

NCSIS

Jurisdiction: Nunavut

Contact: Bruce Rigby

Level: Adult Learning

Theme: Assessment

Description of Practice:

This computer-based data management system can record and document employment and skills information at the community level and can be rolled-up to produce a Nunavut-wide skills and employment inventory. In addition to allowing individual education and training assessment, the system allows for career counselling and support of community-based economic development. The system works in all four languages of Nunavut (English, Inuktitut, Inuinnaqtun and French), and is designed to work with lower literacy levels. The system is now evolving to be included in senior school grades to link career development planning for students, and to incorporate prior learning assessment and recognition.

Background:

When Nunavut was created as Canada's newest territory, the Department of Education assumed responsibility for early childhood, k-12 and post-secondary education, labour force development and adult learning, as well as social assistance. The Department had little reliable data related to the number and types of jobs available, and the skill sets required. This data was urgently required to allow for needs assessment, financial planning and program design.

Development:

NCSIS was designed to provide accurate data that would assess individual employability skills, and assist in the creation of targeted training programs tied specifically to economic development opportunities. It does this by gathering detailed information about the essential skills required by each employment opportunity, and then comparing that to the essential skills held by Nunavummiut. Using this information, individuals can then be matched to appropriate employment, and to specific education and training programs which will prepare them for their chosen career path. The system was developed with the involvement of 28 different employment and training organizations within the territory, and uses national employment standards in the assessment. It is the only known tool to function in aboriginal languages.

Evidence:

Demand for the implementation of the tool is placing a challenge on the Department in its roll-out. Although started as a tool to assist in management and planning, the involvement of the public in the design has meant that employers, individuals and communities are requesting that the tool be in place as soon as possible, and as such is driving the speed with which the government is reacting. Data is available instantly, as the tool is web-based, with the client obtaining an immediate report of their situation, and the Government obtaining real-time data.

Adaptability:

The tool is highly adaptable, and can be retooled to meet the needs of other First Nation, Metis and Inuit groups. The intent is that the system will become the backbone of the training assessment and career development system within Nunavut. The system has already been adapted to form the basis for the Government of Nunavut's Casual Staffing Process.

Further information:

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