



# Skills and Workforce Development

NWT Housing Forum  
*Symposium 2025*

Government of  
Northwest Territories

# Presentation Overview

- ECE Labour Development and Standards
  - What we are and what we do
- Labour Market Programs
  - Programs for Organizations
  - Programs for Employers
- Apprenticeship, Trades and Occupation Certification
  - Trades and Occupations Wage Subsidy Program
  - Schools North Apprenticeship Program



# ECE Labour Development and Standards

- Provide supports to:
  - assist people in accessing education, training and skills development programming
  - assist employers with accessing and training the workers they need
  - assist organizations in providing training, skills development and work experience opportunities to NWT residents



# ECE Labour Development and Standards

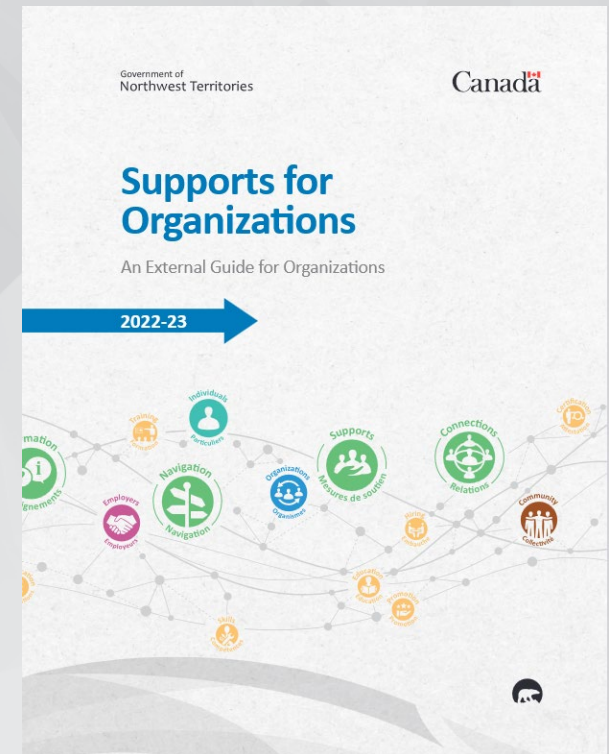
- Deliver programming, supports and services through ECE Regional Service Centres
- ECE does not own or deliver training
  - provide financial supports to support the delivery of training and facilitate access to training from organizations and third parties we assess and validate
- Supports are accessed by application or through submission of proposals to ECE Regional Service Centres



# Labour Market Programs

## Programs for Organizations

- Community Training Partnerships
- Job Creation Partnership
- Strategic Workforce Initiatives

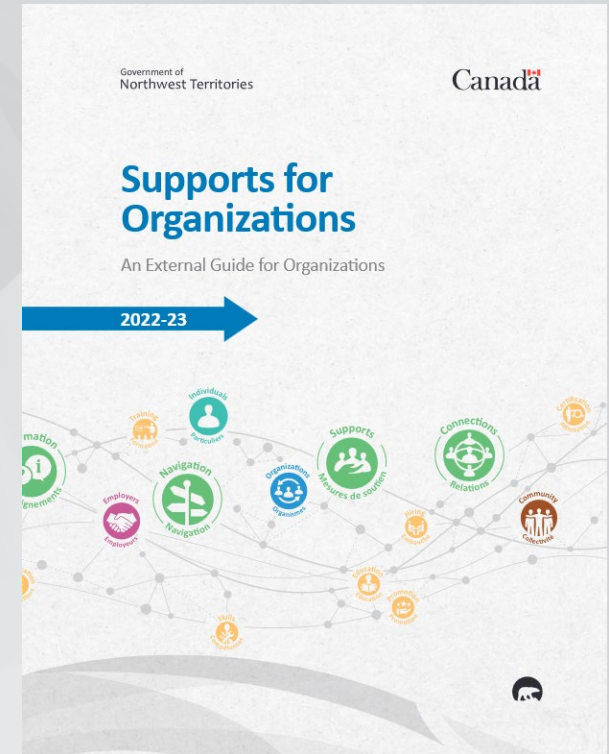




# Labour Market Programs - Organizations

## Eligible Partners:

- Registered businesses
- Industry or employee associations
- Local housing authorities
- Indigenous organizations
- Indigenous, municipal or local governments
- Non-governmental organizations
- Crown Corporations
- Postsecondary institutions
- Community and special interest groups
- Boards and agencies

