

**EDUCATION, CULTURE AND
EMPLOYMENT**

1. OVERVIEW

MISSION

The mandate of the Department of Education, Culture and Employment is to provide quality programs, services and supports in early childhood development, K-12 education, postsecondary and adult education, career development, apprenticeship and occupational certification, employment standards, income security, official languages, arts, and culture and heritage.

GOALS

1. *Pride in our Culture* - Northerners who are knowledgeable about and proud of their culture.
2. *Education of Children and Youth* - Northern families developing a strong foundation for their children's learning.
3. *Education of Adults* - Northern adults continuing to learn and grow to meet the requirements of daily living.
4. *A Skilled and Productive Work Environment* - Northerners participating in a strong and prosperous work environment.
5. *People Participating Fully in Society* - Northerners actively participating in community and society to their fullest.

PROPOSED BUDGET (\$000)

Total Operating Expenses	\$316,041
Compensation & Benefits	\$23,138
Grants & Contributions	\$213,642
Other O&M	\$69,823
Amortization	\$9,438
Infrastructure Investment	\$71,570

PROPOSED POSITIONS (2010/11)

Headquarters (HQ)	141 positions	
Regional/Other Communities	74 positions	
Education Authorities	1,043 positions	(estimate based on projected 2009-10 school year enrollments)
Aurora College	211 positions	(estimate based on GNWT funding framework)

KEY ACTIVITIES

- Directorate and Administration
- Culture, Heritage and Languages
 - *Culture and Heritage*
 - *Official Languages*
- Early Childhood and Schools
 - *Early Childhood Development*
 - *K-12 Education*
 - *Library Services*
- Adult and Postsecondary Education
- Employment and Labour
- Income Security

Education, Culture and Employment

STRATEGIC ACTIONS

Maximizing Opportunities

1. Improve Skills for Living and Working
 - 1.1. Aurora College Programs
 - 1.1.1. Student Wellness Coordinator
 - 1.1.2. Labour Market and Industrial Training
 - 1.1.3. Administration Office Certificate Program
 - 1.2. Secondary School Diploma for Adults
 - 1.3. Labour Market Literacy
 - 1.4. Additional Support for Apprentices
 - 1.5. Mobile Trades Training
 - 1.6. Equipment Maintenance
 - 1.7. Apprentice Training
 - 1.8. Heavy Equipment Operator Training
 - 1.9. Trades in High Schools (PTR Adjustment)
2. Promote the NWT As A Place To Visit And Live
 - 2.1. Increased Support for the Arts
 - 2.2. Support Immigration
 - 2.3. Collection and Exhibit Renewal in Museum
3. Maximize Benefits from Resource Development
 - 3.1. MGP Strategic Investment – Socio-Economic Agreement Training, Permits & Management
 - 3.1.1. Land Use Permits
 - 3.1.2. Training and Coordination

Reducing the Cost of Living

4. Support Individuals and Families
 - 4.1. Next Steps in Income Security Reform
 - 4.2. Update the Cost of Living Rent Reduction
 - 4.3. Undertake Required Research Associated with NWT Nutritious Food
 - 4.4. Small Community Summer Employment Supports

Building Our Future

5. Expand Programming for Children and Youth
 - 5.1. Aboriginal Student Achievement
 - 5.2. Expansion of Early Childhood Development Programs
 - 5.3. Community Based Teacher Education Program
 - 5.4. Small Community School Initiative

Refocusing Government

6. Strengthen Service Delivery (Refocusing Government Initiative)
 - 6.1. Official Languages Implementation
 - 6.2. Dedicated Internet Delivery System
 - 6.3. Support Official Languages
 - 6.4. Boards and Agencies Reform

* Update on Strategic Actions outlined in section 3.c)

2. EMERGING ISSUES

Culture Trends

Overall, in 2008, the cultural sector contributed \$18.1 million toward NWT Gross Domestic Product (GDP). However, the value of culture exports dropped from \$560,000 in 2001 to \$275,000 in 2007. The cultural sector, often dwarfed by larger industries such as transportation and mining, remains an important economic activity for a proportion of NWT residents. Employment in the Information, Culture and Recreation Service Sector as a percentage of total NWT employment has grown from 3% in 2001 to 3.6% in 2008, not including artists in the goods producing sector¹. In 1999, over a third (35%) of NWT Aboriginal women participated in making art and crafts, 37% of whom earned income from their products.²

Over half of all visitors to the Northwest Territories (NWT) visit museums and historic sites. Visitor participation in arts festivals, Aboriginal celebrations and other cultural events has increased from 16% in 2002 to 23% in 2006. Moreover, in 2006, 52% of visitors attended historic and Aboriginal sites and museums, more than any other cultural attraction.

Aboriginal Language Trends

A number of social, political and demographic factors affect Aboriginal language acquisition and maintenance. The segment of the Aboriginal population most fluent in one or more Aboriginal languages and holder of most traditional knowledge is aging. Earlier intergenerational transmission of languages by this population group was negatively affected by the legacy of residential schools. Moreover, as the dominant language in the world and in mass media, English has become the language of use at home, work and in the community for the Aboriginal population.

The percentage of the Aboriginal population aged 15 years and over able to speak an Aboriginal language has dropped from 59% in 1984 to 43% in 2006. However, the annual average percentage change is slowing down: from 1989 to 1999, Aboriginal language usage declined by 11% vs. a 2% decline from 1999 to 2006.³ The slow-down in Aboriginal language usage decline can be attributed in part to targeted investments by the Department in the last ten years in support of Aboriginal language community initiatives, Language Nest Programs, and Aboriginal Language and Culture-based K-12 Education.

Education Trends

The percentage of NWT high school graduates of Aboriginal descent has increased significantly since 2000. In 2008, approximately 50% of graduates were of Aboriginal descent compared with 30% in 2000. In the same period, the number of graduates in smaller communities nearly doubled, and the percentage of graduates as compared to the number of 18 year olds in the NWT as a whole increased from 39% to 55%. From 2000 to 2009, enrolments declined from 9,998 to 8,762, due largely to changing demographics.

¹ Statistics Canada, Labour Force Survey

² NWT Bureau of Statistics, 1999 Labour Force Survey

³ NWT Bureau of Statistics

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Employment Trends

In 2008, 21% of all persons employed in the NWT worked in public administration. Other main sectors of the labour market include health and social services comprising 12% of all employed persons; retail and wholesale trade at 10%; transportation and warehousing at 8%; forestry, fishing, mining, oil and gas at 11%; education at 6%; and construction at 6%. Postsecondary education and training programs along with pathways through secondary school prepare Northerners for participation in occupations that present high employment opportunities, including mining, construction, nursing, teaching, social work and management.

In 2008, the NWT had the third highest employment rate in Canada at over 70%. However, there was a wide gap between the 82% employment rate in Yellowknife vs. that of 58% in all other communities combined. Similarly, there was also a wide gap between Aboriginal (51%) and non-Aboriginal (86%) employment rates. At the same time, the NWT continues to experience skills shortage, with employers having to look elsewhere to fill positions in key occupations. The Department will continue working with the federal government, industry and Aboriginal organizations to ensure all NWT residents have equal access to training and employment opportunities through various initiatives. The Department is also making targeted investments in trades and other northern occupations.

Income Trends

In recent years, the average income of workers in the NWT increased, while the number of income assistance beneficiaries decreased overall. Between 1997 and 2006, average income in the NWT grew by 44%. Between 1997 and 2008, income assistance utilization decreased from 9% of the population to 5%. In 2006, the NWT median income stood at of \$90,865, which is high; however, more than 14% of families had incomes under \$25,000 that same year. The Department will continue to provide a safety net for low-income earners and to encourage income assistance beneficiaries to participate in productive choices to ensure NWT residents and their families can afford to live in the North and become truly self-reliant.

3. 2010-11 PLANNING INFORMATION

The detailed description of planned activities for the department includes the following sections:

- a) Fiscal Position and Budget
- b) Update on Key Activities and Results Reporting
- c) Update on Strategic Activities
- d) Overview of Infrastructure Investments
- e) Legislative Initiatives
- f) Human Resource Overview
- g) Information System and Management Overview

a) Fiscal Position and Budget

DEPARTMENTAL SUMMARY

	Proposed Main Estimates 2010-11	Revised Estimates 2009-10	Main Estimates 2009-10	Main Estimates 2008-09
	(\$000)			
OPERATIONS EXPENSE				
Directorate and Administration	8,248	7,981	7,769	7,881
Education and Culture	189,738	180,647	179,023	169,531
1 Culture, Heritage and Languages				
2 Early Childhood and Schools				
Advanced Education and Careers	46,202	43,638	42,476	42,691
3 Adult and Postsecondary Education				
4 Employment and Labour				
Income Security	71,853	70,581	70,363	69,861
5 Income Security				
TOTAL OPERATIONS EXPENSE	316,041	302,847	299,631	289,964

Note: Revised Estimates for 2009-10 includes the 2009-10 allocation of the funding associated with the recently concluded Collective Agreement between the Government of the Northwest Territories and the Union of Northern Worker, in the amount of \$3,216,000.

Education, Culture and Employment

OPERATION EXPENSE SUMMARY

	Main Estimates 2009-2010	Revised Estimates 2009-10	PROPOSED ADJUSTMENTS				Proposed Budget 2010-11
			Forced Growth	Strategic Initiatives	Sunsets and Other Adjustments	Internal Reallocations	
(\$000)							
DIRECTORATE AND ADMINISTRATION	7,769	7,981	161	106	0	0	8,248
TOTAL DIRECTORATE AND ADMINISTRATION	7,769	7,981	161	106	0	0	8,248
EDUCATION AND CULTURE							
Culture, Heritage and Languages							
Culture and Heritage	5,278	5,386	238	200	0	0	5,824
Official Languages	6,146	6,179	27	223	0	0	6,429
Library Services	1,439	1,485	23	0	0	0	1,508
Early Childhood and School Services							
Early Childhood Development	6,069	6,103	273	600	0	0	6,976
K-12 Instructional and Support Services	2,589	2,652	72	0	0	0	2,724
K-12 Education Operations and Development	1,557	1,585	620	1,300	0	0	3,505
K-12 Education and NWTTA Contributions	155,945	157,257	5,515	0	0	0	162,772
TOTAL EDUCATION AND CULTURE	179,023	180,647	6,768	2,323	0	0	189,738
ADVANCED EDUCATION AND CAREERS							
Adult and Postsecondary Education							
Aurora College Contributions	33,230	34,221	1,121	650	0	0	35,992
Adult and Postsecondary Education	2,245	2,259	12	100	0	0	2,371
Employment and Labour							
Apprenticeship, Trades and Occupations	2,992	3,021	25	200	0	0	3,246
Career and Employment Development	1,565	1,607	34	350	(10)	0	1,981
Employment Standards	724	749	24	0	0	0	773
Regional Management and Support Services	1,720	1,781	58	0	0	0	1,839
TOTAL ADVANCED EDUCATION AND CAREERS	42,476	43,638	1,274	1,300	(10)	0	46,202
INCOME SECURITY							
Income Support Programs	23,990	24,126	217	400	(35)	0	24,708
Public Housing Subsidies	33,967	34,006	20	160	0	0	34,186
Student Financial Assistance	12,406	12,449	510	0	0	0	12,959
TOTAL INCOME SECURITY	70,363	70,581	747	560	(35)	0	71,853
TOTAL DEPARTMENT	299,631	302,847	8,950	4,289	(45)	0	316,041

Note: Revised Estimates for 2009-10 includes the 2009-10 allocation of the funding associated with the recently concluded Collective Agreement between the Government of the Northwest Territories and the Union of Northern Worker, in the amount of \$3,216,000.

