

# NWT Mineral Development Strategy

## GNWT IMPLEMENTATION PLAN 2014-2015







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## MINISTER'S MESSAGE

Through a partnership effort with the NWT and Nunavut Chamber of Mines, we were proud to release the NWT Mineral Development Strategy in the fall of 2013.

This Implementation Plan puts that Strategy into action by establishing concrete goals, objectives, and timelines. We are willing to do what needs to be done to ensure the continued growth of our mineral resource industry: by working with industry and making improvements to the NWT regulatory environment, by enhancing Aboriginal engagement and capacity and by creating a competitive edge.

Putting these initiatives in place will set the wheels in motion to restore a positive investment climate, which is important if we are to discover new deposits and establish new mines to sustain and grow our economy.



A handwritten signature in black ink, appearing to read 'D. Ramsay'.

The Honourable David Ramsay  
Minister of Industry, Tourism and Investment







## INTRODUCTION 2014-2015 IMPLEMENTATION PLAN

For more than 80 years mining has been the cornerstone of the Northwest Territories economy – and with the vast mineral potential in our territory, mining will continue to be a central part of our economy for many years to come. To ensure this continued growth, the Government of the Northwest Territories (GNWT) in partnership with the Northwest Territories (NWT) and Nunavut (NU) Chamber of Mines prepared the inaugural NWT Mineral Development Strategy (the Strategy), released in November 2013.

This Implementation Plan describes the numerous initiatives that are to be undertaken solely by the GNWT or in collaboration with our strategic partners. Together, these actions will fulfill the goals of the Strategy. It identifies when, the public, industry, and members of the Legislative Assembly can expect to see new and revitalized policies, projects and programs. The GNWT will lead the Strategy's implementation and will work closely with our partners on key initiatives.

The GNWT will begin on the actions identified in this Implementation Plan during the 2014-2015 fiscal year. While the Plan lists all 38 of the recommendations derived from the *'Pathways to Mineral Development: Report of the Stakeholders Engagement Panel for the NWT Mineral Development Strategy'* (Panel Report), more detailed information regarding the actions that the GNWT will implement for 2014-2015 are also identified.

The GNWT has identified areas that are deemed short term priority areas as well as areas that are longer-term. Following the devolution of the responsibility for lands, water and resources, the GNWT is in a better position to implement these other areas. In the event that actions recommended in the Strategy are already in development, identified for delivery under an alternate GNWT strategy, are under consideration for future, or are best addressed in an alternate manner, the deliverable may differ from the recommended action identified in the Panel Report. In addition to the Panel Report recommendations, the GNWT has identified additional areas that require action and are identified in this Plan. The Implementation Plan is considered a living document and will be updated as needed. Ensuring that actions remain relevant and effective through the course of implementation will require adjustments and changes over time.

To ensure the Plan stays on track and to show the Plan's progress, a Performance Management Plan and Results Reporting document will be developed to report tracking on the GNWT's performance. In 2015-2016 an updated Implementation Plan will be released that highlights early achievements of the MDS, and objectives for the continued implementation of the Strategy.

## Vision, Principles and Goals of the NWT Mineral Development Strategy

The vision of the NWT Mineral Development Strategy is to realize, responsibly and sustainably, the full potential of our rich mineral resources and use it to support ongoing prosperity for NWT residents and communities. The Implementation Plan's actions are categorized under five key pillars. These pillars are based on extensive engagement with industry and NWT residents and form the basis for the Strategy. Each pillar aids in fulfilling the vision while ensuring the integrity of the principles and ensures benefits accrue directly to NWT residents. The goals of The Strategy and corresponding actions align with the Vision and Principles of the Mineral Development Strategy.

## Pathways to Mineral Development: Report of the Stakeholders Engagement Panel for the NWT Mineral Development Strategy

As a vital step to the development of the MDS Implementation Plan, a three person stakeholder engagement panel of outside experts were brought in to animate a discussion on mineral development in the NWT. The Panel's task was to listen to the views of a broad range of stakeholders and to make recommendations based on this input as well as its own experience.

During February and March 2013, the Panel travelled to Yellowknife, Inuvik, Norman Wells, Fort Simpson and Hay River, where they met with small groups of invited stakeholders. Teleconferences were arranged when face-to-face meetings were not possible. In its 40 meetings, the Panel heard from more than 120 individuals representing 65 different organizations.

The recommendations derived from the engagement panel process are actions that governments, Aboriginal organizations, industry, and communities can take to ensure a mining industry that is vibrant, robust, balanced and sustainable. From enhanced public geoscience programs to workforce needs assessments, these recommendations will help to ensure that sustainable and long-term benefits accrue to all residents of the NWT.









# IMPLEMENTATION PLAN

## PILLAR ONE: CREATING A COMPETITIVE EDGE

Strengthening the competitive advantage of the mineral and mining industry in the NWT is the first component of the NWT Mineral Development Strategy. The following actions will deliver on this Pillar.

### GOAL 1.1

World-class geoscience information is publicly available and contributes to enhancing exploration and development activity in the NWT

**PANEL RECOMMENDATION:** The GNWT should position the Northwest Territories Geoscience Office (NTGO) as the principal source of public geoscience knowledge. This includes sufficient core funding for (a) a robust geoscience mapping program and (b) a state-of-the-art system to disseminate information over the Internet.

**GNWT ACTION:** The NTGO is the principal vehicle for disseminating public geoscience knowledge in the NWT. During the 2014-2015 fiscal year, the GNWT will increase human resource capacity in the NTGO by hiring a Surficial Geologist and a Geophysicist to fill significant program gaps. In addition, the GNWT intends to increase funding for key program areas within the NTGO including web-based delivery of geoscience information. This will create opportunities for new geoscience products and enhance coverage and understanding of NWT geology, geophysics and geochemistry. A new and easier to use web portal for discovery and dissemination of geoscience information will also be developed. The GNWT has committed to providing an additional \$655,000 in 2014-2015 and \$650,000 in 2015-2016 towards these actions.