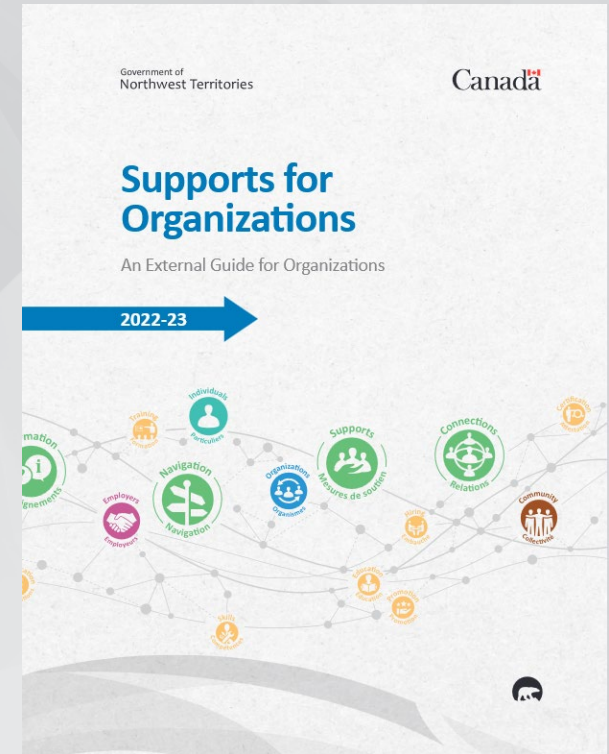


# Labour Market Programs - Organizations

## Community Training Partnerships

### Objectives:

- provide training and skills development opportunities to improve the employment prospects of participants
- provide support for third-party organizations to deliver community and regional activities aimed at increased skills development



# Labour Market Programs - Organizations

## Community Training Partnerships

- **Available Funding:**
  - No maximum allowable funding
- **Deadline to Apply:**
  - No deadline
- **Funding may support:**
  - Wages for Supervisors
  - Project overhead costs
  - Supplies
  - Equipment rentals
  - Licence fees
  - Administrative costs
  - Tuition or course costs
- **Funding Duration:**
  - Up to 26 weeks
- **Eligible Activities:**
  - Literacy and numeracy
  - Upgrading
  - Workplace essential skills
  - Life skills
  - Employment readiness programs
  - Pre-employment training courses
  - Skill-specific training programs



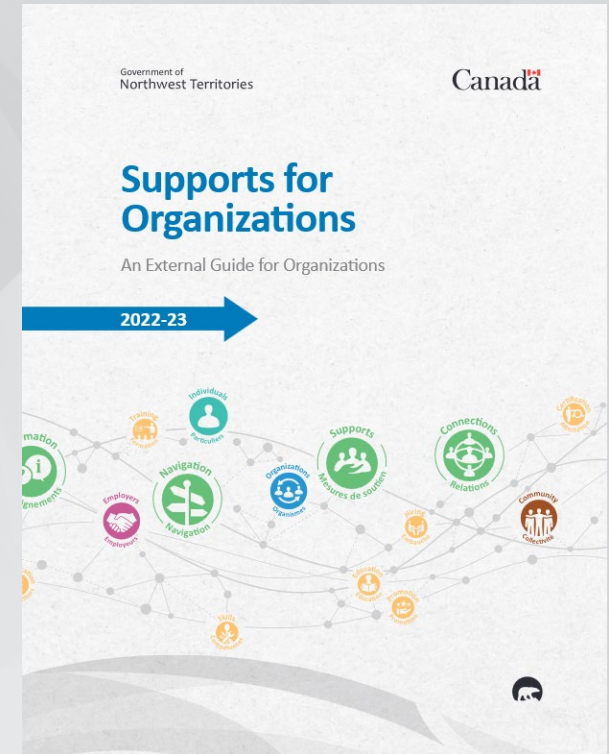


# Labour Market Programs - Organizations

## Job Creation Partnership

### Objectives:

- provide work experience opportunities to improve employment prospects of participants
- provide support for third-party organizations to deliver community and regional activities that either include a work experience component, or have a guarantee of employment at the end of the project