Forced Growth under Proposed Adjustments includes funding associated with the increased cost of delivering services and also the 2010-11 allocation of the funding associated with the recently concluded Collective Agreement between the Government of the Northwest Territories and the Union of Northern Worker, in the amount of \$2,463,000.

REVENUE SUMMARY

Revenue Item	Proposed Main Estimates 2010-2011	Main Estimates 2009-2010	Revised Estimates 2008-2009	Main Estimates 2008-2009
			(\$000)	
Transfer Payments				
Canada Student Loan Programs	900	900	1,000	1,000
Canada NWT Co-op Agreement for French and Aboriginal Languages	3,800	3,800	3,800	3,800
Minority Language Education and Second Language Instruction-French	2,485	2,485	2,729	2,485
Early Learning and Child Care	272	265	265	265
	<u>7,457</u>	<u>7,450</u>	<u>7,794</u>	<u>7,550</u>
General Revenue				
Student Loan Fund Interest	580	550	500	500
Library Fees	1	1	1	1
Teacher Certification Fees	15	15	10	10
Prince of Wales Northern Heritage Centre	15	15	15	50
	<u>611</u>	<u>581</u>	<u>526</u>	<u>561</u>
Other Recoveries				
CMHC Subsidies	12,719	13,307	13,969	13,969
Miscellaneous Recoveries	20	35	25	25
	<u>12,739</u>	<u>13,342</u>	<u>13,994</u>	<u>13,994</u>
Capital				
Current Portion of Deferred Revenue	242	205	205	205
	<u>242</u>	<u>205</u>	<u>205</u>	<u>205</u>
REVENUES	<u><u>21,049</u></u>	<u><u>21,578</u></u>	<u><u>22,519</u></u>	<u><u>22,310</u></u>

b) Update on Key Activities and Results Reporting

DIRECTORATE AND ADMINISTRATION

Description

Directorate and Administration provides overall management, planning, communication and administrative support to the Department and its partners in education across the NWT. The Branch operates under the direction of the Deputy Minister who makes recommendations to the Minister with regards to Department goals, objectives, and standards.

Directorate provides leadership, management, planning, and public relations for the Department as well as its boards and agencies.

The Strategic and Business Services Division guides broad policy and legislative initiatives, as well as strategic, business and capital planning for the Department, Aurora College and the education authorities. The Division coordinates briefing notes and decision-making documents, provides records management and financial administration services. Finally, the Division provides information systems that support the delivery of programs and services across the Department, Aurora College and the education authorities.

Public Affairs manages, develops, implements and maintains all internal and external communication plans and all related activities for the Department.

Major Program and Service Initiatives 2010/11

Boards and Agencies Reform

- The Department will continue to participate in the GNWT board reform initiative toward improving service delivery to NWT residents. This will involve examining barriers to service integration, improving the accountability mechanisms of service delivery boards, and developing further consultation materials to support future discussions on structural options, including a more inclusive approach to future consultation.

Four Year Business Plan Update

Changes to Four Year Plan

- Increased funding to improve internet delivery systems for ECE programs and services across the NWT.

KEY ACTIVITY 1.1: CULTURE AND HERITAGE

Description

All residents of, and visitors to, the Northwest Territories benefit socially and economically from a richer understanding of our heritage and from meaningful participation in cultural activities. Some of the most effective departmental activities in this area of responsibility support projects and organizations that operate at the community level.

NWT Museum Operations: works with community experts to collect, preserve, document, study, exhibit, and educate the public about artifacts, specimens and works of art significant to the culture and heritage of the NWT.

NWT Cultural Places: conducts archaeological fieldwork and research, assesses impact of resource development on archaeological resources, and issues permits for archaeological research.

NWT Archives: identifies, acquires, preserves and makes accessible government records and records of historic significance to the NWT.

Community Arts, Culture and Heritage Programs: provides funding and support services to community museums, cultural organizations, cultural projects, and artists and arts organizations.

Major Program and Service Initiatives 2010/11

Exhibit Strategy:

- The Department will continue to implement the Prince of Wales Northern Heritage Centre (PWNHC) Exhibit Renewal Strategy to create and install new gallery and online exhibits.
- The Department will acquire objects and specimens required for exhibits and dioramas to be produced.
- The department will establish a website and multimedia position.

NWT Museum and Archives Collections Strategy:

- The Department will acquire objects for the PWNHC museum collection as required for exhibits to be produced.
- The Department will research needs and opportunities for collecting archives materials by thematic areas.
- The Department will develop a five-year collections acquisition implementation plan in line with research.
- The Department will complete a strategy for acquiring museum and archival collections.
- Launch *Rediscovery for Internet* online museum collections databases.

NWT Arts Strategy:

- The Department will develop survey methodology and instruments, conduct a survey, and analyze and report on client satisfaction and program outcomes.
- The Department will increase funding to cultural organizations, cultural projects and heritage centres.
- The Department will develop and implement a promotional campaign to promote the new arts programs.

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Cultural Places Program:

- The Department will implement a research plan for the Tsiigehtchic steppe bison.
- The Department will complete an Ice Patch traditional knowledge geo-database.
- The Department will, as part of the Mackenzie Gas Pipeline Strategic Investment, continue to conduct Geographic Information Systems mapping and analysis in response to permit requests.

Four Year Business Plan Update

Results to Date (as of June 2009)

Exhibit Strategy:

- The Department implemented a five-year exhibit renewal strategy.
- The Department had concept plans and drawings prepared for permanent displays in two galleries.
- The Department prepared and installed the 'Yamoria: The one who travels exhibit'.
- The PWNHC displayed five temporary and/or travelling exhibits.
- The PWNHC completed two online exhibits "NWT Timeline" and "Henry Busse Photographs".
- The PWNHC developed two new travelling edukits, 'Yamoria' and 'Dene Lifeways', to link museum exhibits and collections with the NWT school curriculum.
- The PWNHC developed the 'Pihuaqtiuyugut: We are the long distance walkers' exhibit in partnership with Ulukhaktok Languages Committee and the NWT Literacy Council.
- The PWNHC developed 'Through a Gwich'in Lens: James Jerome', a virtual photo exhibit in partnership with the Gwich'in Social and Cultural Institute.

NWT Museum and NWT Archives Collections Strategies:

- The PWNHC held an archives outreach workshop in Deline in 2008.
- The PWNHC carried out a conservation outreach site visit to the Northern Life Museum, Fort Smith.

NWT Arts Strategy:

- The Department implemented the revised Action Plan developed in 2006/07.
- The Department increased contributions to artists and cultural organizations.
- The Department established five new contribution programs for Emerging Heritage Centres, Northern Theatre Arts, Northern Literary Arts, Northern Film and Media Arts, and Arts Mentorship.
- The Department prepared an accountability framework for the PWNHC.
- The Department continued to fund artists and arts organizations through the Support to Northern Performers Program, and NWT Arts Council programs.

Cultural Places Program:

- The Department funded the Mackenzie Mountain Ice Patch Archaeology Project and the Tulita Science Camp held in summer 2008 and 2009.

Historic Places Initiative:

- The Department added NWT sites to the Canadian Registry of Historic Sites.

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- The Department implemented Heritage Fair Awards.
- The PWNHC supported seven communities in researching and documenting historic sites.
- The PWNHC continues to deliver Historic Places Initiative programs until March 2010, and to provide assistance to communities in this area.
- The PWNHC hosted a Cultural Landscapes workshop for communities in March 2009.

MGP Strategic Investment:

- The PWNHC conducted GIS mapping and analysis in response to permit requests.
- The PWNHC processed 152 permits in 2008-09 as of March 13, 2009.

Changes to Four Year Plan

- Increased funding for artists and cultural organizations.

Measures Reporting

<i>NWT Museum Operations:</i>	<i>2007/08</i>	<i>2008/09</i>
Number of visitors	33,171	31,951
Number of website visitors	284,010	300,932
Number of education programs delivered	114	99
Number of new exhibits produced	8	6

Cultural Places Program:

Number of communities involved in a Cultural Places Research Project	7	8
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NWT Archives:

Number of clients	816	755
Number of finding aids created for the collection	103	40

Community Contributions:

Number of individuals or organizations funded		
Arts Council	87	77
Support to Northern Performers	18	20
<i>2007/08</i>		
Number of communities/organizations funded –		
Support to Cultural Organizations Program	4 organizations in 4 communities	
Cultural Enhancement Program	19 organizations in 12 communities	
Heritage Centres	5 organizations in 5 communities	
<i>2008/09</i>		
Number of communities/organizations funded –		
Support to Cultural Organizations Program	4 organizations in 4 communities	
Cultural Enhancement Program	19 organizations in 12 communities	
Heritage Centres	5 organizations in 5 communities	

KEY ACTIVITY 1.2: OFFICIAL LANGUAGES

Description

The Department provides a range of programs and services in support of NWT Official Languages.

Aboriginal Languages Programs: provide funding to each Official Aboriginal Language community to implement its strategic plan for language revitalization and maintenance. Funding is provided to Aurora College for the Aboriginal Language and Culture Instructor Program and to Education Authorities for Aboriginal Language and Culture programs in NWT schools.

French Language Services: coordinate Official Language services for the Department and provides translation services to all GNWT departments, boards and agencies.

Special Project, Services TNO: operates the French language Single Window Service Centre in Yellowknife.

The **Official Languages Board:** comprised of one member for each of the 11 Official Languages of the NWT, advises the Minister Responsible for Official Languages on issues related to the delivery of official languages services by the GNWT.

The **Aboriginal Languages Revitalization Board:** comprised of one member for each of the nine Official Aboriginal Languages of the NWT, advises the Minister on government and community efforts to maintain, revitalize and promote Aboriginal languages.