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**PANEL RECOMMENDATION:** The NTGO should engage with Aboriginal Governments to determine if NTGO can play a role in providing geoscience knowledge pertaining to Aboriginal private lands.

**GNWT ACTION:** The NTGO already engages with Aboriginal Governments by fulfilling their information requests. A more proactive approach will be developed in conjunction with the upcoming release of the new *Bedrock Geology of the NWT* digital map, which will enable NTGO staff to more readily illustrate the detailed geology and resource potential of Aboriginal private lands. This activity will be initiated in early 2014-2015 and will be further identified in the 2015-2016 GNWT Implementation Plan.

## GOAL 1.2

Expenditures in grassroots exploration activities in the NWT increase yearly and the NWT increases its share of total Canadian exploration investment.

**PANEL RECOMMENDATION:** The GNWT should institute a Mining Incentive Program (MIP).

**GNWT ACTION:** The GNWT, through the Northwest Territories Geoscience Office, will introduce a MIP for prospectors and exploration businesses. This program is under development and will combine the favourable characteristics of similar programs offered by other jurisdictions. The program is anticipated to be in place by late spring/early summer 2014. The GNWT is committing to provide incremental resources of \$400,000 for this program for the 2014-2015 and 2015-2016 fiscal years.

Providing support to a MIP is anticipated to provide better in-the-field collaboration between prospectors, companies and GNWT geologists, increasing knowledge for all parties and may more effectively target mineral exploration discoveries. From an industry standpoint, exploration companies will perceive greater opportunity in the NWT and an 'open for business' message.

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**PANEL RECOMMENDATION:** The GNWT's MIP should include mineral exploration tax credit incentives.

**GNWT ACTION:** This action will be considered in future implementation plans. Capturing the maximum resource value through taxes/royalties must be balanced with the need to remain competitive and attract further investment. Currently, the NWT tax and royalty systems are comparable to other Canadian and international jurisdictions.

## PILLAR ONE: CREATING A COMPETITIVE EDGE (continued)

Strengthening the competitive advantage of the mineral and mining industry in the NWT is the first component of the NWT Mineral Development Strategy. The following actions will deliver on this Pillar.

### GOAL 1.3

Investment in infrastructure and energy development in the NWT improves access to mineral potential.

**PANEL RECOMMENDATION:** The GNWT should conclude the NWT 2013 Energy Action Plan.

**GNWT ACTION:** This Action has been completed. The Energy Action Plan was released on December 16, 2013 and presents a three-year action plan and a long-term energy vision. The Energy Action Plan considers actions related to the Strategy, incorporating the need for affordable and secure sources of energy to further promote and support mineral development. The 2013 Energy Action Plan can be accessed on the ITI website:

<http://www.iti.gov.nt.ca/sectors/energy>

Implementation of the Energy Action Plan is underway and will include over \$31 million in funding into energy programs, projects and policies over three years.

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**PANEL RECOMMENDATION:** The GNWT, in partnership with industry and Aboriginal governments, should develop a focused business case to solicit federal government funding support for infrastructure development in the NWT that will realize a return on the investment.

**GNWT ACTION:** The Department of Transportation (DOT) has prepared an infrastructure plan titled *Corridors for Canada III: Building for Prosperity* which proposes investment of \$600 million over 10 years in strategic transportation infrastructure across all regions of the NWT. *Corridors for Canada III* was developed in response to the federal government's commitment to develop a new infrastructure funding program to follow the Building Canada Plan. *Corridors for Canada III* supports the Strategy vision by focusing on investment that will facilitate the development of the NWT's natural resource potential including minerals. A well developed, reliable and efficient transportation system is a key driver in economic development and prosperity.

The Department of Transportation will continue to pursue funding for Corridors for Canada III investments under the federal government's New Building Canada Plan and under other funding opportunities that may arise.

**PANEL RECOMMENDATION:** The GNWT will assess Liquefied Natural Gas (LNG) and other potential energy supply systems in the NWT as part of the Energy Action Plan.

**GNWT ACTION:** Investments in LNG supply are beginning with the Town of Inuvik and are an element of the NWT Energy Action Plan. These investments will help to address the current natural gas supply issue in Inuvik and open the door for further LNG development in the Beaufort Delta as well as the Dehcho. In addition to LNG potential, the grid expansion vision outlined in the NWT Power System Plan represents an opportunity to supply mine sites and businesses with more cost effective electricity solutions. The Energy Action Plan is ensuring numerous energy resource options are a part of the energy supply mix. The NWT Energy Action Plan has committed to invest \$100,000 in 2013-2014 to develop a supply chain of LNG in Inuvik and \$150,000 in 2014-2015 and 2015-2016 to help expand the use of LNG in the NWT's thermal power plants.

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**PANEL RECOMMENDATION:** Responsibility for all energy policies and programs should be centralized.

**GNWT ACTION:** The Energy, Policy and Planning division within ITI co-ordinates the overall energy policy and planning for the GNWT, and is an integral part of a larger group of departments and agencies that share responsibility for energy issues across the territory. Continued efforts will be made to ensure energy policy and planning efforts continue to be coordinated by this division.

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**PANEL RECOMMENDATION:** The GNWT should undertake a resource access corridor study that will help to coordinate planning, assist with the overall prioritization of investment decisions, and mitigate environmental effects of resource development projects. The study should proceed on a regional basis so that areas which are most likely to host mining development in the short term are dealt with first..

**GNWT ACTION:** The GNWT, through the Department of Transportation, in coordination with ITI, plans to undertake a series of Corridor Access Studies to evaluate the need and feasibility of a transportation corridor in the Slave Geologic Province.

