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Building *Nunavut* Together
Nunavut liuqatigiingniq
Bâtir le *Nunavut* ensemble

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Department of Family Services
Qatan'ngutiqatigiiliqiyit
Ministère des Services à la famille

Occupational Demand in the Nunavut Mining Sector: Developing the Labour Force

Nunavut Mining Symposium
April 8, 2014
John MacDonald

Topics

- The “Career Development” Mandate
- What we offer...
- The skills gap in Nunavut
- Potential Solutions
- Our System
- Questions?



Our Mandate

Research, develop and implement a coordinated plan for career and labour market training programs that meet the needs of Nunavut residents.

- Increasingly this means gaining access to more useful labour market information (LMI).
- It also means alignment of employer needs with education and training.

What we offer...

Labour market information is any information that describes the labour market and its operation. It includes a wide range of information related to the conditions and activities in the labour market, and is available in many forms, from statistics and reports, to trend analysis and guidebooks.

One of our key objectives this year is to take available LMI, combine it with what employers are telling us and turning that into information that the Nunavut public can consume.

Examples: Occupational Profiles, Communications campaigns



What we offer...

We either directly via our front line staff located in Nunavut communities, or in partnership with third parties, offer **Active Labour Market Interventions**. These are:

- Individual client supports such as employment services
- Employer wage subsidies
- Support for individual training and development
- Support for firms to develop training programs
- Apprenticeship registrations and accreditations
- Student financial assistance (post-secondary education)



The Core HR Issue in Nunavut

Nunavut, like other parts of the country has a problem in that we have a skills shortage. Despite having a growing, young population we do not yet have the skills necessary for many of the jobs that are becoming available.

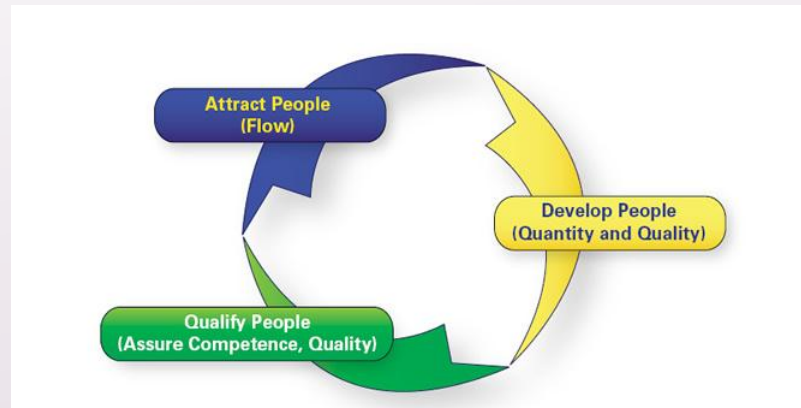
Our labour market supply cannot currently meet the demand.



The Core HR Issue in Nunavut

While this problem is not unique, it is serious and it is often referred to as the “skills gap.”

It is this skills gap that we as a division, department, and now with our new mandate, government are keenly interested in addressing.



Potential Solutions

- Skills development for existing or potential employees – *Adult Learning and Training Supports* and potentially the *Canada Job Grant*.
- Work readiness programs for individuals needing preparation for the labour market – *Targeted Training Initiatives*
- On the job training through *apprenticeship*

Potential Solutions

- Labour Market Partnerships – Conducting sector and occupational studies to better understand and project labour market requirements. A good example of this is BC's Mining Industry Workforce Intelligence Network (MIWIN).
- Work with institutions and secondary schools to better prepare individuals for employment and to align education and training with actual labour market needs.

Our System

We direct deliver Employment Assistance Services (EAS) in order to provide clients with current employment information and to help them apply for jobs.

This often results in clients accessing one of the labour market programs highlighted above.

We maintain a database on our clients and conduct over 1000 funded interventions per year across our various programs.





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Canada

Application A EMPLOYMENT ASSISTANCE SERVICES APPLICATION

A - PERSONAL INFORMATION

Last Name			First Name		
<input type="text"/>			<input type="text"/>		
Middle Name(s)			Gender <input type="checkbox"/> M <input type="checkbox"/> F		
<input type="text"/>					
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Social Insurance Number			Health Card Number		Date of Birth (YY-MM-DD)
Current Marital Status		Inuit Land Claims Beneficiary		Citizenship	
<input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Common Law (Living together for 12 continuous months)		<input type="checkbox"/> Yes <input type="checkbox"/> No Card number: <input type="text"/>		<input type="checkbox"/> Canadian Citizen <input type="checkbox"/> Permanent Resident <input type="checkbox"/> Other (Explain): <input type="text"/>	
Language(s) spoken: <input type="checkbox"/> English <input type="checkbox"/> French <input type="checkbox"/> Inuktitut <input type="checkbox"/> Innuinaqtun <input type="checkbox"/> Other: <input type="text"/>					
Language(s) written: <input type="checkbox"/> English <input type="checkbox"/> French <input type="checkbox"/> Inuktitut <input type="checkbox"/> Innuinaqtun <input type="checkbox"/> Other: <input type="text"/>					

B - CONTACT INFORMATION

Mailing Address

Questions?



05/11/13