Major Program and Service Initiatives 2010/11

Aboriginal Languages Programs:

- The Department will establish an annual Aboriginal Language Summer Institute.
- The Department will implement the Single Window Service Concept for one or more NWT Aboriginal Languages.
- The Department will hold an Official Languages Symposium in 2010.
- The Department will lead the development of a GNWT Official Languages Strategy and work plan.
- The Department will renew strategies for supporting NWT Aboriginal Languages.
- The Department will negotiate a multi-year *Canada-NWT Cooperation Agreement for French and Aboriginal Languages in the NWT*.
- The Department and its partners will develop an Aboriginal Interpreter/Translator Training Manual based on the results of the Aboriginal Interpreter/Translator Training Pilot.

French Language Services:

- The Department will negotiate a multi-year *Canada-NWT Cooperation Agreement for French and Aboriginal Languages in the NWT*.
- The Department will complete a comprehensive implementation plan to guide French communication and services under the *Official Languages Act* in all government institutions.

Four Year Business Plan Update

Results to Date (as of June 2009)

Aboriginal Languages Programs:

- The Department and its partners completed Aboriginal Interpreter/Translator Pilot Training Project.
- The Department initiated a feasibility study on the single window service concept for Aboriginal languages.
- The Department initiated an evaluation of the Aboriginal Languages Strategy

French Language Services:

- The Department opened the French Language Single Window Service Centre, Services TNO.

Changes to Four Year Plan

- Funding to support the establishment of an annual Aboriginal Language Summer Institute.

Measures Reporting

Aboriginal Languages:	2007/08	2008/09
Number of funded Aboriginal language community activities	32	30
Number of funded Aboriginal literacy activities	9	10
Percentage of K-9 students who participated in Aboriginal Language Programs	53%	NA
2007/08		
Number of participants in the Interpreter/Translator Training Program	8 from 4 communities	
2008/09		
Number of participants in the Interpreter/Translator Training Program	10 from 4 communities	
French Language:		
Number of funded French Community Cultural Development activities	15	15
Number of words translated into French or English	940,000	947,000

KEY ACTIVITY 2.1: EARLY CHILDHOOD DEVELOPMENT

Description

The Department provides program development support to community organizations looking to deliver programs and services for young children and their families.

The Early Childhood Program licenses and monitors early childhood programs to ensure compliance with the *NWT Child Day Care Act* and *Standards Regulations*. Regional Early Childhood Consultants provide community-based organizations with program development support and funding to assist with operational expenses.

The Department also provides funding to Aurora College for the delivery of postsecondary training in early childhood development.

Major Program and Service Initiatives 2010/11

Early Childhood Program:

- The Department will continue to implement the Early Childhood Environmental Rating Scale in collaboration with licensed center-based facilities.
- Revisions to the *NWT Child Day Care Standards Regulations* will be implemented.
- A 'handbook' will be distributed to assist licensed early childhood programs with implementation of the *Regulations*.

Healthy Children Initiative:

- Funding will continue to be provided through regional committees to community-based organizations to enhance existing early childhood programs and services.

Language Nest Initiative:

- The Department will continue to support Language Nest sites to improve children's developmental outcomes.
- Funding will be provided for new Language Nests and increased funding to existing Language Nests.

Early Childhood Education Postsecondary Training:

- The Department will undertake a review of early childhood training opportunities including, the Early Childhood Development Certificate delivered by Aurora College, to ensure accreditation of training taken towards postsecondary certification and to improve College offerings in that area.

Family Literacy:

- The NWT Literacy Council will review existing workshops and training, continue to provide regional training opportunities, and begin researching materials and information for the development of 'Start Early Kits', family literacy kits for children 0-3 years and their families.
- NWT Literacy Council funding will be increased to expand family literacy program.

Four Year Business Plan Update

Results to Date (as of June 2009)

Early Childhood Program:

- Researched, reviewed and completed draft amendments to the NWT Child Day Care Regulations.
- Researched and wrote Implementation Handbook for NWT Child Day Care Operators, as a resource guide to the revised NWT Child Day Care Regulations.
- Provided Early Childhood Environment Rating Scale (ECERS) training to headquarters and regional early childhood consultants.
- Additional supports were provided to early childhood program operators through increased staffing in two regions.

Healthy Children Initiative:

- Continued to fund early childhood programs and services to enhance program delivery.

Language Nest Initiative:

- Provided funding to 21 Language Nest sites in 2008-09 and 19 in 2009-10.
- Provided training workshops for Hay River Reserve Language Nest personnel on developing computer games in Aboriginal languages, and in Yellowknife on celebrating Aboriginal Language Educators in the NWT.

Early Childhood Education Postsecondary Training:

- Early childhood courses offered through the Aurora College distance education program.

Family Literacy:

- Held Family Literacy training.
- Developed 10 northern resource kits.
- Piloted a family tutoring program in the Sahtu and in Yellowknife.
- Developed and delivered new training programs including a workshop for parents about the importance of early care for brain development.

Changes to Four Year Plan

- Increased funding for the expansion of Early Childhood and Family Literacy training programs.

Measures Reporting

	<i>2007/08</i>	<i>2008/09</i>
Number of licensed Early Childhood Programs	117	117
Number of projects funded through Healthy Children Initiative	62	52
Number of funded Language Nest sites	21	21
Number of funded community based Family Literacy activities	28	31
Number of Family Literacy coordinators trained	72	110
Number of enrolments in Early Childhood Development Certificate distance education courses at Aurora College	90	70
Number of individuals who have completed Early Childhood Development Certificate distance education courses at Aurora College	48	52
Number of new Child Day Care Facility licenses issued	14	10

KEY ACTIVITY 2.2: K-12 EDUCATION

Description

The Department provides support and monitors compliance with NWT school system legislation, standards and directives.

Instructional Support Services: ensures that curriculum is appropriate to students' academic needs, cultural backgrounds, languages, and learning styles; provides in-service to educators; develops curriculum and materials, training programs, guidelines and strategies to support students through educational programming.

Operations and Development: provides operational support to education bodies and coordinates teacher recruitment, teacher and principal certification, school improvement projects and manages student records and territorial wide student assessment strategies.

School Contributions: are provided to education authorities based on enrolment to cover annual operation and maintenance costs.

Major Program and Service Initiatives 2010/11

Instructional Support Services:

- The Department will develop a comprehensive inclusive schooling funding accountability report under the Electronic School Information System (ESIS) to better track the use of inclusive schooling funding in general, and specific student supports and services.
- In consultation with Aurora College, the Department will review the School Community Counsellor program to determine the feasibility and usefulness of this program, and whether it should be revised and offered again.
- The Department will continue to offer Early Childhood Environmental Rating Scale training.
- The Department will establish an approved Curriculum Review, Development and Implementation (CRDI) cycle.
- The Department will publish the Experiential 30 textbook and distribute it to schools.
- An ICT Curriculum Development pilot project of three schools will be planned and three schools chosen.
- Piloting of the K-9 curriculum for Gwich'in and Inuvialuit will continue and the Department will also publish the French Version of Dene Kede.
- French First and Second Language (Immersion) Frameworks are being developed with the Western and Northern Canadian Protocol (WNCP).

Education Operations and Development:

- The Department will continue working with education authorities on the development and reporting of progress reports, focusing on Functional Grade Levels (FGL), Alberta Achievement Tests (AAT) results in relation to FGL, graduation rates, attendance, Aboriginal Languages and Culture, and Inclusive Schooling.
- The Department will begin implementation of strategic measures under the Aboriginal Student Achievement Plan and monitor results.

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- The Department will review the Teacher Growth and Evaluation Directive, 2004.
- The Department will implement an Evaluation Model for Principals.
- The Department will compile and publish *Towards Excellence 2009*, a report on NWT education indicators.

School Contributions

- The Department will continue to provide funding for high school students from small communities to access specialized high school courses through the Small Community School Initiative.

Directive on Student Assessment, Evaluation and Reporting:

- The Department will continue to implement the Minister's responses to the recommendations of the Review of Student Assessment, Evaluation and Reporting Directive.

Four Year Business Plan Update

Results to Date (as of June 2009)

Instructional Support Services:

In addition to providing large and small scale in-service training to teachers, the following activities were undertaken:

- Science: Experiential Science 10 student textbook completed. New textbooks were developed for Biology, Chemistry, Physics 20 and 30.
- Mathematics: Grades K, 1, 4 and 7 student textbooks were developed.
- Social Studies: Grade 7 Circumpolar World text development was completed. Curriculum development for Social Studies 20-1 and 20-2 were completed; K-3 Social Studies were piloted territory-wide; the Grade 5 Social Studies course is under development.
- English Language Arts (ELA): a Grades K-6 curriculum support document was completed; Grade 7, 8 and 9 curricula were completed and implemented and 20-3 ELA drafted; Completed 7,8, 9 support documents; Completed and implemented ELA 10,20, 30-3.
- The Department completed "Ways of Knowing", a supplementary CD resource supporting Dene Kede.
- Information and Communication Technology Curriculum Development: developed a curriculum for K-12 learning supported by ICTs.

School Contributions

- Increased funding was provided to schools for high school trade programs.
- The Small Community School Initiative began in 2009-10 to provide funding for high school students from small communities to access specialized high school courses.

Education Operations and Development:

- A review of the Education Leadership Program was completed, and recommended changes implemented.
- Student attendance was reported on, along with NWT-wide Functional Grade Level and Alberta Achievement Test Results.

Education, Culture and Employment

- The Aboriginal Student Achievement Initiative was implemented to reduce the gap between Aboriginal and Non- Aboriginal student performance.
- Aboriginal Student Achievement Initiative results were included in the compilation and release of information on Aboriginal student achievement, attendance and graduation rates.

Principal Evaluation Process:

- A working group completed a statement of beliefs and evaluation framework, and identified key elements of a principal's role on which to base performance evaluations.

Directive on Student Assessment, Evaluation and Reporting:

- Work has begun on implementation of the Minister's response to the recommendations of the Review of Student Assessment, Evaluation and Reporting Directive.

Changes to Four Year Plan

- Increased funding to support Aboriginal Student Achievement.

Measures Reporting

	<i>2007/08</i>	<i>2008/09</i>
Number of principals in an evaluation process	15	16
Number of new teachers in mentorship programs	104	78
Number of new curricula, including teacher and student resources, developed	16	10
Number of teachers that have received in-service training in each new curriculum	373	500
Percentage of high school graduates compared with population of 18 year olds (2008/09 School Year)	55%	NA

KEY ACTIVITY 2.3: LIBRARY SERVICES

Description

The Department provides quality library services to all NWT residents to meet their educational, information and recreation needs.