This study is to commence in the 2014-2015 fiscal year. The GNWT will provide \$200,000 in 2014-2015 to advance this initiative.

The Corridor Access Study will evaluate options to improve access into the Slave Geological Province which has the greatest potential for mineral exploration and development of any region in the NWT and Nunavut.

## PILLAR ONE: CREATING A COMPETITIVE EDGE (continued)

Strengthening the competitive advantage of the mineral and mining industry in the NWT is the first component of the NWT Mineral Development Strategy. The following actions will deliver on this Pillar.

### GOAL 1.4

Investors in North America and globally see the NWT as an attractive place to invest in mineral development.

**PANEL RECOMMENDATION:** The GNWT will seize the opportunity afforded by devolution and commence a campaign to make it known that the investment climate in the NWT is improving and the NWT is open for business.

**GNWT ACTION:** Marketing and investment promotion can take many forms. Like most Canadian jurisdictions, NWT stages an annual exploration-oriented conference where government, academic, and industry geoscientists share the latest results of their work. The NWT Mineral Development Strategy was released at this conference; the 2013 Geoscience Forum in Yellowknife. The GNWT will market that the NWT is open for businesses and will continue with a coordinated public awareness campaign with strategic partners. Using multiple media tools, including print, advertising, and public campaigns we intend to maximize our outreach to the public. The GNWT proposes to invest an additional \$200,000 in 2014-2015 and \$140,000 in 2015 – 2016 into this action to ensure that NWT’s world class mineral deposits are known industry-wide.

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**PANEL RECOMMENDATION:** The GNWT should work with the mining industry, in collaboration with the Chamber of Mines, and Aboriginal governments to develop a marketing and investment promotion plan. This strategic partnership could be formalized with the creation of a “NWT Mining Alliance”.

**GNWT ACTION:** In collaboration with the Chamber of Mines, the NWT plans to enhance its presence creating a ‘team NWT’ approach at conferences. The GNWT continues to market that the NWT is open for businesses by continuing with a coordinated public awareness campaign with strategic partners. The GNWT currently works with Aboriginal governments, by providing support through the Aboriginal Capacity Building program, to ensure they are able to attend mining, oil and gas conferences and establish industry connections. Using multiple media tools, including print, advertising, and public campaigns we intend to maximize our outreach to the public with adequate support.

## PILLAR TWO: ESTABLISHING A NEW REGULATORY ENVIRONMENT FOR THE NWT

Devolution presents a unique opportunity for the GNWT to work collaboratively with Aboriginal governments, communities, industry and other stakeholders to make NWT regulatory and consultation processes more efficient, timely and transparent. The following actions outline how the GNWT will move forward with this pillar.

### GOAL 2.1

Increase efficiency, timeliness and transparency in regulatory processes in the NWT.

**PANEL RECOMMENDATION:** The GNWT should work with the federal and Aboriginal governments where possible to support the expeditious conclusion of land claims.

**GNWT ACTION:** The GNWT views the negotiation and full implementation of Aboriginal rights agreements as essential steps to ensuring Aboriginal peoples have the necessary tools to fully participate in the NWT and Canadian economies, strengthen their respective communities and create new business, investment and job opportunities. The GNWT will continue to work with its federal and Aboriginal government partners to make progress in finalizing land, resource and self-government agreements that are workable, affordable and respectful of Aboriginal rights.

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**PANEL RECOMMENDATION:** The GNWT needs to support the timely completion and lead the effective implementation of Canada's Regulatory Reform Action Plan.

**GNWT ACTION:** The Government of Canada is leading the Action Plan to Improve the Northern Regulatory Regime. Bill C-15 implements some of the proposed legislative changes as well as legislative changes to complete the devolution of responsibilities. The federal government's Action Plan will provide a good starting point for the GNWT post devolution. GNWT departments will continue to work with Canada to implement Bill C-15 changes which will be phased in over a couple of years.

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**PANEL RECOMMENDATION:** The GNWT should assess opportunities to advance computer map staking following devolution.

**GNWT ACTION:** The GNWT is taking the 'devolve then evolve' approach to regulatory improvement, including implementing map-staking. The GNWT plans to operate the regime for a period of time after devolution before implementing any regulatory improvements. All regulatory change must be undertaken in partnership with the Aboriginal governments that are party to the Devolution Agreement, through the Intergovernmental Resource Council.

## PILLAR TWO: ESTABLISHING A NEW REGULATORY ENVIRONMENT FOR THE NWT (continued)

Devolution presents a unique opportunity for the GNWT to work collaboratively with Aboriginal governments, communities, industry and other stakeholders to make NWT regulatory and consultation processes more efficient, timely and transparent. The following actions outline how the GNWT will move forward with this pillar.

### GOAL 2.2

Improve client services and increasingly responsive decision-making related to NWT regulatory processes.

**PANEL RECOMMENDATION:** The GNWT should capitalize on the opportunities provided by devolution by providing a comprehensive Pathfinder Support Service to help industry to navigate the regulatory and consultation process.

**GNWT ACTION:** Devolution is set for April 1, 2014, and a period of transition and learning is expected as GNWT assumes its new resource management responsibilities. During this transition, the GNWT will be able to focus immediately on improving client services through administrative and organizational changes that should result in more responsive decision-making. The new Client Services and Community Relations Unit in ITI will provide hands-on expert assistance to efficiently navigate the post-devolution regulatory process in the NWT, assist with Aboriginal engagement and consultation initiatives, and establish clear and concise regulatory pathway documents for industry to follow.

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### GOAL 2.3

Increased cooperative initiatives with Northern Projects Management Office (NPMO)

**PANEL RECOMMENDATION:** To complement the Pathfinder Support Service, the GNWT should initiate a 'one-window' service model to provide clients with one-stop access to information and services that expedites decision making related to mining projects.