# Labour Market Programs - Organizations

## Job Creation Partnership

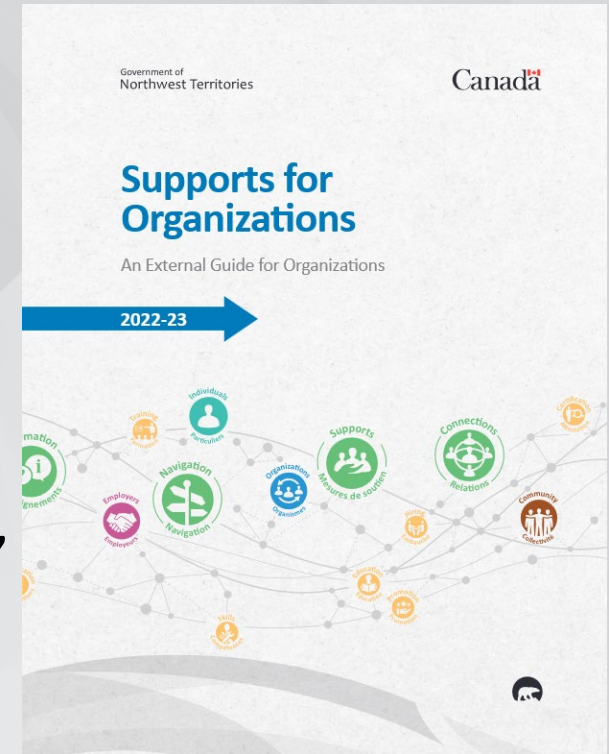
- **Available Funding:**
  - No maximum allowable funding
- **Deadline to Apply:**
  - No deadline
- **Funding may support:**
  - Wages for Supervisors
  - Project overhead costs
  - Supplies
  - Equipment rentals
  - Licence fees
  - Administrative costs
  - Tuition or course costs
- **Funding Duration:**
  - Up to 52 weeks
- **Eligible Activities:**
  - Literacy and numeracy
  - Upgrading
  - Workplace essential skills
  - Life skills
  - Employment readiness programs
  - Pre-employment training courses
  - Skill-specific training programs



# Labour Market Programs - Organizations

## Job Creation Partnership

- A minimum of two (2) community partners; and
- Each partner must represent a different community component (such as an Indigenous Government or Organization, municipality, employer, etc.).