A central library collection is maintained and rotated to libraries across the NWT. In communities without libraries, residents can search the online catalogue on the Public Library Services (PLS) Website and receive materials by mail.

PLS provides the automated library system for the NWT Library Network serving community libraries, the Legislative Assembly Library, Aurora College libraries, the Aurora Research Institute Library and the PWNHC Reference Library.

Professional library staff provide training and technical support to community library staff. Special programs, such as the Summer Reading Club and Canadian Children's Book Week, are also coordinated centrally.

Major Program and Service Initiatives 2010/11

Automated Library Checkout System

- All libraries will receive training and be provided with access to the automated library checkout system.

Labour Market Literacy – Library Enhancements

- Through community partnerships, alternative approaches to support literacy development for out-of-school youth will be developed.
- The Department will develop resources and provide training on delivery of Secondary School Diploma for adults.
- The Department will support literacy partnerships and communities to develop and implement community literacy plans.

Interlibrary loan technology:

- Communication software used by libraries to facilitate loans between NWT libraries will be updated.
- The GNWT collection list with Libraries and Archives Canada will be updated to facilitate loans with other Canadian libraries.

Education, Culture and Employment

Four Year Business Plan Update

Results to Date (as of June 2009)

Automated Library Checkout System

- The Department provided all libraries with access to the online catalogue.
- The Department catalogued the vast majority of all library materials and added these to the online system.
- The Department installed a simplified automated checkout system that is being tested in three libraries.

Labour Market Literacy – Library Enhancements

- Contributions to libraries were increased; most libraries are currently planning for longer opening hours when services resume in September 2009.

Changes to Four Year Plan

- No changes are planned for 2010-11. Details on previous year changes can be found in the 2009-10 Annual Business Plan for the Department of Education, Culture and Employment.

Measures Reporting

	<i>2007/08</i>	<i>2008/09</i>
Number of borrowers (Library Card Holders)	33,448	33,707
Number of items circulated to residents	145,608	143,248
Number of professional/technical services provided to community libraries	14	15
Number of new materials acquired for library collection	21,378	20,109

KEY ACTIVITY 3: ADULT AND POSTSECONDARY EDUCATION

Description

The Department assists NWT adults in acquiring the skills, knowledge and abilities to become more self-reliant and make best use of social and economic opportunities available to them.

College Services: supports Aurora College in the planning, research, development and evaluation of adult and postsecondary programs and services.

Aurora College: delivers, directly or through partnerships, a wide range of training, certificate, and diploma programs relevant to the NWT labour market. Degree programs offered include the Bachelor of Science in Nursing and the Bachelor of Education.

Adult Literacy and Basic Education (ALBE): Aurora College delivers ALBE programming ranging from basic literacy to Grade 12 level courses at Community Learning Centres (CLCs) in smaller communities and at the Aurora, Thebacha and Yellowknife Campuses in regional centres.

Aurora Research Institute: responsible for the licensing and coordination of research in accordance with the *Scientists Act*; continues to support physical and social science research as well as technology innovation.

Major Program and Service Initiatives 2010/11

Aurora College:

- The College will establish a Student Wellness Coordinator, as part of the Student Services Team at Thebacha Campus.
- The College will launch Labour Market and Industrial Training (LMIT) programs developed in partnership with industry and other partners, linked to employment opportunities. Courses will vary from short skill based to longer ones, which would include theory.
- The College will launch a one-year Office Administration Certificate program at Thebacha Campus.
- The Department will increase funding to Aurora College in support of Aboriginal and women apprentices.
- The Department will work with its partner departments to implement a newly developed GNWT Science Agenda.

College Services:

- The Department will implement a communication strategy for apprenticeship and occupational certification programs.

NWT Literacy Strategy:

- The Department and its partners will implement the NWT Literacy Strategy 2008-2018 under the guidance of the Literacy Strategy Advisory Committee.
- The Department will implement the NWT Secondary School Diploma for adults under the guidance of the NWT Prior Learning Assessment and Recognition (PLAR) Evaluation Committee.
- The Department will launch a marketing campaign to inform prospective graduates, employers, educators and the general public about both the Prior Learning Assessment and Recognition (PLAR) process and the adult diploma.

Education, Culture and Employment

Teacher Education Strategy:

- The College will continue to deliver the Community Teacher Education Program in regions across the NWT. This includes delivery of the Aboriginal Language and Culture Instructor Program for school teachers.

Private Vocational Training Initiative:

- The Department will continue to monitor the offerings of private institutions under the guidance of the Private Vocational Training Working Group.

Four Year Business Plan Update

Results to Date (as of June 2009)

College Services:

- In 2009-10, the Department, with Aurora College, is implementing a regular accreditation review schedule to ensure ongoing high quality programs.
- The Department has developed a formal process for future trade program accreditation.

NWT Literacy Strategy:

- The Department and partners in literacy developed the renewed NWT Literacy Strategy 2008-2018 released in October 2008.

Teacher Education Strategy:

- In 2009, the first Bachelor of Education class graduated from Aurora College with a four-year degree completed in the NWT.
- The *Strategy for Teacher Education in the Northwest Territories: 2007-2015 Action Plan* was completed, and priorities set for the period to December 2009.

Changes to Four Year Plan

- Increased funding for enhanced Aurora College Labour Market and Industrial Training.
- Increased funding for a Student Wellness Coordinator at Aurora College.
- Increased funding for the Aurora College Office Administration Certificate Program.
- Increased funding for promotion of the Secondary School Diploma for Adults.

Measures Reporting

<i>Aurora College Programs graduates</i>	<i>2006/07 Academic Year</i>	<i>2007/08 Academic Year</i>
Diploma	28	56
Certificate	58	48
Degree	21	9

<i>Teacher Education Program graduates</i>	<i>2006/07 Academic Year</i>	<i>2007/08 Academic Year</i>
Teacher Education Program (also included above)	16	2
Aboriginal Language and Culture Instructor Program	3	8

<i>NWT Literacy:</i>	<i>2007/08</i>	<i>2008/09</i>
Number of funded literacy projects	39	46
Number participants in Adult Literacy and Basic Education courses	525	NA

KEY ACTIVITY 4: EMPLOYMENT AND LABOUR

Description

The Department provides a variety of programs and services that make it possible for Northerners to develop their careers and find better employment.

Career and Employment Development: provides a range of career service, training and employment programs through partnerships with other governments, Aboriginal organizations, community organizations and industry.

Resource Development: coordinates Departmental policy in relation to the renewable and non-renewable resource sectors.

Apprenticeship, Trades and Occupations: certifies individuals in 42 designated trades and 23 occupations; plans, coordinates, evaluates and maintains certification standards and processes.

Employment Standards Office: provides information to employers and employees on the *Employment Standards Act* and associated regulations; conducts formal investigations and overseas appeals regarding complaints of non-compliance with the *Act*.

Major Program and Service Initiatives 2010/11

Canada-NWT Labour Market Development Agreement (LMDA):

- The Department will review the NWT Labour Market Development Plan: 2002-2007 and develop a new NWT Labour Market Development Framework, Multi-year Plan, Annual Plan and Program Guidelines.
- The Department will coordinate implementation of the Agreement on Internal Trade Labour Mobility Initiatives for the NWT.
- The Department will review the Targeted Initiative for Older Workers Agreement.

Labour Market Agreement

- The Department will continue its work on administering the Labour Market Agreement that has been signed with the Government of Canada

Career and Employment Development:

- The Department will facilitate a Training Initiatives Working Group under the Northern Mining Workforce MOU.
- The Department will develop and post online the NWT Training and Employment Guide.
- The Department will update the NWT Labour Market Review.
- The Department will partner with Mackenzie Gas Project Proponents to develop oil and gas related skills.
- The Department will facilitate a Career LINX conference for career development practitioners.
- The Department will implement a Small Community Youth Employment Supports contribution program to help employers offset the costs of hiring young people in small and remote communities during the summer.

Education, Culture and Employment

Immigration:

- The Department will develop an NWT Immigration Portal.
- The Department will publicize the NWT Nominee program and related information to employers and industry, and process applications to the program.
- The Department will monitor and report on immigration portal and nominee program results.

Apprenticeship, Trades and Occupations:

- The Department will continue to develop program administration policies and guidelines and report on key performance indicators.
- The Department will establish an information website to be used also for administrative purposes. The department will further research the viability of a more comprehensive web-based system for use by apprentices and employers alike.

Employment Standards:

- The Department will continue to promote the *Employment Standards Act* with employers and employees.
- The Department will develop, distribute and promote written information aimed at youth.

Four Year Business Plan Update

Results to Date (as of June 2009)

Canada-NWT Labour Market Development Agreement:

- The Department continued to participate in the Joint Evaluation Committee toward the LMDA Summative Evaluation.

Labour Market Agreement

- The Department signed the new Labour Market Agreement.

Career and Employment Development:

- The Department completed research for the Career Directive Review.
- The Department continued to administer the JobsNorth and National Job Bank (NWT) websites.
- The Department signed the Canada-NWT Targeted Initiative for Older Worker Amending Agreement to engage older workers in addressing ongoing skill shortages.

Immigration:

- The Department established the Canada-NWT Agreement on Provincial Nominees and launched the NWT Nominee Program. The Department held an NWT Nominee Program training workshop and a more general conference as training for Career Development Officers.

Apprenticeship, Trades and Occupations:

- The Aurora College Oil Burner Mechanic Apprenticeship technical training program offered at Thebacha Campus underwent a successful accreditation review.
- The Department researched on programs to increase the participation of Aboriginal residents in apprenticeships.
- The Department awarded Alberta Centennial Scholarships to 25 NWT apprentices and occupational certification candidates.
- The Department participated in the development of a national certification for Underground

Education, Culture and Employment

- Miner, in cooperation with the Mining Industry human Resource Council.
- The Department completed the consultation on changes to the *Apprenticeship, Trade and Occupations Certification (ATOC) Act* and Regulations.
 - Aurora College developed a new Housing Maintainer program to be delivered at Thebacha Campus.
 - The Department negotiated a three-year licensing agreement with Aurora College and Nunavut Arctic College for apprentice access to the Housing Maintainer program.
 - The Department developed procedures for requesting trade or occupational designation.

Employment Standards:

- The Department updated the regulations under the *Employment Standards Act*.

Changes to Four Year Plan

- Increased funding for greater support to women and Aboriginal people in accessing and completing trades training.
- Increased funding for Small Community Summer Employment Supports.