**GNWT ACTION:** As the GNWT takes over responsibility for mining and other resource management sectors, there will be a time for transition, learning, and opportunities to identify potential areas of improvement. During the initial transition period, the GNWT will focus its attention on identifying administrative and organizational improvements. Organizational changes, including a new department structure for ITI and the creation of the new Department of Lands, can be viewed on the devolution website: <http://devolution.gov.nt.ca/>



**PANEL RECOMMENDATION:** In the two to three year immediate transition period following devolution, the GNWT should focus its attention and resources on administrative and organization improvements without the necessity of introducing legislative amendments.

**GNWT ACTION:** As the GNWT takes over responsibility for mining and other resource management sectors, there will be a time for transition and learning. During this transition, the GNWT will focus its attention to identify administrative and organizational improvements. This transition is set to take place within two years following devolution on April 2014. Organizational changes, including a new department structure for ITI and the creation of the new Department of Lands, can be viewed on the devolution website: <http://devolution.gov.nt.ca/>

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**PANEL RECOMMENDATION:** The GNWT should initiate the development of a new leading edge Mineral Resources Act.

**GNWT ACTION:** Following devolution, the GNWT will be mirroring much of the legislation that will ensure a smooth transition of authorities and public service delivery through the transfer date. Once the transfer has taken place, the GNWT will have the authority to alter the legislation and related policies and programs to ensure they meet the needs and priorities of the NWT. This action will be considered in future implementation plans.

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## GOAL 2.4

All stakeholders are knowledgeable about the regulatory processes that the mineral exploration and mining sector is subject to.

**PANEL RECOMMENDATION:** The GNWT should establish an Industry Advisory Board, comprising representatives of junior and major mining companies, Aboriginal business, prospectors, and the Chamber of Mines, to provide policy and strategic advice.

**GNWT ACTION:** The action proposed will be considered in future implementation plans. The Action will be considered in 2015-2016.

## PILLAR THREE: ENHANCING ABORIGINAL ENGAGEMENT AND CAPACITY

The need to ensure adequate engagement and participation with Aboriginal governments and communities in decisions about the use of land and resources is a core principle of the Strategy; the following actions reflect this pillar.

### GOAL 3.1

Aboriginal governments are better positioned to effectively participate in all stages of the mineral development process in the NWT.

**PANEL RECOMMENDATION:** Aboriginal governments should consider establishing an NWT Aboriginal Mining Council. Such a group would promote consensus and allow Aboriginal people to speak with a stronger voice on important exploration and mining issues.

**GNWT ACTION:** This item will be considered in future implementation plans. The GNWT recommends that Aboriginal governments should make considerations for the Intergovernmental Council pursuant to Schedule 5 of the Devolution Agreement. The Client Service and community Relations Unit in ITI will also work closely with interested Aboriginal governments and related organizations, such as the Kwe Beh Working Group, to establish practical consultation pathway documents and consultation protocols for industry to use in its Aboriginal engagement initiatives.

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### GOAL 3.2

Communities are able to effectively participate in regulatory processes

**PANEL RECOMMENDATION:** Aboriginal communities should assess their capacity to deal with the engagement and environmental review requirements associated with mineral development. The GNWT, in collaboration with the Canadian Northern Economic Development Agency (CanNor), should assist in the development of community capacity-building plans, by providing technical and financial support.

**GNWT ACTION:** The GNWT supports this action and will provide support as required. The GNWT, through the department of Industry, Tourism and Investment, will provide incremental resources in the sum of \$50,000 in 2014-2015 and 2015-2016 fiscal years to assist in the development of community capacity building plans.

### GOAL 3.3

Communities are able to benefit from opportunities as a result of mineral exploration and development.

**PANEL RECOMMENDATION:** Aboriginal governments should develop Engagement Roadmaps that clearly establish their expectation for engagement and the process by which it should occur. Although this work would be led by Aboriginal governments, GNWT could play an important supporting role in providing financial and technical resources, and facilitating inter-governmental communication.

**GNWT ACTION:** The GNWT will support this action by providing financial and technical resources to Aboriginal governments who intend to develop Engagement Roadmaps with the purview that the GNWT is committed to building and maintaining mutually respectful government-to-government relationships with Aboriginal governments, and recognizes that this process does not replace existing consultation obligations. The GNWT recognizes the capacity challenges that Aboriginal governments face in terms of human and financial resources which can make it difficult to effectively engage. The GNWT, through the department of Industry, Tourism and Investment will provide \$50,000 for 2014-2015 and 2015-2016 fiscal years for this action.

## PILLAR FOUR: PROMOTING SUSTAINABILITY

Sustainable development is a priority of the GNWT and is reflected in its Sustainable Development Policy. While mineral development contributes to the economic viability of NWT communities, there is a need to ensure that negative long-term impacts of mineral development are minimized to protect and maintain the land and its people.

### GOAL 4.1

Land use plans, the Land Use Sustainability Framework, land use planning processes, and the Protected Areas Strategy (PAS) are completed and implemented in the NWT.

**PANEL RECOMMENDATION:** Given the importance attached to the completion of Land Use Plans, the GNWT should take advantage of its increased responsibilities following devolution to expedite the planning process.

**GNWT ACTION:** The “Northern Lands Northern Leadership – The GNWT Land Use and Sustainability Framework” identifies that “It is a GNWT priority to promote and support effective land-use planning in all regions in the NWT”.

The GNWT will continue to participate in the periodic review of approved land use plans in the Gwich’in and Sahtu Settlement Areas. These processes represent a northern partnership (Canada, GNWT and Aboriginal governments) approach and are pursuant to the settled Gwich’in and Sahtu Comprehensive Land Claim Agreements.

The GNWT continues to support the completion of a Dehcho Land Use Plan and actively participates in the Dehcho Land Use Planning Committee.

Land use planning in unsettled land claim areas must take into account the overlapping interests of multiple Aboriginal groups. Post-devolution, the GNWT will assume a leadership role and will consider how it can promote land use planning in unsettled areas.

