-style-type: none"> <li>• Training for employment in the Airline/Hospitality sector. Currently the Department has started discussing possible training partnerships with the two major airlines - Canadian North and First Air The Department participated in a career fair held in late October 2010 in Iqaluit to introduce youth to the all aspects of the airline industry. First Air intends to begin a training initiative in the summer of 2011 It is hoped to also reach out to the hospitality industry to a greater degree this year.</li> </ul>
Career Development and Exploration		<ul style="list-style-type: none"> <li>• Counseling and career related information targeted to various groups</li> <li>• Referral service for potential clients</li> </ul>	.300	<p>Current LMA Programs:</p> <ul style="list-style-type: none"> <li>• Provide counseling and career related information targeted to various groups</li> <li>• Provide referral service for potential clients</li> </ul>		[merged with Training, Literacy and Skills Development]

Priority Area (\$, millions)	2009- 2010 Actual \$ <sup>1</sup>	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
		<ul style="list-style-type: none"> <li>Community development workshops</li> <li>Job coaching, mentoring programs</li> <li>Post-program supports – transitional assistance for those going from public school into the workforce, training programs to work placement, etc.</li> </ul>		<ul style="list-style-type: none"> <li>Present community development workshops</li> <li>Provide job coaching, mentoring programs</li> <li>Continuing post-program supports – transitional assistance for those going from public school into the workforce, training programs to work placement, etc.</li> <li>Explore with other labour sectors such as the airline industry to engage in projects such as the QEC Apprenticeship Bootcamp in order to establish more career exploration programs in Nunavut; a project with First Air was quite successful in this regard.</li> </ul>		
Labour Market Information			.015	<ul style="list-style-type: none"> <li>Work continued on the Nunavut Career Development Services Framework; this will continue in 2011/12</li> </ul>	0	<ul style="list-style-type: none"> <li>Complete the Nunavut Career Development Services Strategy</li> </ul>
Community Engagement		<ul style="list-style-type: none"> <li>Utilize consultations amongst key</li> </ul>		<ul style="list-style-type: none"> <li>Conduct community engagement workshops</li> </ul>	.094	Utilize community consultations amongst key

Priority Area (\$, millions)	2009- 2010 Actual \$ <sup>1</sup>	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
		stakeholders (Hamlet Councils, Employers, Government and non-government agencies etc.) to: <ul style="list-style-type: none"> <li>o Support informed planning and workforce development</li> <li>o Participate in labour market growth initiatives and training needs assessments leading to linkages that promote and enhance labour market efficiency</li> <li>o Strengthen capacity to attract, educate and train individuals in areas relevant to the community's and territory's labour demands</li> </ul>		through 'community' and regional tours by staff teams and possibly with additional resources such as facilitators and participation with other stakeholder groups; there were some successes in this initiative however due to staff capacity issues it was not fully implemented; current staff will received training on community capacity building in November 2011; each region is developing their capacity and plans towards this ongoing engagement. <ul style="list-style-type: none"> <li>• Modify existing programs and possibly implement new programs through staff operational training and a public communications campaign; The Training on the Job and Self Employment Option programs were modified to include LMA clients and the benefits available under these programs were</li> </ul>		stakeholders: (Hamlet Councils, Employers, Government and non-government agencies etc.) to: <ul style="list-style-type: none"> <li>o Support informed planning and workforce development</li> <li>o Participate in labour market growth initiatives and training needs assessments leading to linkages that promote and enhance labour market efficiency</li> <li>o Strengthen capacity to attract, educate and train individuals in areas relevant to the community's and territory's labour demands</li> </ul>

Priority Area (\$, millions)	2009- 2010 Actual \$ <sup>1</sup>	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
Administration			.375	<ul style="list-style-type: none"> <li>extended.</li> <li>Continue to build staff capacity through ongoing training and establishing appropriate staff supports; most of the Career Development Staff continued to participate in the Career Development Practitioner certificate program offered by Nunavut Arctic College; all staff continued to receive operational training; a number of colleagues from within the department also participated in these professional development opportunities as did members from other stakeholder groups such as staff from the ASET program sponsoring organization.</li> <li>Continue the enhancement of the current client case management system (CDCS) in order to better serve clients and provide appropriate reports; this</li> </ul>	.156	<ul style="list-style-type: none"> <li>Continue to build staff capacity through ongoing training and establishing appropriate staff supports</li> <li>Complete the enhancement of the current client case management system (CDCS) in order to better serve clients and provide appropriate reports; this will include identifying appropriate indicators of client success and utilize client satisfaction surveys</li> <li>Conduct community engagement workshops through 'community' and regional tours by staff teams and possibly with additional resources such as facilitators and participation with other stakeholder groups</li> <li>Prepare a comprehensive communications campaign to raise awareness about 'career development' and program opportunities for all stakeholders</li> </ul>

Priority Area (\$, millions)	2009-2010 Actual \$ <sup>1</sup>	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
				<p>will include identifying appropriate indicators of client success and utilize client satisfaction surveys; much of the re-design work for the CDCS system has been completed and more is planned through consultation with HRSDC. This case management system has also been shared with other stakeholder groups and is becoming the standard for labour market program career development services client case management for a number of organizations. Further work is intended into 2012 in order to best support the LMA formal evaluation work and ever changing reporting requests.</p> <ul style="list-style-type: none"> <li>• Research appropriate programming options through examining best practices from other jurisdictions <ul style="list-style-type: none"> <li>o Staff capacity made this initiative difficult to fulfill.</li> </ul> </li> </ul>		

Priority Area (\$, millions)	2009- 2010 Actual \$ <sup>1</sup>	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
				However, the SEO (Self Employment Option) program was modified as a result of consultations.		
<b>TOTAL</b>	<b>\$.966</b>		<b>\$1.502</b>		<b>.959</b>	

Note 1: Research will be conducted towards enhancing current LMI in Nunavut; this may also include an examination of how NCSIS (Nunavut Community Skills Information System) may be used in this area. The Advisory Panel on Labour Market Information's Final Report indicated this application may be an invaluable part of the strategic planning process within Nunavut when it is fully deployed. It is hoped that in the near future, with adequate resources, NCSIS will reach its full potential.

Note 2: The administration budget will be utilized to cover costs affiliated with enhancing the Nunavut Client Case Management System to provide appropriate reporting on the LMA ; associated staff costs to resources the delivery of LMA programs.

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