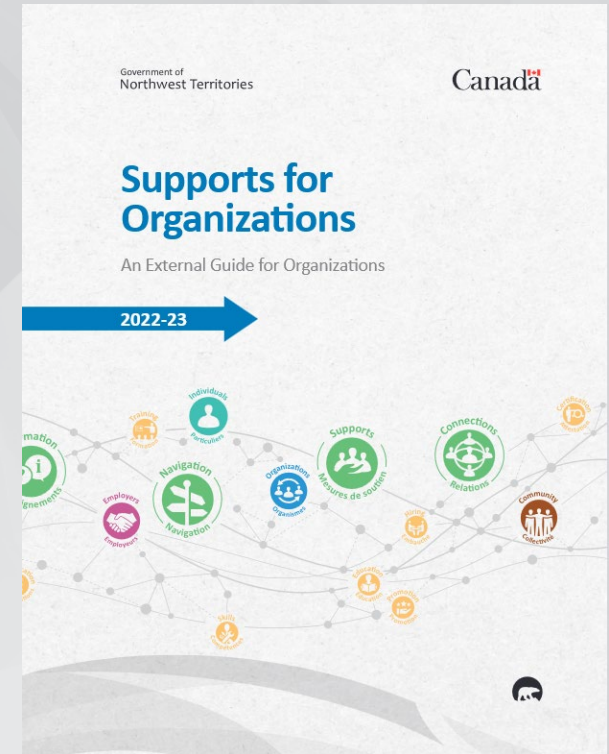


# Labour Market Programs - Organizations

## Strategic Workforce Initiatives

### Objectives:

- support organizations with labour market activities that promote labour force development, workforce adjustments, and human resources planning
- Activities must address a community labour market need and may include identifying economic trends, creating strategies, and initiating projects to develop a responsive local labour force



# Labour Market Programs - Organizations

## Strategic Workforce Initiatives

- Available Funding:
  - No maximum allowable funding
- Deadline to Apply:
  - No deadline
- Funding may support:
  - Wages for Supervisors
  - Project overhead costs
  - Supplies
  - Equipment rentals
  - Licence fees
  - Administrative costs
  - Tuition or course costs





# Labour Market Programs - Organizations

## Strategic Workforce Initiatives

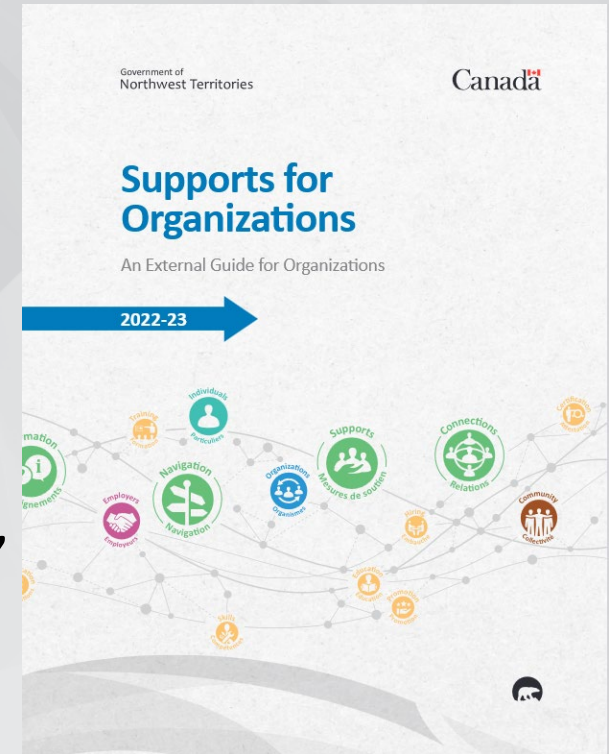
- Eligible Activities:
  - Research: Research projects that analyze potential training and employment opportunities, and/or track and assess the community labour market.
  - Development of strategic plans: Development of plans to address community economic and employment issues.
  - Promotion: Projects that market new programs and services, or promote employment supports to employers and unemployed individuals.
  - Communications: Projects that share best practices or are intended to initiate discussion regarding community challenges and opportunities.
  - Coordination of workforce adjustment: Projects that help businesses set up support mechanisms to assist employees who are at risk of losing their jobs, including human resource planning and coordination, skills training inventory or needs assessment and related development activities, and occupational standards.



# Labour Market Programs - Organizations

## Strategic Workforce Initiatives

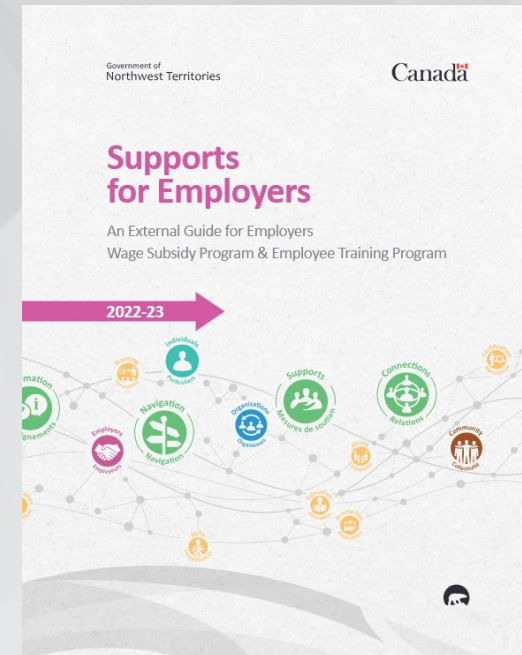
- A minimum of two (2) community partners; and
- Each partner must represent a different community component (such as an Indigenous Government or Organization, municipality, employer, etc.).