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**PANEL RECOMMENDATION:** The GNWT should review the Protected Areas Strategy with a view to defining the ultimate extent of the network.

**GNWT ACTION:** Significant progress had been made on implementing the two goals of the PAS. Communities, governments, and sponsoring agencies have advanced the first goal of the PAS by identifying special natural and cultural areas, and have since worked collaboratively through Working Groups as part of the PAS process. One area has been permanently protected and seven additional candidate areas have been identified through the PAS process.

Additional work is being conducted to fulfill the second PAS goal, namely to address ecological representation by protecting core representative areas. A strategic direction identified in the “Northern Lands Northern Leadership – The GNWT Land Use and Sustainability Framework” states that Ecological Representation Network Planning will be used to fill gaps in ecological representation, which have not been fully addressed through the PAS process to date. The GNWT is developing a plan to fill these gaps. The advancement of fulfilling the two goals of the PAS will contribute to sustaining the environment for present and future generations, while also providing more clarity to industry, a deficiency that was identified in the Mineral Development Strategy.

These resources are existing program dollars identified in the regular business planning budget process.

## GOAL 4.2

Effective mine reclamation planning, execution, inspections and monitoring are adopted.

**PANEL RECOMMENDATION:** As a priority, the GNWT should ensure that a legally enforceable progressive mine reclamation and security policy, with associated regulations, is in place at or soon after the devolution effective date.

**GNWT ACTION:** The GNWT is in the process of mirroring current federal legislation and regulations relating to resource management in the NWT and plans to convert them into territorial legislation. Once the transfer has taken place, the GNWT will have the authority to alter the legislation to ensure they meet NWT needs and reflect NWT priorities.

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## GOAL 4.3

Responsible and sustainable development through sound environmental practice is conducted through all phases of exploration and development which is incorporated into mineral development investment decisions.

**PANEL RECOMMENDATION:** The GNWT should implement an integrated annual awards program that emphasizes recognition for industry environmental and sustainability best practices, including an award recognizing an individual or a corporation's contributions to the economic and social development of a community or region in the NWT.

**GNWT ACTION:** This recommendation will be further considered in future implementation plans.

## PILLAR FOUR: PROMOTING SUSTAINABILITY

Sustainable development is a priority of the GNWT and is reflected in its Sustainable Development Policy. While mineral development contributes to the economic viability of NWT communities, there is a need to ensure that negative long-term impacts of mineral development are minimized to protect and maintain the land and its people.

### GOAL 4.4

The impacts of development are adequately mitigated and carefully monitored

**PANEL RECOMMENDATION:** The GNWT is to ensure inspection and monitoring of mineral development and mine operations are undertaken in a timely manner.

**GNWT ACTION:** Following devolution on April 2014, the responsibility for inspections and monitoring of mineral development and mine operations will devolve to the GNWT. The GNWT will review the management framework that guides inspections with the goal of ensuring effective, coordinated and timely inspections.

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**PANEL RECOMMENDATION:** Develop policies, regulations and guidelines to ensure that developers minimize their contribution to cumulative effects and contribute meaningfully to monitoring and management of cumulative impacts through collaborative initiatives.

**GNWT ACTION:** The GNWT is currently working with partners to develop and implement approaches for the monitoring, assessment and management of cumulative effects on wildlife and wildlife habitat. The GNWT, through the department of Environment and Natural Resources (ENR), began developing a cumulative effects response framework for the Bathurst barren-ground caribou herd in 2013, with an anticipated completion date of 2015. The framework outlines the relationship between existing processes and new initiatives to address cumulative effects on the range of the Bathurst herd. New initiatives include the development of a multi-scale cumulative effects monitoring program for wildlife in the Slave Geological Province (to be established in 2015) and a range management plan to identify how disturbance will be assessed and managed on the historic range of the Bathurst herd (to be completed in 2016). These initiatives will help to ensure that mineral resources are developed in a responsible and sustainable manner. A key element of sustainability is the maintenance of healthy wildlife populations to sustain current and future generations of NWT residents.

**GNWT ACTION:** GNWT will develop guidelines for the mineral industry to minimize individual project contributions to cumulative effects on wildlife and wildlife habitat. The GNWT, through ENR, is currently developing industry guidelines for Wildlife and Wildlife Habitat Protection Plan (WWHPP) and Wildlife Effects Monitoring Programs (WEMP) and are developing guidelines for cumulative effects assessments conducted as part of the regulatory review process. The WWHPP and WEMP guidelines commenced in the winter of 2013 with an anticipated completion date of 2015. The cumulative effects assessment guidelines commenced in the winter of 2014 and are anticipated to be completed in 2015.

## GOAL 4.5

The Socio-economic Agreement (SEA) process is further improved upon.

**PANEL RECOMMENDATION:** The GNWT should continue to improve the Socio-economic Agreement process, one of the most useful instruments to enhance the benefits that residents receive from mineral development. In order to increase accountability and also increase awareness of the positive benefits of mining, the GNWT should make both company and GNWT Annual SEA Reports available on a single website.

**GNWT ACTION:** SEA implementation and monitoring, outcome tracking and improvements are led by the Industrial Initiatives Unit within the Department of ITI. ITI will continue to work with resource development companies on existing SEAs to acquire up-to-date standardized data, as well as collaborate with GNWT Departments, chiefly Education Culture and Employment and Health and Social Services, to ensure effective SEA implementation.

ITI continues to innovate SEAs to maximize benefits from major resource development projects for NWT residents and businesses. Recent improvements to SEAs include expanding points-of-hire to benefit additional NWT communities and their residents. SEA reports are published on ITI's website.

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## GOAL 4.6

Businesses are better equipped to respond to opportunities created by sustainable mineral development in the NWT.