Measures Reporting

<i>Career and Employment Development:</i>	<i>2007/08</i>	<i>2008/09</i>
Number of clients who received training and/or employment supports	1,160	1,089
Percentage of career centre clients who have worked on a career action plan	52%	40%
<i>Apprenticeship, Trades and Occupations:</i>		
Number of workers who receive certification	87	96
Number of trades and occupations reviewed or newly designated	4	2
<i>Employment Standards:</i>		
Number of cases opened with Registrar of Appeals	18	5
Number of inquiries received	1,088	1,917
Number of complaints filed with Employment Standards	114	104

KEY ACTIVITY 5: INCOME SECURITY

Description

The Department administers a range of Income Security programs that provide financial assistance to NWT residents in meeting their basic needs, addressing cost of living issues, encouraging home ownership and ensuring access to basic health, education and legal programs and services for low-income residents, as required.

Income Assistance: provides financial assistance to people ages 19 or over, and their dependents, to meet basic needs for food, shelter, utilities and fuel.

Public Housing Rental Subsidy (PHRS): provides financial assistance to lower income NWT residents living in public housing to assist with the cost of rent.

Student Financial Assistance (SFA): provides financial assistance to NWT residents to help with the cost of obtaining a postsecondary education.

Child Care User Subsidy: provides financial assistance to lower income families to help with child care expenses while they are working or in school.

Senior Home Heating Subsidy: provides financial assistance to lower-income NWT seniors to help with the cost of heating their homes in the winter months.

Major Program and Service Initiatives 2010-11

Income Security Review:

- The Department will implement a program for Persons with Disabilities.
- The Department will conduct customer surveys on SFA and the Senior Home Heating Subsidy.
- The Department will develop an options paper towards designated staff to obtain child maintenance payments for clients, where appropriate.
- The Department will research options for the integration of other GNWT financial support programs under Income Security Programs.
- The Department will implement service management in all communities.

Establishment of ECE Service Centers:

- The Department will continue to increase the number of one-stop ECE Service Centres.

Public Housing Rental Subsidies:

- The Department will update the PHRS Cost of Living allowance.
- The Department will implement the results of the PHRS Review conducted in 2009/10.

Student Financial Assistance:

- The Department will complete an analysis of a potential SFA rate increase and indexing.

Audit Reporting:

- The Department will carry-out follow-up compliance audits in all regions.

Four Year Business Plan Update

Results to Date (as of June 2009)

Income Security Review:

- The Department drafted a service management framework and promotional material on Income Security Programs.
- The Department carried out an analysis of the particular needs of Persons with Disabilities. Persons, in partnership with a working group.
- The Department increased the number of one-stop ECE Service Centres.
- The Department improved service delivery in the DehCho and Sahtu through the addition of two new regional manager positions.
- The Department implemented a new SFA Loan Manager Program.

Senior Home Heating Subsidy:

- The Department reviewed the Senior Home Heating Subsidy Program in spring 2008 and increased income thresholds by \$10,000 from 2008-09.

Public Housing Rental Subsidy:

- The Department published the 2006-07 report on PHRS.
- The Department published a revised PHRS Policy and Procedures Manual.
- The Department along with the Northwest Territories Housing Corporation (NWT HC) initiated a review of the implementation of the PHRS.

Student Financial Assistance:

- The Department published the 2007-08 annual report on SFA.
- ECE staff travelled to four communities to promote the program.

Audit Reporting:

- The Department completed audits on all Income Security programs in the North Slave and Dehcho regions (these audits did not include SFA).

Changes to Four Year Plan

- Increased funding to conduct an NWT Nutritious Food Study and develop an NWT Nutritious Food Action Plan.
- Increased funding to improve the Cost of Living Rent Reduction for Public Housing tenants.

Measures Reporting

	<i>2007/08</i>	<i>2008/09</i>
Number of unique cases on income assistance annually	2,834	2,942
Number of seniors receiving Supplementary Benefits	1,084	1,114
Number of SFA applications approved for full-time funding	1,384	1,385
Number of Public Housing Units subsidized	1,992	2,348
Number of ECE service centres established	3	1
Percentage of cases (individuals and families) that utilized income assistance for more than 15 months over a 60-month period (excludes seniors and persons with disabilities)	16.4%	24.6%

c) Update on Strategic Activities

STRATEGIC INITIATIVE: MAXIMIZING OPPORTUNITIES

1. Action: Improve Skills for Living and Working

1.1 Aurora College Programs

Description

Aurora College programs and services are to be enhanced in the area of

- **Student Wellness Coordinator,**
- **Labour Market and Industrial Training (LMIT), and**
- **Office Administration Certificate Program.**

Together these initiatives will help to ensure that students are supported in their studies and able to make best use of employment opportunities.

Activity to Date

- This is a new initiative scheduled for 2010/11.

Planned Activities – 2010/11 and ongoing

- The College will establish a Student Wellness Coordinator in Thebacha Campus as part of the Student Services Team, to help students lead healthy lifestyles, enable student success, provide student counseling as well as supports for residence life;
- The College will deliver Labour Market and Industrial Training (LMIT) Programs linked to employment designed with industry and partners varying from short skill base courses to longer courses which would include theory and skill based courses that will directly lead students to employment opportunities; and
- The College will deliver a one-year Office Administration Certificate Program at Thebacha Campus, which will help to prepare graduates for employment in aboriginal, government and industry offices.

1.2 Secondary School Diploma for Adults

Description

The NWT Secondary School Diploma is to be launched, which incorporates an Adult Recognition Model that combines academic course credits with Prior Learning Assessment and Recognition (PLAR) credits given for life experience. The Department will put in place supports to assist NWT adults with the application process and documentation of PLAR credits.

Activity to Date

- This is a new initiative scheduled for 2010-11.

Planned Activities – 2010/11

- The College will hold a one-week in-service session for front-line practitioners to ensure supports are in place for NWT adults who apply for the diploma.
- The College will develop a marketing campaign to inform prospective graduates, employers, educators and the general public about PLAR and the adult diploma.

1.3 Labour Market Literacy

Description

Literacy programs for working age youth and adults are to be enhanced so these individuals are helped to access education and employment opportunities in the following areas.

- *Building Community Capacity;*
- *Literacy Partnerships;*
- *Literacy programs for out-of-school youth;* and
- *Adult Secondary School Diploma.*

Funding to Small Community Libraries will be enhanced to allow for longer hours of operation, thereby extending access to reading materials for all, and promoting improved literacy across the lifespan.

Activity to Date

- The Department continued to implement the new Literacy Strategy 2008-18 in collaboration with community partners, using the Literacy Strategy Results-based Management and Accountability Framework (RMAF).
- The Department increased contributions to Aurora College for adult educators.
- The Department Increased contributions to community libraries to increase hours of operation.
- The Department researched and identified methods of providing alternative approaches to support literacy development for out-of-school youth through community partnerships.
- The Department developed resources and provide training to deliver Secondary School Diploma for adults.

Planned Activities – 2010/11

- The Department will provide alternative approaches to support literacy development for out-of-school youth through community partnerships.
- The Department will develop resources and provide training to deliver Secondary School Diploma for adults.
- The Department will continue to support literacy partnerships and communities to develop and implement community literacy plans in 2010-11 and beyond.

Education, Culture and Employment

Trades Related Initiatives:

Description

Trades initiatives being enhanced in several ways:

- 1.4 Additional Support for Apprentices:** Increased support to women and Aboriginal people to assess their interest and skills in trades and occupations and to prepare them for the trades entrance exams required for certification in a trade or occupation.
- 1.5 Enhancing Community Level Delivery of Trades Training:** Expanded access to trades training in the Beaufort-Delta Region through operation of a state-of-the-art, Mobile Trades Training Unit (MTTU) purchased by Aurora College and its partners. The MTTU provides students with hands-on experience in five trade areas - carpentry, electrical, plumbing, welding and mechanical/automotive. The trades are in line with current job opportunities in the NWT mining and oil and gas industries.
- 1.6 Equipment Maintenance:** Increased support to the Aurora College Trades and Technology Program that trains youth in schools, through preparatory trades programs and apprenticeship training. As a result, northern candidates, including the Aboriginal population and women, are more likely to be successful in trades and technical training.
- 1.7 Apprentice Training:** Enhanced apprentice training programs to meet the training needs of growing numbers of apprentices. In this way, a skilled northern workforce will be developed, that is able to meet labour market demands.
- 1.8 Heavy Equipment Operator (HEO) Training:** An instructor position to conduct community-based training in the Dehcho and South Slave Regions.
- 1.9 School Trades Programming:** Enhanced funding and programming for trades education, including development of Apprenticeship Mathematics curriculum and resources.

Activity to Date

- The Department completed an evaluation of the Apprenticeship, Trades and Occupations Program, as well as a review of Aurora College trades programs. Aurora College has been working to implement recommendations.
- Aurora College conducted an assessment of, and regional consultations on the need for Heavy Equipment Operator Training.
- The Department completed research on programs to increase the participation of Aboriginal residents in apprenticeships. The Mobile Trades Training Unit delivered its first training program, an 18-week Introduction to Carpentry Program, in Inuvik. MTTU maintenance and re-tooling were completed and an MTTU Advisory Committee established.

Planned Activities – 2010/11

- The Department will train regional Apprenticeship officers on new support initiatives available to clients.
- The Department will pilot assessment tools, mechanisms and support programs for Trades Programs.
- The Department will implement a communication strategy regarding the supports to women and Aboriginal people available in trades and occupations.
- The Department will enhance funding to Aurora College for supports to Aboriginal and women apprentices.
- The Department will develop a Grade 11 apprenticeship mathematics curriculum.

Planned Activities – 2011/12 and Future Years

- The Department will develop a Grade 12 apprenticeship mathematics curriculum.

2. Action: Promote the NWT as a Place to Visit and Live

2.1 Increased Support for the Arts

Description

Increase support for, and coordination of, individuals, organizations and projects that enhance programs showcasing NWT arts and cultures to northern residents and visitors alike. In this way, individuals will be in a better position to support themselves through a career in the arts; organizations will have the resources necessary to provide more stable, higher quality programs; Northerners will benefit from an improved quality of life; and northern communities will experience greater social cohesion.

Activity to Date

- The Department enhanced all Cultural Contribution Programs.
- The Department established five new contribution programs for Emerging Heritage Centres, Northern Theatre Arts, Northern Literary Arts, Northern Film and Media Arts, and Arts Mentorship.
- The Department developed a Results-based Management Accountability Framework, including financial and narrative reporting requirements, and revised payment directives and application forms.
- The Department coordinated the selection of performing arts delegates for the Vancouver Olympics.

Planned Activities – 2010/11

- The Department will develop client satisfaction survey methodology and instruments; conduct surveys; and report on results, including program outcomes.

