

GOVERNMENT OF NUNAVUT

Tunngasugitti, and Welcome to Nunavut!

Human Resources

“We have established the capacity to graduate nurses and lawyers, something others had told us we could never do. And we have done it in Nunavut.”

- Throne Speech, 2002

The Government of Nunavut and the Government of Canada have an obligation under Article 23 of the Nunavut Land Claim Agreement to have a workforce that is representative of the population across all levels of government operations in Nunavut.

In practical terms, this means that Inuit are expected to fill about 85 percent of all jobs within the Government of Nunavut by 2020. In a territory with four languages, no university, relatively low but improving rates of high school graduation, and the highest cost of living in Canada, this goal represents a considerable challenge. The Government recognizes that extensive, appropriate and innovative training and education programs will be crucial to meeting Inuit employment goals while maintaining a high standard of public service.

The *Bathurst Mandate*, the Government's statement of principles and priorities, commits it to "...a government-wide effort to support training and learning" as well as to "develop and implement, for current and future employees, a strategy to support the Inuit Employment Plan [and] a strategy for on-the-job training and mentoring."

Considerable progress has already been made. All departments are implementing Inuit Employment Plans designed to reach the 85 percent target. Many of these plans incorporate mentorship programs, structured on-the-job training, off-site instruction and in-house seminars and workshops, distance learning, and other strategies. An Article 23 Working Group is bringing together Government departments, Inuit organizations and training expertise to jointly develop strategies and approaches for the promotion of Inuit employment and training. And the decentralization of more than 400 jobs from Iqaluit to the communities has provided a new level of access to employment and training opportunities for Inuit across Nunavut.



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A number of ground-breaking programs, many of them the result of imaginative partnerships with southern institutions, are designed to meet several of Nunavut's highest priority needs.

- The Akitsiraq Law School, a joint venture between the Federal Government, Territorial Government, Inuit birthright organizations and the University of Victoria, is an intensive, Nunavut-specific program designed to train Inuit lawyers.
- Nunavut Arctic College offers both a well-established Teacher Education Program (accredited by McGill University) and a Nursing Program (in conjunction with Dalhousie University) to begin to address the pressing need for teachers and nurses in the Territory.
- The Government of Nunavut has partnered with Carleton University and Nunavut Arctic College to deliver the certificate in Nunavut Public Service Studies. Completion of this certificate will be equivalent to one year of a Bachelor of Arts degree.
- Thanks to a creative and aggressive program of recruitment and training, the RCMP have had considerable success in increasing the number of qualified Inuit members joining their force.

All these education and training programs yield benefits beyond their immediate value to the employers: all sectors, public and private, stand to gain from an increase in the number of skilled, trained Inuit. Despite the barriers - distance, diversity of language and culture, and the high cost of living - the Government of Nunavut recognizes that training is a critical and irreplaceable investment in Nunavut's future. Through partnerships between educators, trainers and governments, the goal of a skilled, well-educated, productive and self-sufficient workforce in the Territory can be achieved.

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