# Labour Market Programs - Employers

## Programs for Employers

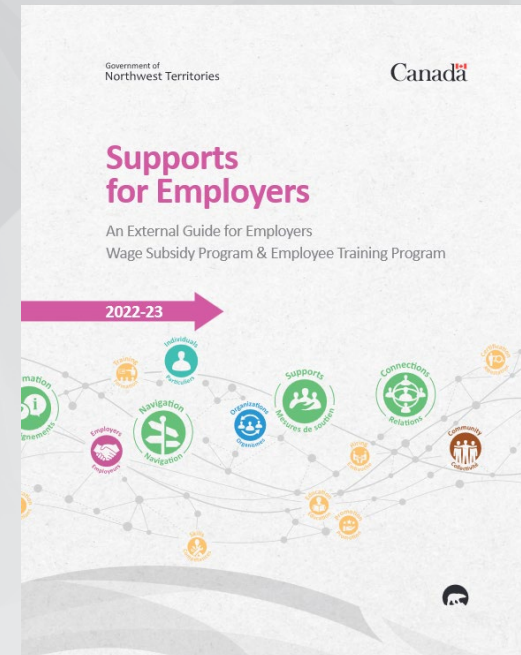
- Wage Subsidy Program
- Employee Training Program



# Labour Market Programs - Employers

## Eligible Partners:

- Registered businesses
- Industry associations
- Local housing authorities
- Non-governmental organizations
- Indigenous organizations, and
- Indigenous, municipal or local governments

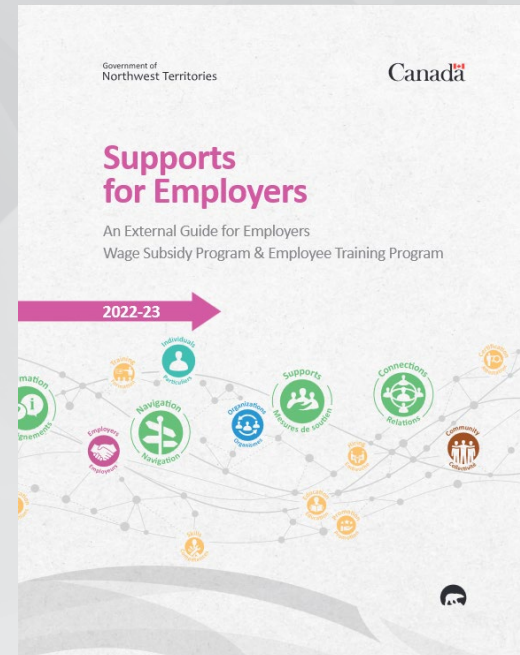


# Labour Market Programs - Employers

## Wage Subsidy Program

### Objectives:

- Provide opportunities for NWT residents to gain work experience and increase workplace essential skills
- Encourage employers to hire NWT residents with minimal work experience and education by offsetting the costs of hiring and training





# Labour Market Programs - Employers

## Wage Subsidy Program

- **Available Funding:**
  - Up to \$30,000 in wage subsidies
  - Up to \$500 for special equipment
- **Deadline to Apply:**
  - No deadline to apply, but
  - Employers must apply within three months of the individual starting the position for which a wage subsidy is sought
  - Application-based
- **Funding Duration:**
  - Up to 52 weeks
- **Other Considerations:**
  - Employers must contribute a minimum of 20% toward the wages of each employee over and above the subsidy.
  - The maximum wage subsidy rate will not exceed current NWT minimum wage rate.
  - Jobs must be a minimum of 30 hours per week (part-time and summer student positions are not eligible)
  - Seasonal positions can be considered