**PANEL RECOMMENDATION:** The GNWT should establish a Northern Minerals Business Office within Industry, Tourism and Investment to help local businesses develop opportunities and expand their horizons.

**GNWT ACTION:** A Northern Mineral Business Officer in ITI will be hired in 2014-2015. The initial intention for this position will be to connect NWT businesses to mineral industry representatives to facilitate potential contract opportunities. This position will also provide overall support to NWT businesses and support programming that will help to maximize the benefits of secondary mineral exploration and mining industry opportunities. Two years following the establishment of this position, the program will be reviewed and establishment of a Northern Mineral Business Office will be considered. The GNWT will provide \$152,000 in 2014-2015 and \$149,000 in 2015-2016 for this action.

## PILLAR FOUR: PROMOTING SUSTAINABILITY

Sustainable development is a priority of the GNWT and is reflected in its Sustainable Development Policy. While mineral development contributes to the economic viability of NWT communities, there is a need to ensure that negative long-term impacts of mineral development are minimized to protect and maintain the land and its people.

### GOAL 4.7

Benefits of mineral development accrue to Aboriginal communities and all NWT residents.

**PANEL RECOMMENDATION:** The GNWT should continue to develop the concept of a Heritage Fund with a view to having it in place by the time that royalties begin to accrue as a result of devolution.

**GNWT ACTION:** The GNWT has developed a Heritage Fund. Contributions into the Heritage Fund will be determined through the GNWT budget process. The department of Finance will be allocated 25 percent of resources revenues to the Heritage Fund beginning in 2015-2016 when revenues begin to follow to the government after devolution. Any actions and decisions regarding the Heritage Fund will be taken outside of the Mineral Development Strategy.



## PILLAR FIVE: ENRICHING WORKFORCE DEVELOPMENT AND PUBLIC AWARENESS

Skilled employees contribute their knowledge and experience to support the future growth and expansion of mining exploration, which will revitalize and strengthen the mining industry. About half of the mine workforce is made up of NWT residents. The number of mining jobs could grow significantly in the short term if current advanced projects in advanced stages of development enter production as estimated by current timelines.

### GOAL 5.1

Enable NWT residents to participate in the workforce and benefit from the employment opportunities in the mineral resource development sector.

**PANEL RECOMMENDATION:** The GNWT should take the lead role to identify the current and future minerals labour force needs and the available northern workforce in all NWT communities. This could build on the 2011 labour market assessment undertaken by the Regional Training Partnership in the South Slave, North Slave and Dehcho regions.

**GNWT ACTION:** An NWT Labour Market Assessment will be completed. This will provide comprehensive labour market information across all sectors that will inform the development of a 10 year Labour Market Strategy to support the development of a trained and skilled workforce aligned with labour market needs and emerging opportunities in the NWT.

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**PANEL RECOMMENDATION:** Mining Companies should expand their recruitment efforts to other NWT communities should their needs not be met from those specified in their Impact and Benefit Agreements (IBAs) and Socio-Economic Agreements (SEAs).

**GNWT ACTION:** This action is directed to industry. The GNWT meets regularly with the existing mines to review commitments under the SEAs. Opportunities for joint initiatives to address challenges and maximize employment, training and recruitment activities for all NWT residents are identified and discussed. The GNWT is not privy to the details contained in IBAs.

Through the regular meetings between industry and GNWT, there has been successful cooperation in expanding the points of pick-up to a greater number of communities than originally identified in Environmental Assessment processes.

The GNWT will continue to promote access to employment opportunities from resource development for all NWT residents.

## PILLAR FIVE: ENRICHING WORKFORCE DEVELOPMENT AND PUBLIC AWARENESS

Sustainable development is a priority of the GNWT and is reflected in its Sustainable Development Policy. While mineral development contributes to the economic viability of NWT communities, there is a need to ensure that negative long-term impacts of mineral development are minimized to protect and maintain the land and its people.

### GOAL 5.2

Develop an educated, skilled and trained NWT workforce that meets the mining sector's current and future needs.

**PANEL RECOMMENDATION:** The GNWT should re-introduce the Prospector Training Program. This could be delivered by Aurora College.

**GNWT ACTION:** Aurora College has developed, in partnership with the Mine Training Society, a five week, 150 hour Geoscience Field Assistant Training course.

The Geoscience Field Assistant Training course exceeds the prospector course and will provide a more comprehensive understanding for students interested in prospecting. The course focuses on the technical skills required of field assistants; safety-oriented modules; communications and teamwork. It provides students with knowledge of basic geology, sampling, as well as prospecting, claim staking, geophysical surveys and grids and will provide an introduction to mineral exploration as well as an introduction to orienteering, wilderness first aid and the like. Since the planning for this was completed in 2013-2014, further labour market needs analysis will be completed to inform decisions regarding this initiative.

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**PANEL RECOMMENDATION:** Training opportunities should be made more available across the NWT by increasing the participation of Aboriginal government in the Mine Training Society (MTS).

**GNWT ACTION:** Regional Training Committees/Partnerships in the five NWT regions (Beaufort Delta, Sahtu, North Slave, South Slave and Dehcho) include Aboriginal governments, industry, Aboriginal Skills and Employment Training Strategy (ASETS) coordinators, GNWT departments and other regional labour market stakeholders. They work together to identify training needs, develop training plans and coordinate the delivery of training in communities.

## GOAL 5.3

Improve student achievement, increase high school graduation rates.

**PANEL RECOMMENDATION:** The GNWT should continue its efforts to increase participation and graduation rates in secondary schools, particularly in Aboriginal communities.

**GNWT ACTION:** Through the Aboriginal Student Achievement Education Plan (2011) and the Education Renewal and Innovation Initiative (2013), ECE is currently addressing the restructuring of curricula and school programming to increase student participation in and graduation rates from the K-12 system.

