



**Nunavut Community Skills
Information System
A Presentation to
The Nunavut Economic Forum
June 11, 2008**



Why is a Community Skills Information System needed in support of economic development and growth?

- There has been no system for gathering reliable data to understand the existing community labour force and to identify required adult training programs.
- This has made it difficult to meet growing demands to link community economic development with training and labour force growth, and career planning and to support community business growth.
- Timely, accurate information is key to supporting businesses and community groups in meeting their employment and training requirements, in light of growth opportunities.
- We need to coordinate the use of limited financial resources amongst all stakeholders, and to provide clear options for career paths for Nunavut youth.



Taking Action

- The Department of Education in cooperation with over 28 funding, training and employment agencies from across Nunavut has developed the Nunavut Community Skills Information System (NCSIS).
- In addition to GN resources, funding support has come from INAC through the SINED program, through in-kind support for groups such as Baffinland, Neumont/Miramar, the Kitikmeot Inuit Association, the Kivalliq Inuit Association and other agencies.
- SINED was key to the evolution of this “community-based” system which provides information building blocks for community economic growth.



- NCSIS is built around HRSDC's Essential Skills, and links employability skills to targeted training programs and provides the basis for planning community economic and business growth.
- NCSIS progressed through 5 phases of development from January 2005 to April 2008 involving pilots tested in different sized communities (Arctic Bay, Cambridge Bay, Kugluktuk, Baker Lake, Cape Dorset and Iqaluit)
- Feedback from users and communities were incorporated into each revision.



What is NCSIS?

- NCSIS is a fully functional web-based labour force management system, available anywhere in Nunavut.
- Operates in all four languages of Nunavut (Inuktitut, Inuinnaqtun, English and French)
- Voice over capability in English and Inuktitut for lower literacy clients



NCSIS has four modules:

- A client module to document an individual's essential skills and interests
- An employer module to identify positions and required essential skills
- A job matching module linking employer to individuals
- A reporting module to generate data



- NCSIS was recommended by Thomas Berger, Q.C as the basis for addressing shortfalls in meeting Nunavut land claim obligations.
- NCSIS was selected from 55 entries for the 2007 Silver Medal for Innovative Management by the Institute of Public Administration of Canada and has been recognized by HRSDC as a leading edge application in Canada.
- Requests for the use of NCSIS have been received from other provinces and territories (e.g. Yukon), with interest from First Nations.



How does NCSIS support community economic development?

- It provides a comprehensive skills assessment of individuals for use in training gap analysis and identification of employees.
- As part of the process each participant is provided with an individualized training assessment, and receives career counseling.
- Employment planners can access data to undertake a “gap analysis” associated with specific projects or community development.



- It can be used by CEDOs and Community Planners as the basis for community development modeling.
- It provides data which meets national standards while reflecting community values in its collection. It will be the benchmark for similar initiatives.
- It provides a mechanism for the advertising of jobs across Nunavut;
- The Department will work with businesses to load job descriptions and to break them down by essential skills;
- It will identify training needs and levels for positions, and will provide community employability profiles (e.g. who is available for employment, skill levels, investment required, etc.)



•NCIS now provides 34 reports, such as:

Candidates by Community and Profile

Candidates by Region and Profile

Candidates by Job Essential Skills

Candidates by Essential Skills by Community

Candidates by Essential Skills by Region

Candidates by Skill Type by Level

Candidates by Language and Activity

Candidates by NOC Code by Experience

List of Jobs by Employer by region (New Report)

Number of hires by Employer by Region by Community (New Report)

Job Information by Employer by Job (New Report)

User (Candidate) Information

Skills Analysis

Job and Essential Skills

Language Skills Analysis

Accreditation

Employer Essential Skills

Candidates by Skills



Current developments include:

- Development of regionally-based models which tie training development and delivery to NCSIS, with the establishment of regional training coordinating committees.
- Development of a career planning module for introduction beginning in grade 8, and tied to essential skills programming currently under development.
- Linking of the system to the development of the Mature High School graduation diploma.



- Developing a module to link with Prior Learning Assessment and Recognition.
- Roll-out of NCSIS in all three regions; first runs completed in Kivalliq and Kitikmeot, Baffin roll-out to began May 1.
- It is being used by industry (mining, trades), in support of Inuit Impact and Benefit Agreements (IIBAs), and discussions are underway for use by Federal Gov't, GN-CGS, Qulliq Energy Corporation, Housing Corporation and Northern Stores, and by communities.



How SINED can help in the future:

- It can provide support for building community-based delivery; we have a system that clearly works, that people are comfortable with, how do we continue to roll it out at the community level?
- Now that people are aware of the system and what it can do, support a second round of populating the data base to increase the number of participants.
- It can support the business community in developing essential skills profiles for each position to allow for better business planning and involvement of Nunavummiut;
- It can support business specific modules to make it easier at the community level;
- Creating useful reports for business and community planning. Building support linkages between elements and sectors.