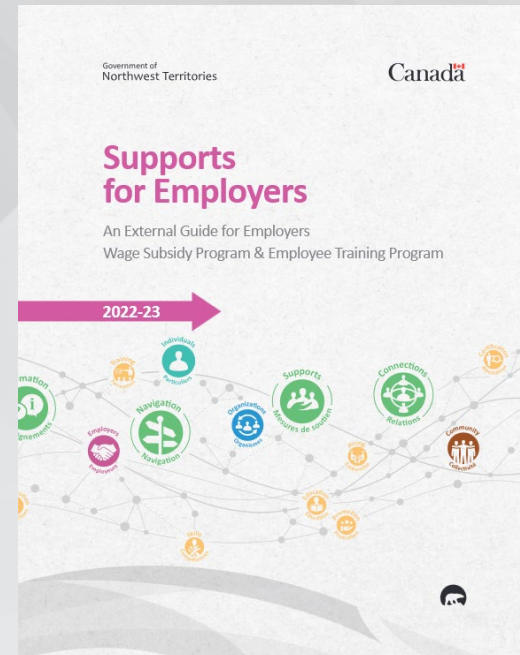


# Labour Market Programs - Employers

## Employee Training Program

### Objectives:

- Provide funding to employers to offset the cost of training employees
- support individuals who are under-employed, or employed and in need of training to maintain or move to a different or better job.



# Labour Market Programs - Employers

## Employee Training Program

- **Available Funding:**
  - Up to \$13,000, per individual client
- **Deadline to Apply:**
  - No deadline to apply
  - Application-based
  - Employers must apply within three months of the individual starting the position for which financial support is sought
  - Requires an Employee Development Plan and information on the trainer and the training to be supported.
- **Funding Duration:**
  - Up to 52 weeks
- **Eligible activities:**
  - Essential skills training
  - Technical training courses (excl. apprenticeship)
  - Business training
  - Management and leadership training
  - Short-term certificate training



# Labour Market Programs - Employers

## Employee Training Program

- Funding may support:
  - Tuition (course costs)
  - Books
  - Course materials
  - Tools
  - Technology
  - Travel to training course
  - Equipment directly related to the training program
- Other Considerations:
  - Training must be completed within 52 weeks of the training start date.
  - Employers may access the Employee Training Program funding alongside a Wage Subsidy Program with a new employee within three months of initial hire
  - Funding reimbursed to employer upon submission of invoice and receipts
  - Any tools/equipment/clothing become the property of the client



# Labour Market Programs

## Eligible Training

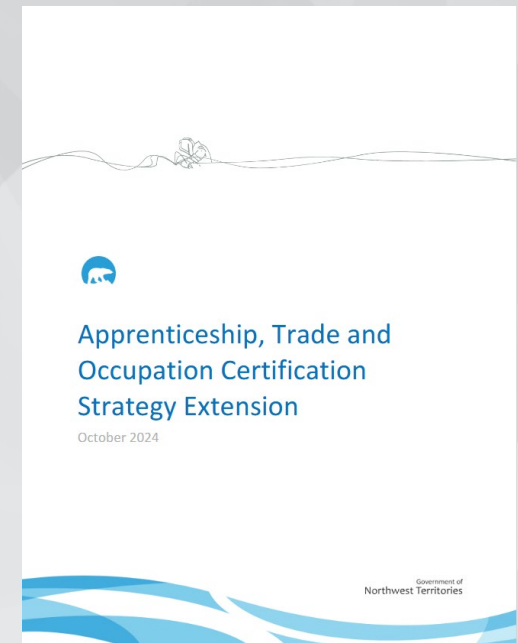
- Training programs must be delivered by a third-party
  - E.g., post-secondary institutions, trade union training centres, equipment manufacturers, software developers, private trainers or consultants)
- ECE must assess and approve third-party trainers in order to provide funding supports under its Labour Market Programs
  - the trainer's ability to deliver the training
  - Course outline/topics and explanation;
  - A description and explanation of instructional methodology;
  - Listing and explanation of prerequisites, if any; and
  - A description and explanation of evaluation (i.e. how will it be assessed if the training accomplished what was set out to be accomplished)
- The training can take place in a variety of settings, including a classroom or training facility, a workplace or online.