Planned Activities – 2011/12 and Future Years

- The Department will conduct a comprehensive evaluation of arts programs.

2.2 Support Immigration

Description

Increase immigration supports by developing and implementing a territorial nominee program and taking an active role in national immigration and refugee protection policies and programs. By expediting the processing of permanent residency for immigrants with sought-after skills and resources, the GNWT will support the targeted needs of NWT employers. The GNWT will also be in a better position to manage the settlement, integration and retention of newcomers already in, or destined for, the NWT.

Activity to Date

- The Department collaborated with the Department of Industry, Tourism and Investment to develop the Nominee Program.
- The Department established the Canada-NWT Agreement on Provincial Nominees and launched the NWT Nominee Program. The Department held NWT Nominee Program training for Career Development Officers.

Planned Activities – 2010/11 and ongoing

- The Department will publicize the NWT Nominee Program and related information to employers and industry, as well as process applications to the program.
- The Department will monitor and report on program results.

2.3 Collections and Exhibits Renewal

Description

To develop and implement a plan to systematically collect museum and archival materials, develop exhibit storylines with Elders and other community experts, and produce museum and online exhibits that represent the cultures and heritage of the NWT. As a result, visitors, students, and the NWT public-at-large will have greater access to NWT collections and heritage information.

Activity to Date

- The Department implemented a five-year Exhibit Renewal Strategy in 2008-09.
- The Department developed two new exhibits in partnership with knowledge experts and communities: 'Pihuaqtiuyugut: We are the long distance walkers' with the Ulukhaktok Languages Committee and the NWT Literacy Council; and 'Through a Gwich'in Lens: James Jerome' virtual photo exhibit with the Gwich'in Social and Cultural Institute.
- The Department developed two new travelling edu-kits, 'Yamoria' and 'Dene Lifeways' to link museum exhibits and collections with the NWT school curriculum.
- The Department is in the process of procuring taxidermy services to obtain mounted animal specimens for exhibits.

Planned Activities – 2010/11

- The Department will continue implementation of the PWNHC Exhibit Renewal Strategy for gallery, online and travelling exhibits in 2010/11 and beyond.
- The Department will establish a website and multimedia position.
- The Department will research needs and opportunities for collecting museum and archives materials. This will involve contracting cultural experts/traditional knowledge holders in various NWT regions and will carry on beyond 2010/11.
- The Department will acquire objects and specimens for dioramas, exhibits and the PWNHC museum collection, as required, to meet exhibition needs.
- The Department will develop a five-year collections acquisition implementation plan, as determined by an analysis of needs and opportunities.

3. Action: Maximize Benefits from Resource Development and Related Initiatives

3.1 MGP Strategic Investment – SEA Training, Permits, SEA Management

3.1.1 Land Use Permits

Description

Fund a Geographic Information Systems (GIS) Officer position and related work on land use and archaeological permit issuance. Under the federal *Northwest Territories Archaeological Sites Regulations*, the GNWT is responsible for the protection and management of archaeological sites in the NWT. The GIS Officer manages NWT GIS-based inventories of heritage resources, traditional land use and geographic names. The position also provides GIS products to facilitate Departmental engagement with land use permit and environmental assessment processes, and ability to fill spatial data requests by proponents, archaeological consultants and/or regulatory agencies.

Activity to Date

- The Department conducted GIS mapping and analysis in response to permit requests.

Planned Activities – 2010/11

- The Department will continue to conduct GIS mapping and analysis in response to permit requests in 2010/11 and beyond.

3.1.2 Training and Coordination

Description

The Department will coordinate all training activities as outlined in the Socio Economic Agreement (SEA) between the GNWT and Mackenzie Gas Project (MGP) operators, following a decision to construct the Mackenzie Gas Pipeline.

STRATEGIC INITIATIVE: REDUCING THE COST OF LIVING

4. Action: Support Individuals and Families

4.1 Next Steps in Income Security Reform

Description

Under continuing implementation of Income Security Reform, greater emphasis is being placed on the coordination of services and a client-focused approach. In this way, programs can be targeted to provide appropriate supports and referrals as and when needed; thereby ensuring the full participation and inclusion of the most vulnerable citizens in society and the labour market.

Activity to Date

- Through ECE Services Centres, the Department established a single point of entry for access to all income support programs in some of the communities.
- The Department increased Income Assistance and other program benefit levels.
- The Department advertised and otherwise promoted changes to Income Security as they occurred.

Planned Activities – 2010/11

- The Department will monitor Income Security Programs in each region.

4.2 Cost of Living Rent reduction

Description

Update the Cost of Living Rent Reduction (COLRR) to accurately reflect the cost of living in the NWT. COLRR is a deduction that offsets the cost of operating a public housing unit by reducing the cost of tenant payable rent.

Activity to Date

- This is a new initiative scheduled for 2010-11.

Planned Activities – 2010/11

- The Department will update the Case Management Administration System (CMAS).
- The Department will update the Public Housing Rental Subsidy (PHRS) policy manual.
- The Department will inform all Client Services Officers of changes to COLRR.
- The Department will inform tenants of the changes to the COLRR.
- The Department will communicate changes to the NWTHC and Local Housing Authorities.

Education, Culture and Employment

Planned Activities – 2011/12 and Future Years

- The Department will implement and review changes to COLRR to determine if a further update is required.

4.3 NWT Nutritious Food

Description

Conduct a participatory food cost study to examine cost and affordability associated with maintaining a nutritious diet in the NWT; and develop a plan to address any gaps.

Activity to Date

- This is a new initiative scheduled for 2010-11.

Planned Activities – 2010/11

- The Department will establish a steering committee with stakeholder representation.
- The Department will develop survey tools and processes, including any required staff training in this area.
- The Department will conduct the survey in communities.
- The Department will analyze data and develop affordability scenarios using additional information, including the cost of basic living expenses (shelter, utilities, transportation, phone, clothing, childcare, etc.) for households on minimum wage, and households receiving income assistance.
- The Department will develop recommendations based on findings.

4.4 Small Community Summer Employment Supports

Description

Provide opportunities for youth in small and remote communities to gain work experience and to acquire the skills that promote self-confidence and thus self-reliance.

Activity to Date

- This is a new initiative scheduled for 2010-11.

Planned Activities – 2010/11

- The Department will implement a contribution program to help employers offset the cost of hiring youth in small remote communities during the summer employment season (April to August) in 2010/11 and ongoing.
- The Department will launch an annual promotion campaign to inform employers and youth of available program supports.

STRATEGIC INITIATIVE: BUILDING OUR FUTURE

5. Action: Expand Programming for Children and Youth

5.1 Aboriginal Student Achievement

Description

Implement several measures to improve Aboriginal student achievement in the K-12 education system. Measures include establishing an Aboriginal Student Achievement (ASA) Coordinator position, piloting activities in education authorities, promotion, and teacher training.

Activity to Date

- This is a new initiative scheduled for 2010-11.

Planned Activities – 2010/11

- The Department will implement Aboriginal Student Achievement pilot projects from 2009-10 in 49 NWT schools.
- The Department will implement a mandatory five-day orientation for all teachers to include local culture and cultural appropriateness, the NWT curriculum, and the NWT health system.
- The Department will develop and launch a promotional campaign so parents can better understand key factors in education, such as the importance of regular, timely attendance.

Planned Activities – 2011/12

- The Department will continue to pilot successful NWT Aboriginal Student Achievement projects in schools.
- As part of its ongoing promotional campaign, the Department will launch a 'role model campaign' highlighting the successes of well educated professional Aboriginal people.
- The Department will ensure a culturally appropriate orientation is offered to all teachers on an ongoing basis.
- The Department will implement any other best practice initiatives in literacy or student achievement, as outlined in research.

Education, Culture and Employment

5.2 Expansion of Early Childhood Development Programs

Description

Expand access to, and improve the quality of, early childhood programs by supporting culturally-relevant programs, training early childhood workers and family literacy coordinators, and improving transitions to Kindergarten and Grade One. In this way, young children can have the best, most culturally appropriate start in life, with resulting positive impacts on their educational, health and social development.

Activity to Date

- The Department funded 21 Language Nests in 2008/09, and 19 in 2009-10, based on applications received.
- The Department researched, reviewed and completed draft amendments to the *NWT Child Day Care Regulations*.
- The Department researched and wrote a handbook for NWT Child Day Care Operators, as a resource guide to the revised *NWT Child Day Care Regulations*.
- The Department provided Early Childhood Environment Rating Scale (ECERS) training to headquarter and regional early childhood consultants.

Planned Activities – 2010/11

- The Department will provide on-site early childhood program services in the Tlicho and Dehcho regions.
- The Department will continue to fund Language Nests on an ongoing basis.

5.3 Community Based Teacher Education Program

Description

Provide community access programs and practicum placements for the Teacher Education Program (TEP); and provide additional personal, professional, cultural and academic learning supports. As a result, TEP enrolment and completion will increase; and Aurora College Teacher Education Program and Aboriginal Language and Cultural Instructor Program (ALCIP) graduates will be better prepared to teach NWT students. Moreover, the number of Aboriginal teachers in the NWT school system will increase.

Activity to Date

- The Department established the community-based TEP and ALCIP Program Head position at the Thebacha Campus in Fort Smith.
- The Department developed curricula in preparation for these new programs.
- The Department developed an online library resource to support community-based learners.
- The Department funded student bursaries and incentives for Divisional Education Councils to offset the cost of practicum placements in remote communities.

Planned Activities – 2010/11

- The College will continue implementation of ALCIP and TEP in NWT communities on a rotational basis in 2010-11 and ongoing.
- The Department will review the Bachelor of Education degree pilot program.
- The Department will continue to offer incentive bursaries to students enrolled in Community-based TEP and ALCIP in 2010-11 and ongoing.
- The Department will continue TEP Strategy funding for each program location in 2010/11 and ongoing.
- The College will continue implementation of the TEP and ALCIP Action Plan and related promotion plan.

5.4 Small Community School Initiative

Description

Provide opportunities for students from small communities to access the high school programs required to fulfill their career and education plans. Education authorities will receive additional funds to assist students in attending schools in regional centres, or alternatively, to jointly hire a specialist teacher provide assistance to students through distance education and by traveling to communities.

Activity to Date

- The Department completed the review of the Aboriginal Language and Cultural Instructor Program (ALCIP) Diploma.

Planned Activities – 2010/11

- The Department will provide funding for high school students from small communities to access specialized high school courses in 2010/11 and ongoing.

