



EMPLOYMENT AND TRAINING PROGRAMS

**Kitikmeot SEMC Meeting
November 2016**

Where Does the Funding Come From?

- The Aboriginal Skills and Employment Training Strategy (ASETS) is the Government of Canada's approach to delivering Aboriginal labour market programming
- ASETS links training to labour market demand to encourage labour participation in regional economic opportunities
- Under ASETS, Aboriginal agreement holders design and deliver employment programs and services suited to their clients and regions

Overview

- The Aboriginal Skills and Employment Training Strategy (ASETS) is the Government of Canada's approach to delivering Aboriginal labour market programming
- links training to labour market demand to encourage labour participation in regional economic opportunities
- Agreement holders design and deliver employment programs and services suited to their clients and regions
- ASETS focuses on three priorities:
 - Supporting demand-driven skills development
 - Fostering partnerships with private sector and government
 - Placing emphasis on accountability and results

ASETS-supported training

Since 2012 the KIA has sponsored or co-sponsored the following training programs :

- College Foundations
- Construction Trades Boot Camp
- Camp Cook/Culinary Arts Program
- Introduction to Underground Mining
- Heavy Equipment Operator Training
- Industrial Safety Training
- Guide Training
- Emergency Medical Responder
- Inshore Fishery Training/Small Vessel Operator Proficiency
- Natural Resources and Geoscience Field Assistant
- Class 3/Air Brakes
- Bus Driver Training
- Office Administration
- Mid-Wifery
- Job Readiness
- Small Engine Repair
- Job Readiness
- Driller's Helper
- Basic Computer Skills
- Mining Essentials
- Hospitality Training

* (Some programs have been supported more than one time)

Other Sponsorship

- Individual Sponsorships
- Nunavut Sivuniksavut
- Science and Technology & Career Promotions & Awareness (AANDC)
 - Mad Science Camps, ACTUA Science, Regional Science Fair, Skills Canada, Northern Youth Abroad, Mentored Youth
- Targeted Wage Subsidy
- Support for University and College students
- Summer Work Experience Program (AANDC)

FINANCIAL PARTNERSHIPS

- Partnerships that contribute to the financing and delivery of training are an essential part of ASETS
- Partnerships can be monetary or ‘in-kind’

TRAINING PARTNERSHIPS

The KIA relies heavily on partnerships with Training Organizations to deliver programs.

KIA has worked with a number of training partners including:

- The NWT Mine Training Society
- Nunavut Municipal Training Organization
- Nunavut Arctic College
- Nunavut Fisheries and Marine Training Consortium
- Northwest Community College
- Canadian North Outfitting

TRAINING FOCUS

- The KIA's focus is on increasing the number of training opportunities delivered within Kitikmeot Communities, that will:
 - Provide Beneficiaries with transferrable skills leading to increased opportunities for employment
 - Provide Employers with prospective Employees who have the basic skills required for the job, as well as 'Work Readiness' skills that will help them to be successful employees
 - Build confidence in program participants which will assist them in entering/re-entering the workforce, or pursuing further training

Kitikmeot Stakeholders Working Group

- A working group was established to share information on programming, success stories, challenges, focuses of training, barriers to employment, current labour market information, and current employer needs. Working group members are Regional Stakeholders.
- Working Group input influences current and future ASETS programming
 - Kitikmeot Inuit Association
 - Nunavut Arctic College
 - Dept. of Family Services
 - Polar Knowledge Canada
 - Dept. of Economic Development and Transportation
 - TMAC Resources (Industry)
 - Sabina (Industry)
 - Hamlet of Cambridge Bay – EDO (Regional/Territorial Involvement)
 - Service Canada
 - Youth Member

Career Services

- KIA provide career services to ASETS clients such as: career counselling, job searching, resume writing, employment skills workshops
- KIA's Career Services Team provides assistance to clients in all five communities
- Participation in Regional Career Fairs
- Career Centre located in the Fred Elias Building

Approach for 2016-2017

- For 2016-2017, KIA's focus is on increasing the number of training opportunities delivered within the Kitikmeot Region that will provide Beneficiaries with transferable skills
- Efforts are being made to maximize training opportunities for each community when possible
- KIA will target training organization partners best capable of delivering programs