# Apprenticeship, Trades and Occupation Certification

- Trades and Occupations Wage Subsidy Program
- Schools North Apprenticeship Program

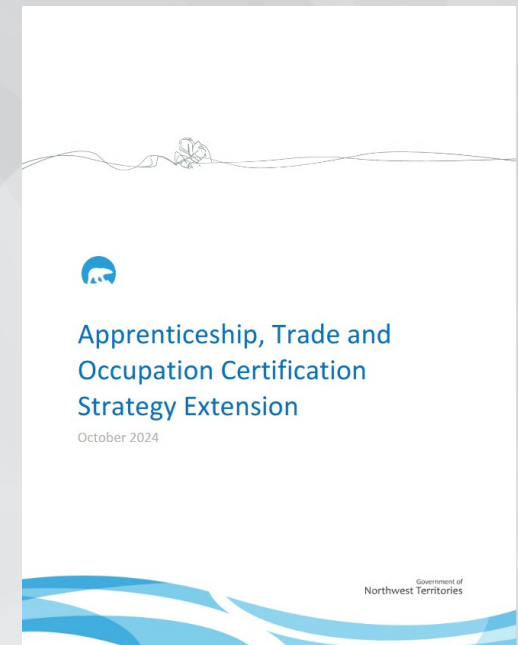


# Apprenticeship, Trades and Occupation Certification

## Trades and Occupations Wage Subsidy Program

### Objectives:

- Encourage employers to hire new apprentices and occupation trainees by offsetting the costs of hiring and training;
- Encourage employers to hire women in non-traditional trades;
- Encourage high quality training and certification standards in the apprenticeship and industry training system where supply meets demand; and
- Enhance the Schools North Apprenticeship Program participation to further support high school students interested in gaining experience towards a career in the trades.



# Apprenticeship, Trades and Occupation Certification

## Trades and Occupations Wage Subsidy Program

- Available Funding:

- Up to \$9/hr and up to \$16/hr for female apprentices in non-tradition trades
- up to 3,200 hours of work experience (a maximum of 1,600 hours per fiscal year)

- Eligible Apprentices

- For first and second-year apprentices
- Can support third and fourth-year apprentices post October 1, if budgets allow
- Apprentices must be registered with ATOC and be an NWT resident

- To Apply:

- contact your regional ECE Service Centre and speak with a Career Development Officer




# Apprenticeship, Trades and Occupation Certification

## Schools North Apprenticeship Program (SNAP)

### Objectives:

- encourage students to consider skilled trades as a great career choice and to help students make the transition from school to work
- Provide opportunity to gain valuable work experience while completing high school education and earning work experience credits.
- Provide employers with the opportunity to develop young workers in a designated trade, fill their own skill gaps and re-invest in their home communities.



Government of Northwest Territories

### Schools North Apprenticeship Program (SNAP)

The Schools North Apprenticeship Program (SNAP) is an Education, Culture and Employment (ECE) work experience program for Northwest Territories (NWT) high school students. It began in 1995 with the intention of encouraging students to consider skilled trades as a great career choice and to help students make the transition from school to work. The program provides students interested in skilled trades with a way to gain valuable work experience while completing their high school education and earning work experience credits at the same time. Those who move into an apprenticeship after high school are able to earn their trades credential and have little to no student debt. SNAP also provides employers with the opportunity to develop young workers in a designated trade, fill their own skill gaps and re-invest in their home communities.

### Definitions

**Apprenticeship:** a post-secondary training program consisting of on-the-job training through an employer and technical training at a college.