STRATEGIC INITIATIVE: REFOCUSING GOVERNMENT

6. Action: Strengthen Service Delivery

6.1 Official Languages Implementation

Description

Enhance and increase support to Aboriginal languages by establishing an annual Aboriginal Language Summer Institute as a foundation for language revitalization activities and to further studies in linguistics, education, and cultural resource development and management.

Activity to Date

- This is a new initiative scheduled for 2010-11.

Planned Activities – 2010/11

- The Department will establish an annual Aboriginal Language Summer Institute in 2010-11 and ongoing.
- The Department will hold an official languages symposium in 2010.
- The Department will establish an administration position to support the Language Institute and support Aboriginal Language Communities that are limited in their abilities to effectively implement their strategic plans.

6.2 Dedicated Internet Delivery System

Description

Build a dedicated Internet delivery system to separate departmental internet traffic from that of the rest of the GNWT. This has become necessary as ECE is the largest Internet bandwidth consumer within the GNWT, requiring an efficient and reliable communications network to carry out comprehensive departmental operations.

Activity to Date

- This is a new initiative scheduled for 2010-11.

Planned Activities – 2010/11

- The Department will purchase and install routers and content filtering systems for each of the five regional centres.

6.3 Support Official Languages

Description

To improve GNWT services in all our Official Languages by developing an implementation plan and piloting Single-Window Service Centres. As a result, and in conjunction with other measures, the GNWT will improve its capacity to deliver the broadest possible array of public services in the official languages while members of the NWT Official Languages communities will have improved access to GNWT public services.

Activity to Date

- A Single Window Service Centre for French is currently being piloted.
- The Department is currently conducting a feasibility study on an Aboriginal Single Window Service Centre.
- The Department completed the development of options to improve the preservation, revitalization and modernization of Aboriginal languages.

Planned Activities – 2010/11

- The Department will pilot one or more Single-Window Service Centre for Aboriginal languages – either one language a year or several languages in a phased approach.
- The Department will host the 15th Annual Ministerial Conference on Canadian Francophonie.
- The Department will hold an official languages symposium in 2010.

Planned Activities – 2011/12 and Future Years

- The Department will evaluate Single-Window Service Centres for Aboriginal languages and revise its implementation plan accordingly.

6.4 Boards and Agencies Reform

Description

To work with stakeholders to identify approaches that encourage greater cooperation and place a greater emphasis on case management. A key goal of this initiative is to promote activities that reduce barriers to service integration, improve service delivery and strengthen accountability structures.

Planned Activities

- The Department will continue to participate in the GNWT board reform initiative toward improving service delivery to NWT residents. This will involve examining barriers to service integration, improving the accountability mechanisms of service delivery boards, and developing further consultation materials to support future discussions on structural options, including a more inclusive approach to future consultation.

d) Overview of Infrastructure Investments

Activity to Date

Deline	Site Remediation - Design
Fort Good Hope	Chief T'selehye School Replacement – Design and Construction
Fort Simpson	Thomas Simpson and Bompas Elementary School Boiler - Design
Fort Simpson	Dehcho Complex Office/Hall - Construction
Gamètì	Jean Wetrade School Addition - Construction
Hay River	Diamond Jenness School Renovation – Planning and Design
Hay River	École Boréale Modular Classroom Addition – Design and Construction
Hay River Reserve	Chief Sunrise Sprinkler Upgrade – Design and Construction
Inuvik	Sir Alexander Mackenzie and Samuel Hearne Secondary School Replacement – Design and Construction
Inuvik	Aurora College Building Demolition and Site Remediation – Construction
Inuvik	Aurora College Storage Replacement – Design and Construction
Inuvik	Breynat Hall Upgrade - Construction
Inuvik	Western Arctic Research Centre – Planning and Design
N'dilo	Kalemi Dene School Replacement - Construction
Tuktoyaktuk	Mangilaluk School Fuel Tank Site Remediation - Construction
Yellowknife	École St. Joseph Renovation – Design and Construction
Yellowknife	Lahm Ridge Tower Office Minor Renovations – Construction
Yellowknife	Mildred Hall Upgrade - Construction
Yellowknife	Prince of Wales Northern Heritage Centre (PWNHC) Gallery Redevelopment – Construction
Yellowknife	PWNHC Gallery Lighting Systems - Install
Yellowknife	William McDonald Roof Repair – Design and Construction

Planned Activities – 2010/11

Colville Lake	Colville Lake Domestic Water Distribution – Design and Construction
Fort Good Hope	Chief T'selehye School Replacement – Construction
Fort Smith	Mount Aven Fire Alarm Panel – Design and Construction
Hay River	Diamond Jenness School Renovation – Design and Construction
Hay River	Harry Camsell Gymnasium flooring - Construction
Inuvik	Sir Alexander Mackenzie and Samuel Hearne Secondary School Replacement – Construction
Inuvik	Western Arctic Research Centre – Construction
Inuvik	Western Arctic Research Centre FF&E – Supply and Install
Norman Wells	Mackenzie Mountain School – Security Upgrades
Norman Wells	Mackenzie Mountain School – Fire Alarm Panel Upgrades
Territorial	Case Management Administration System (CMAS) Enhancements
Trout Lake	Charles Tetcho School Upgrades – Fire Sprinkler System
Trout Lake	Charles Tetcho School Upgrades – Interior Works
Lutselk'e	Community Learning Centre
Hay River Reserve	Community Learning Centre
Tsiigehtchic	Community Learning Centre
Various	High School Career and Technology Studies
Various	Capital Infrastructure for Community Museum

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Various	Capital Infrastructure for Community Libraries
Various	Capital Infrastructure for Colleges
Yellowknife	École St. Joseph Renovation – Construction

Planned Activities – 2011/12

Fort Good Hope	Chief T'selehye School Replacement – Construction
Hay River	Diamond Jenness School Renovation – Construction
Inuvik	Sir Alexander Mackenzie and Samuel Hearne Secondary School Replacement – Construction
Territorial	Case Management Administration System (CMAS) Enhancements
Various	High School Career and Technology Studies
Various	Capital Infrastructure for Community Museum
Various	Capital Infrastructure for Community Libraries
Various	Capital Infrastructure for Colleges
Yellowknife	École St. Joseph Renovation – Construction

e) Legislative Initiatives

Activity to Date

An Act to Amend the Apprenticeship, Trade and Occupations Certification Act

The proposed Bill will modernize the *Apprenticeship, Trade and Occupations Certification Act*, and implement changes to the statutory framework for apprenticeship, trade and occupations certification as proposed in the Apprenticeship and Occupations Certification Review. It is intended that this Bill be introduced in 2010/11.

An Act to Amend the Social Assistance Act

The proposed Bill will provide mechanisms for first level appeals of decisions made under the *Act* to either a community appeal committee or an administrative review group comprised of employees designated by the Minister. The Bill will also incorporate a provision to limit the jurisdiction of an appeal committee, the administrative review group and the Social Assistance Appeal Board to consider issues arising under the *Canadian Charter of Rights and Freedoms*. It is intended that this Bill be introduced in 2010/11.

Planned Activities – 2010/11 and 2011/12

The Department has no major legislative projects planned for 2010/11. Nonetheless, as ECE regularly reviews its legislation, some amendments may further be required.

f) Human Resource Overview

Overall Human Resource Statistics

Department

All Employees

	2009	%	2008	%	2007	%	2006	%
Total	208	100	215	100	210	100	197	100
Indigenous Employees	108	52	113	53	105	50	100	51
Aboriginal	79	38	81	38	72	34	63	32
Non-Aboriginal	29	14	32	15	33	16	37	19
Non-Indigenous Employees	100	48	102	47	105	50	97	49

Note: Information as of March 31 each year.

Senior Management Employees

	2009	%	2008	%	2007	%	2006	%
Total	15	100	16	100	14	100	16	100
Indigenous Employees	7	47	8	50	7	50	9	56
Aboriginal	5	34	6	37	6	43	5	31
Non-Aboriginal	2	13	2	13	1	7	4	25
Non-Indigenous Employees	8	53	8	50	7	50	7	44
Male	5	33	5	31	5	36	8	50
Female	10	67	11	69	9	64	8	50

Note: Information as of March 31 each year.

Non-Traditional Occupations

	2009	%	2008	%	2007	%	2006	%
Total	4	100	9	100	10	100	9	100
Female	1	25	6	67	6	60	3	33
Male	3	75	3	33	4	40	6	67

Note: Information as of March 31 each year.

Employees with Disabilities

	2009	%	2008	%	2007	%	2006	%
Total	208	100	215	100	210	100	197	100
Employees with disabilities	1	1	1	1	0	0	0	0
Other	207	99	214	99	210	100	197	100

Note: Information as of March 31 each year.

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Aurora College

All Employees

	2009	%	2008	%	2007	%	2006	%
Total	210	100	225	100	210	100	199	100
Indigenous Employees	77	37	82	36	71	34	66	33
Aboriginal	64	31	70	31	64	30	59	30
Non-Aboriginal	13	6	12	5	7	4	7	3
Non-Indigenous Employees	133	63	143	64	139	66	133	67

Note: Information as of March 31 each year.

Senior Management Employees

	2009	%	2008	%	2007	%	2006	%
Total	8	100	7	100	6	100	6	100
Indigenous Employees	1	13	1	14	1	17	1	17
Aboriginal	1	13	1	14	1	17	1	17
Non-Aboriginal	0	0	0	0	0	0	0	0
Non-Indigenous Employees	7	87	6	86	5	83	5	83
Male	3	38	3	43	2	33	1	17
Female	5	62	4	57	4	67	5	83

Note: Information as of March 31 each year.

Non-Traditional Occupations

	2009	%	2008	%	2007	%	2006	%
Total	11	100	9	100	9	100	5	100
Female	2	18	2	22	1	11	0	0
Male	9	82	7	78	8	89	5	100

Note: Information as of March 31 each year.

Employees with Disabilities

	2009	%	2008	%	2007	%	2006	%
Total	210	100	225	100	210	100	199	100
Employees with Disabilities	1	1	0	0	0	0	0	0
Other	209	99	225	100	210	100	199	100

Note: Information provided is as of March 31 each year.

Education Authorities

All Employees

	2009	%	2008	%	2007	%	2006	%
Total	772	100	793	100	749	100	715	100
Indigenous Employees	286	37	282	36	280	37	272	38
Aboriginal	260	34	256	33	253	34	242	34
Non-Aboriginal	26	3	26	3	27	3	30	4
Non-Indigenous Employees	486	63	511	64	469	63	443	62

Note: Information as of March 31 each year.