In 2013, ECE and Health and Social Services (HSS) introduced a renewed Early Childhood Development Framework. This will guide the GNWT's programs and services aimed at improving outcome in early childhood development. The objective is to enable every child, family and community in the NWT, including those most at risk, to have access to high quality, comprehensive, integrated early childhood development programs that are community driven, sustainable and culturally relevant.

In addition to this, a Career Liaison Coordinator position will be created in mid-2014-2015 to enhance cooperative and collaborative relationships between the GNWT departments, industry, educational institutions and communities; facilitate information sharing; increase student understanding of the variety of career opportunities available in the resource industry; coordinate career fairs to actively involve students in exploring potential careers and educational opportunities; initiate engagement of students in middle school; and work closely with Skills Canada NWT staff to support Skills Clubs and hands-on learning. The GNWT will be committing \$108,000 in 2014-2015 and \$246,000 in 2015-2016 for this action.

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**PANEL RECOMMENDATION:** The GNWT Department of Education, Culture and Employment should ensure that Earth Science and Geology are well represented in its academic curriculum.

**GNWT ACTION:** ECE currently offers Earth Science programs from kindergarten to grade 9 for all students. Students in grades 10-12 can choose to take Experiential Science 10, 20, 30 that have an earth science focus.

## PILLAR FIVE: ENRICHING WORKFORCE DEVELOPMENT AND PUBLIC AWARENESS

Sustainable development is a priority of the GNWT and is reflected in its Sustainable Development Policy. While mineral development contributes to the economic viability of NWT communities, there is a need to ensure that negative long-term impacts of mineral development are minimized to protect and maintain the land and its people.

### GOAL 5.3 (continued)

Improve student achievement, increase high school graduation rates.

**PANEL RECOMMENDATION:** Governments and industry should collaborate to ensure that students are aware of career opportunities in mineral exploration and mining.

**GNWT ACTION:** The Career Liaison Coordinator position will be established in mid-2014-2015 to move forward with this initiative. The intention of the Career Liaison Coordinator will be to provide a more focused and coordinated career development awareness program for students, employers, communities and governments.

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**PANEL RECOMMENDATION:** Industry, public and Aboriginal governments must continue to press the federal government to fund the Pan-Territorial Northern Mineral Workforce Development Strategy and follow through on their own commitments to the plan.

**GNWT ACTION:** The GNWT is continuing to work with the Mine Training Society (MTS), Aboriginal, territorial and federal government partners to advance this action.

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### GOAL 5.4

Develop and implement training and certification standards for the mining sector.

**PANEL RECOMMENDATION:** The GNWT and industry should work toward developing common training and skill standards between operating mines in the NWT so that workers are able to move more easily between mines.

**GNWT ACTION:** The department of ECE will consider establishing an Industry Training and Standards Coordinator position to fulfill this action in 2014-2015. A coordinator would work with industries from across multiple sectors to develop common industrial training and certification standards and exams. A Coordinator would consult and share information with industry, educational institutions, and other partners to ensure a common understanding of the level of achievement for employers and employees.

Establishing and communicating standards will help Northerners prepare for certification and support ongoing education and skill development which is the foundation for a qualified northern workforce; validate the GNWT's support for industrial training to meet labour market needs; expand northern mining/oil and gas training programs; and expand apprenticeship opportunities for high school students; and enhance overall employability.

## GOAL 5.5

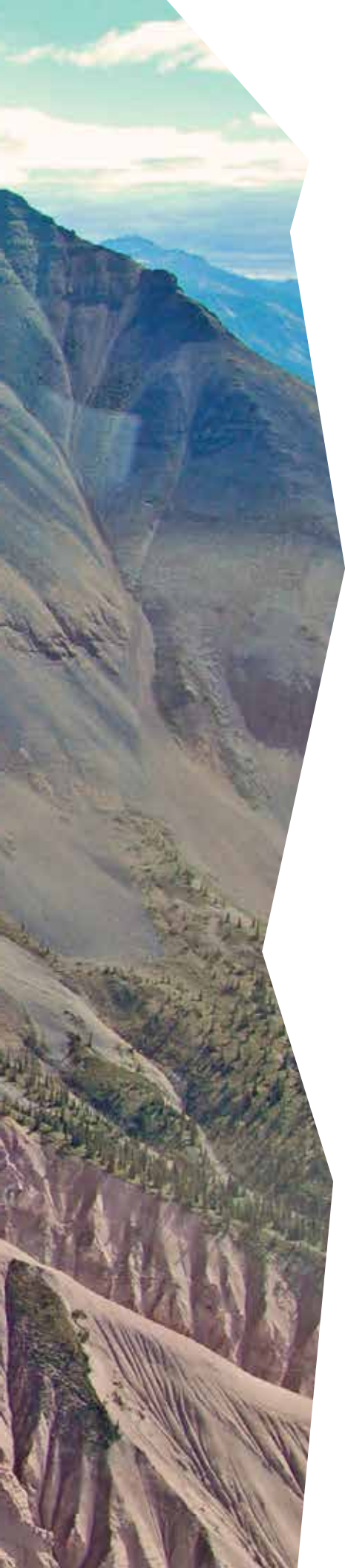
Increase Northerners' understanding of the mineral exploration and mining industry and the associated educational requirements, training and employment opportunities.

**PANEL RECOMMENDATION:** The GNWT, together with industry and Aboriginal governments, should develop a sustained public awareness campaign.

**GNWT ACTION:** In conjunction with partners, develop and deliver a coordinated strategic public awareness campaign using multiple communication vehicles (print, advertising, social media, and public outreach activities) to maximize exposure to primary audiences – including students, parents, NWT residents, educators, industry, and employers.

Coordination amongst governments, industry and training and educational partners will engage and inform all NWT residents regarding education, training and employment opportunities associated with the mineral exploration and mining industry which will help lead to an educated, trained and skilled northern workforce.