**SNAP Student:** a youth (at least 16 years of age) who attends high school and participates in a work placement in the trades but has not signed an apprenticeship contract with an employer. The SNAP Student may receive work experience credits toward high school graduation. Remuneration is at the discretion of the employer. Under the Trades and Occupation Wage Subsidy Program (TOWSP), an employer can be subsidized up to 3,200 hours of work experience (a maximum of 1,600 hours per fiscal year) at a maximum of \$8.00 per hour, and \$15.20 for female apprentices in non-traditional trades.

Once a SNAP Student is ready to commit to a designated trade or occupation, they will be advised to sign an apprenticeship contract and work as an apprentice under the supervision and mentorship of a qualified Journey professionals or designated trainer. The hours they have worked as a SNAP Student may be credited towards their Apprenticeship.

**SNAP Apprentice:** a youth (at least 16 years of age) who attends high school and participates in a work placement in the trades, has signed an apprenticeship contract with an employer, and will receive hours toward their apprenticeship. Students may receive work experience credits toward high school graduation. Under TOWSP, an employer can be subsidized up to 3,200 hours of work experience (a maximum of 1,600 hours per fiscal year) at a maximum of \$8.00 per hour, and \$15.20 for female apprentices in non-traditional trades.

### Goals and Benefits

**SNAP Students and Apprentices may:**

- Gain exposure to skilled trades, which are in-demand in the NWT;
- Gain valuable supervised experience at an employer's work site;
- Contribute to and participate in the northern workforce;
- Have an alternate educational opportunity;

APPRENTICESHIP, TRADES, AND OCCUPATIONAL CERTIFICATION



# Apprenticeship, Trades and Occupation Certification

## Schools North Apprenticeship Program (SNAP)

- Available Funding:
  - Employers can access ECE's Wage Subsidy to offset the cost of wages to a SNAP Student
- Deadline to Apply:
  - No deadline
- Eligible Employers
  - registered business in operation in the NWT for a minimum of six months
  - Not employed with the GNWT or NWT Housing
- Eligible SNAP Students
  - At least 16 years of age
  - Attending high school in the NWT;
  - Have consent from a parent/guardian (if under 18)
  - Maintain good marks and attendance in all classes
- To Apply:
  - contact your regional ECE Service Centre and speak with a Career Development Officer





# ECE Regional Service Centers

Beaufort-Delta	Regional Superintendent: Maribeth Pokiak (867) 678-8065
Dehcho	Regional Superintendent: Karen Douglas (867) 695-7338
North Slave	Regional Superintendent: Sarah Madsen (866) 768-8145
Sahtu	Regional Superintendent: Carl Ceder (867) 587-7159
South Slave	Regional Superintendent: Lisa Fryer Fort Smith: (867) 872-7425 Hay River: (867) 874-5050



# Links and Resources

- Labour Market Programs
  - <https://www.ece.gov.nt.ca/en/services/career-employment-and-training-services/labour-market-program-funding>
- Labour Market Programs – Organizations Guide
  - [https://www.ece.gov.nt.ca/sites/ece/files/resources/2023-02\\_-\\_labour\\_market\\_organizations\\_guide\\_-\\_final.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/2023-02_-_labour_market_organizations_guide_-_final.pdf)
- Labour Market Programs – Employers Guide
  - [https://www.ece.gov.nt.ca/sites/ece/files/resources/2023-02\\_labour\\_market\\_employers\\_guide\\_final.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/2023-02_labour_market_employers_guide_final.pdf)
- Apprenticeship, Trades and Occupation Certification
  - <https://www.ece.gov.nt.ca/en/services/apprenticeship-trade-and-occupation-certification>
- Trades and Occupations Wage Subsidy Program (TOWSP)
  - <https://www.ece.gov.nt.ca/en/TOWSP>
- Schools North Apprenticeship Program and Fact Sheet
  - <https://www.ece.gov.nt.ca/en/services/apprenticeship-trade-and-occupation-certification/schools-north-apprenticeship-program>



# Questions?



# Thank You

Steve St Pierre

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