Senior Management Employees

	2009	%	2008	%	2007	%	2006	%
Total	7	100	4	100	6	100	6	100
Indigenous Employees	1	14	1	25	2	33	2	33
Aboriginal	1	14	1	25	2	33	2	33
Non-Aboriginal	0	0	0	0	0	0	0	0
Non-Indigenous Employees	6	86	3	75	4	67	4	67
Male	4	57	2	50	4	67	4	67
Female	3	43	2	50	2	33	2	33

Note: Information as of March 31 each year.

Non-Traditional Occupations

	2009	%	2008	%	2007	%	2006	%
Total	4	100	5	100	4	100	41	100
Female	1	25	0	0	0	0	12	29
Male	3	75	5	100	4	100	29	71

Note: Information as of March 31 each year.

Employees with Disabilities

	2009	%	2008	%	2007	%	2006	%
Total	772	100	793	100	749	100	715	100
Employees with Disabilities	0	0	0	0	0	0	0	0
Other	772	100	793	100	749	100	715	100

Note: Information as of March 31 each year.

* Excludes Yellowknife Education Authorities.

Education, Culture and Employment

Position Reconciliation

The information below differs from the employee information on the preceding page. Employee information reflects actual employees on March 31 of each year, while the information below reflects position expenditures approved through the annual budget process.

Active Positions

Summary:

	2009-10 Main Estimates	Change	2010-11 Business Plan
Total	209	6	215
Indeterminate full-time	184	6	190
Indeterminate part-time	25	-	25
Seasonal	-	-	-

Adjustments During the Year:

<u>Position</u>	<u>Community</u>	<u>Region</u>	<u>Added/ Deleted</u>	<u>Explanation</u>
Assistant Curator	Yellowknife	HQ	Added	2010/11 Strategic Initiative
Website and Multimedia Coordinator	Yellowknife	HQ	Added	2010/11 Strategic Initiative
Aboriginal Student Achievement Coordinator	Yellowknife	HQ	Added	2010/11 Strategic Initiative
Administrative Officer, Aboriginal Languages	Yellowknife	HQ	Added	2010/11 Strategic Initiative
SFA Loan Officer	Yellowknife	HQ	Added	2010/11 Forced Growth
Coordinator, AAT's	Yellowknife	HQ	Added	2010/11 Forced Growth

Other Positions

The above position summary excludes approximately 14 Vote 4/5 positions staffed under the Labour Market Development Agreement.

Other Human Resource Information

One of the stated priorities of the Legislative Assembly is to “improve human resource management within the GNWT.” To address this priority, a ten-year NWT Public Service Strategic Plan, *20/20: A Brilliant North* and accompanying three-year Action Plan were developed and tabled in the Legislative Assembly on June 4, 2009. The Strategic Plan outlines specific actions to address the goal to both promote Affirmative Action throughout the GNWT and to develop Human Resource Plans for each department.

The three-year Action Plan includes the development of a framework for departmental plans to be developed by August 31, 2010. It would be expected that departments could complete their HR Plans by the end of 2010-11 and these would be incorporated into subsequent business plans. The creation of these plans will ensure a consistent and coordinated approach across government, providing equitable opportunities for all staff.

Summer Students				
Total Students	Indigenous Employees (Aboriginal + Non Aboriginal)	Indigenous Aboriginal	Indigenous Non- Aboriginal	Non-Indigenous
16	15	6	9	1

Interns				
Total Interns	Indigenous Employees (Aboriginal + Non Aboriginal)	Indigenous Aboriginal	Indigenous Non- Aboriginal	Non-Indigenous
3	3	0	3	0

Transfer Assignments				
Total Transfer Assignments	Indigenous Employees (Aboriginal + Non Aboriginal)	Indigenous Aboriginal	Indigenous Non- Aboriginal	Non-Indigenous
19	10	9	1	9

Activities Associated with Staff Training and Development

Professional Development

In line with its strategy to develop and maintain a skilled, productive public service that represents the people it serves, the Department promotes training and leadership opportunities including:

- Association of Canadian Archivists professional development workshops;
- Senior Managers Development Program;
- GNWT Leadership Program Training;
- Negotiating Skills Training Certificate;
- Certificate in Inclusive Education;
- Adult Education Diploma;
- Prior Learning Assessment Recognition (PLAR) Foundation Courses; and
- Apprenticeship and Occupational Certification and Career Development Officer training.

Education, Culture and Employment

In addition, Department staff participate in a number of workshops and conferences annually.

Group training

Culture and Heritage:

PWNHC staff have developed edu-kits and online heritage resources workshops to teachers across the NWT

Culture and Heritage staff participated in professional development training as follows:

- Association of Canadian Archivists professional development workshops;
- Database Orientation at the Northern Archives Symposium;
- A workshop on archiving emails;
- A workshop on developing decision instruments;
- First Aid defibrillator training;
- Participation in a World Gone Digital international symposium.

Official Languages

Staff participated in the GNWT Middle Managers' Development Program, and French translation courses at the federal Translation Bureau.

Library Services

Library Services provides training and assistance to all community library staff as support in carrying out their duties. One-on-one training of community library managers occurs during site visits, with each community library being visited at least once every three years. New employees in a community are trained within a year.

A two-day workshop/meeting for all library managers was held in Yellowknife as training and to promote networking among community libraries. Library Services also continues to offer in-service training on the Electronic Student Information System (eSIS).

K-12 Education:

The Education Leadership Program is offered for about 10 days each summer. The program consists of two summer sessions in consecutive years with a project to be completed during the year. The program is a requirement for all school principals employed in the NWT but may also be taken by other educators. In-service training sessions on eSIS are also offered on an ongoing basis.

The Teacher Induction Program is offered to both new teachers and teachers new to the North. Workshops are held for new teachers and their teacher mentors at the beginning of the school year. Mentorship pairs then meet once a month during the school year so the experienced teacher can assist the new teacher on a professional level, as well as in their social and cultural adaptation to the North.

A number of small and large scale in-service training workshops were delivered to all NWT teachers. Additionally there were workshops held for Teaching Learning Centers Coordinators. In addition, planning sessions will be held with the NWTTA for a culturally appropriate orientation for all new teachers in the NWT.

Adult and Postsecondary Education:

The Department held professional development workshops on several change management topics were held for Aurora College and non-government organization instructors.

Income Security:

The Department provided ongoing statutory and professional development training to Client Services Officer. Customer service training was provided more to all Income Security Program d staff on an ongoing basis. The Department also offers training for summer students and for members of the various appeal boards, committees and internal review groups.

g) Information System & Management Overview

Overview

Information Systems support the use of Information Systems Technology by the Department and education authorities. The Department has increased staff efficiency and effectiveness through systems that streamline the adjudication process for income support and other program clients. Information Systems has improved the accuracy, accessibility and timeliness of information on which to base decisions.

The Department is committed to improving access to public program information through the expansion of online services to teachers, students and the general public. Over the course of the next several years, applicants for programs such as Apprenticeship will not only be able to apply online, but will also be able to track their progress in their chosen field through a web access system.

The Department plans one year ahead for small projects, and two years ahead for major projects, which typically involve capital funding. Major projects are driven by changes to the Departmental business plan.

Major Department Systems:

- The Case Management Administration System (CMAS) contains a broad array of administrative and program-specific modules, including:
 - Common Client Registry, Security, Payment Processing and Administration;
 - Child Day Care Services (Operations and Licensing);
 - Student Records (K-12);
 - Teacher Certification;
 - Career Development and Counselling;
 - Contracts
 - Apprenticeship;
 - Occupational Certification;
 - Student Financial Assistance;
 - Child Care User Subsidy;
 - Income Assistance;
 - Public Housing Rental Subsidy;
 - My Account maintenance (web access for clients and staff)
 - Seniors Fuel Subsidy; and
 - Seniors Supplementary Benefits.
- The electronic School Information System (eSIS) tracks basic demographics, schools, courses and attendance of approximately 9,000 students in the NWT.
- The Student Loans System tracks the repayment of loans by approximately 2,300 students.
- The North of 60 Learnnet email system provides email and email synchronization services to education authorities.

Education, Culture and Employment

- Web and Sharepoint sites, including the interactive 'My Account' site that allows students to apply for Student Financial Assistance (SFA), check their status, check loan repayment balances, and view their NWT school records all online.
- The JobsNorth system provides an online labour service exchange where employers can post jobs and potential employees can apply for them.
- The Labour Market Information System (LIMS) maintains information on pay levels in the NWT.
- Many other smaller information systems.

Planned Activities – 2010-11

- The Department will develop additional interfaces in CMAS for contract and purchasing to interface with the new PeopleSoft Financial system.
- The Department will continue implementation of the online Apprenticeship program application process.
- The Department will develop CMAS so electronic copies of documents can be stored therein, which would be attached to cases and clients to improve efficiency and facilitate verification.
- The Department will rewrite the Labour Market Information System (LIMS) as a module in CMAS, to make best use of the shared information in the system and the improved reporting capabilities within CMAS.
- A new audit module would allow the compliance group to take “snap shots” of client information prior to the review.
- The Department will develop and implement an inter-library loan system for the NWT Library Network.

Planned Activities - 2011-12

- The Department will integrate Employment Standards information into CMAS.

4. FUTURE STRATEGIC DIRECTION FOR THE DEPARTMENT

The Department of Education, Culture and Employment is currently mid-stride through its third Strategic Plan *Building on our Success*. This plan provides a framework for our activities from 2005 to 2015 and sets out a series of goals that reflect, not only the concerns of the people of the Northwest Territories but also the priorities and goals of the 16th Legislative Assembly.

The plan sets out five broad results-based goals we plan to reach by 2015 as well as three objectives per goal.

Pride in our culture

1. Preservation and knowledge of our heritage
2. Promotion of the arts
3. Support and promote our official languages

Education of Children and Youth

1. A strong foundation for learning
2. Students achieving their potential
3. A results-based education system

Education of Adults

1. Access and choice for adult learners
2. A responsive college
3. An integrated adult learning network

A skilled and Productive Work Environment

1. Northerners making informed career choices
2. A skilled workforce
3. A productive work environment

People Participating Fully in Society

1. An integrated system of program supports
2. A comprehensive system of financial supports
3. A responsive income security system

The purpose and goals outlined in the Strategic Plan align with the Departments vision of Northern people leading fulfilled lives and contributing to a strong and prosperous society. It is this vision that remains the driving force behind this Strategic Plan and the direction we have set for our Department. To ensure that we are achieving what we set out to do, a series of Priorities and Actions have been defined as well as indicators to measure our success and how responsive we are to the needs of Northerners.

More information on this Plan and the significant accomplishments that have been achieved in each of the five program goal areas can be found in the Department of Education, Culture and Employment's *Building on our Success - Strategic Plan 2005-2015* and *Building on our Success - Strategic Plan 2005-2015 Progress Report as of March 31, 2007*.