AANDC Youth Funding - First Nations and Inuit Youth Employment Strategy Summer Work Experience Program

- To help youth acquire skills by providing wage subsidies for summer work experience
- To assist secondary and post-secondary students in preparation for future entry into the labour market by enabling them to obtain employment experience
- To enable First Nations and Inuit youth to earn wages to help finance their post-secondary education.
 - Youth means persons aged 15 to 30 inclusive.
- Participants must have been a full-time student, returning to school in the fall
- The placement must provide a minimum of 80 hours of work

First Nations and Inuit Youth Employment Strategy Summer Work Experience Program

- The non-profit sector is eligible to receive a contribution of up to 100% of the applicable minimum wage, plus mandatory employment-related costs (MERC), while the private sector is eligible to receive up to 50% of the applicable wage only.
- **Note:** Where a participant with disabilities is hired, all employers are eligible to apply for 100% of the wage. A maximum contribution of \$3,000 per participant may be available, on an actual cost basis, for special equipment and facilities to accommodate the student's needs

First Nations and Inuit Youth Employment Strategy - Skills Link Program

- To promote the benefits of education as key to youth participation in the labour market (Youth: ages 15-30)
- To teach skills, such as communication, problem solving and working with others;
- Wage subsidies for work placements and mentorship for youth who are not in school, unemployed, or underemployed, to enable them to develop employability skills and support their educational and career development;
- To introduce youth to a variety of career options;
- To assist Inuit youth entrepreneurs gain self-employment

First Nations and Inuit Youth Employment Strategy - Skills Link Program

- Youth may only participate once in the program
- Participants will be paid a wage rate at or above the applicable provincial/ territorial minimum wage and cannot exceed 11 months
- Proposals can be submitted at any time throughout the year, but training must be completed by March 31 of the fiscal year in which funding is received
- The non-profit sector is eligible to receive a contribution of up to 100% of the applicable minimum wage, plus mandatory employment-related costs (MERC), while the private sector is eligible to receive up to 50% of the applicable wage only
- Where a participant with disabilities is hired, all employers are eligible to apply for 100% of the wage and MERC. In addition, a maximum contribution of \$3,000 per participant may be available, on an actual cost basis, for special equipment and facilities to accommodate the participant's needs.

2016-17 Training Opportunities

Partnership Programs under ASETS

- Nunavut Sivuniksavut
- Nunavut Fisheries and Marine Training Consortium
- NAC – Environmental Technology Year 2
- NAC – College Foundations
- NAC – Office Administration Year 2 (ended in May)
- Bus Driver Training – Kitikmeot School Operations
- Nattilik Heritage Society Training

2016-17 Training Opportunities

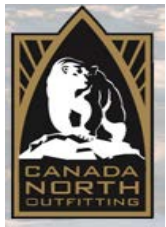
Programs to be delivered in 2016-17

- Small Engine Repair - Taloyoak (4/6 completed)
- Basic Computer Training – Kugaaruk (5/7 completed)
- Basic Computer Training - Gjoa Haven (Jan. or Feb. 2017)
- Introduction to Mining Industry - Kugaaruk/Kugluktuk (pending)
- Job Readiness - Cambridge Bay (10/10 completed)
- Hospitality Training - Regional participation (4/6 completed)
- Heavy Equipment Training, Cambridge Bay – January 2017
- Class 3 A/B Training – Cambridge Bay – January –Mar.2017
- Heavy Equipment operator, Gjoa Haven (in progress – 4 participants)
- Guide Level 1 Training - Regional participation (14 participants max. March)
- *Program delivery is dependent on access of partnership dollars, availability of Instructors, and classroom space, and is subject to change.

Looking Ahead 2017-18

- We are in the process of planning for the 2017-2018 fiscal year, and will be finalizing our plans for 2017-18 in January.
- If you have ideas for short-term training that is needed in the Kitikmeot Region, or are interested in partnering on training initiatives, please contact us.
- We are always in need of new partners, and financial or in-kind partnerships are welcome! Without the support of partners, we would not be able to deliver as many programs.

Thank-you to our Partners who have made these training opportunities possible!



Polar Knowledge
Canada

Savoir polaire
Canada



Hamlet of Kugluktuk
Kugluktom Katimayeen



Mine Training Society
NORTHWEST TERRITORIES



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