## **APPENDIX I: SUMMARY OF ACTIONS, ACTIVITIES, PERFORMANCE MEASURES AND TIMELINES**

Outlined on the following pages are the summary of actions, activities, initial performance measures and timelines that provide additional background and information regarding the implementation of actions; how the GNWT intends to go forward with the associated actions for 2014-2015 and whether incremental resources will be provided for these corresponding actions. This information will also provide guidance on how the GNWT intends to measure and report on the performance of the actions and to provide adjustment action when necessary.

STRATEGY GOAL NUMBER	GNWT ACTION	GNWT LEAD	STRATEGIC PARTNER SUPPORT	ACTIVITY TIMELINE	PROPOSED PERFORMANCE MEASUREMENTS
1.1	Increase capacity of NTGO through hiring of two new specialists GNWT to provide additional support to public geoscience initiatives	Northwest Territories Geoscience Office (NTGO)	Action to be completed internally	2013-2014 <ul style="list-style-type: none"> <li>Planning and analysis for GNWT action</li> </ul>	2014-2015 <ul style="list-style-type: none"> <li>Hire a Surficial Geologist and a Geophysicist for NTGO early 2014-15</li> <li>Enhance geoscience research programs and improve web-based delivery of geoscience information</li> <li>2014-15 Incremental Resources: \$ 655,000</li> </ul>
1.1	NTGO will further engage Aboriginal Governments to determine if NTGO can play a role in providing geoscience knowledge pertaining to Aboriginal private lands	NTGO	Action to be completed internally	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT action</li> </ul>	<ul style="list-style-type: none"> <li>Proactive approach to be developed following the release of the new Bedrock Geology of the NWT digital map</li> <li>Increased awareness of NTGO staff, products and services</li> <li>Successful testing and rollout of new web service platforms</li> <li>Positive public perception</li> </ul>
1.2	GNWT to develop and implement a Mining Incentive Program (MIP)	NTGO	MIP development will include obtaining early-stage internal and external feedback on the draft programs	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT action</li> </ul>	<ul style="list-style-type: none"> <li>Program is fully or over-subscribed</li> <li>Positive public perception</li> <li>Positive review from applicants and other stakeholders</li> <li>Funded projects are completed on time and budget</li> </ul>
1.3	GNWT to conclude the NWT 2013 Energy Action Plan	Industry, Tourism and Investment (ITI)	NWT Communities; Northwest Territories Power Corporation (NTPC); Chamber of Commerce	<ul style="list-style-type: none"> <li>GNWT completed Energy Action Plan in December 2013</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management to be completed through Energy Action Plan</li> </ul>



STRATEGY GOAL NUMBER	GNWT ACTION	GNWT LEAD	STRATEGIC PARTNER SUPPORT	ACTIVITY TIMELINE		PROPOSED PERFORMANCE MEASUREMENTS 2015-2016
				2013-2014	2014-2015	
1.3	GNWT solicit federal government funding support for infrastructure	Department of Transportation (DOT) Support: ITI	Industry, NWT Chamber of Commerce, NWT/NU Chamber of Mines	<ul style="list-style-type: none"> <li>Corridors for Canada III: Building for Prosperity infrastructure plan developed and finalized</li> </ul>	<ul style="list-style-type: none"> <li>Negotiations with the federal government for a 10 year infrastructure program are ongoing</li> <li>Bi-lateral agreement anticipated to be finalized in the summer of 2014</li> </ul>	<ul style="list-style-type: none"> <li>Completion of bi-lateral agreement</li> <li>Total additional investment received from the federal government</li> </ul>
1.3	GNWT will assess LNG and other potential energy supply systems as part of the Energy Action Plan	ITI	NWT Communities, NTPC; Chamber of Commerce	<ul style="list-style-type: none"> <li>Action to be completed through Energy Action Plan and will make considerations for MDS</li> </ul>	<ul style="list-style-type: none"> <li>Action plan set for three years</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management to be completed through Energy Action Plan</li> </ul>
1.3	GNWT undertake a Resource Access Corridor Study	DOT	NWT and NU Chamber of Mines NWT Chamber of Commerce	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT action</li> </ul>	<ul style="list-style-type: none"> <li>DOT to develop and finalize Corridor Access Study</li> <li>Incremental resources: \$200,000</li> </ul>	<ul style="list-style-type: none"> <li>Completion of study on time and on budget</li> <li>Access improved into the Slave Geological Province</li> </ul>
1.4	The GNWT to launch a campaign to make it known that the investment climate in the NWT is improving and the NWT is "open for business"	ITI Support: Education, Culture and Employment (ECE)	Action to be completed internally	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT action</li> </ul>	<ul style="list-style-type: none"> <li>Develop a marketing and promotional campaign and complete other work associated with campaign - Maintain, update and continue to promote and market mining in the NWT</li> <li>Marketing and Promotion 2014-15 Incremental resources: \$ 200,000</li> </ul>	<ul style="list-style-type: none"> <li>Number of conference attendees visit booth</li> <li>Positive public perception</li> <li>Positive review of campaign activities</li> <li>Increased awareness of NWT mineral potential</li> <li>Increased competitiveness of the NWT's promotional efforts will increase</li> <li>Website traffic increase</li> </ul>
1.4	The GNWT to work with mining industry, business association and Aboriginal Governments to develop Marketing and Investment promotion plan – "NWT Mining Alliance"	ITI Support: ENR	NWT/NU Chamber of Mines NWT Chamber of Commerce Aboriginal Governments	<ul style="list-style-type: none"> <li>Develop marketing and investment promotion plan</li> </ul>	<ul style="list-style-type: none"> <li>2014-15 Incremental resources: cross reference with GNWT marketing campaign</li> <li>Complete development and creative work associated with the marketing and promotional campaign</li> </ul>	<ul style="list-style-type: none"> <li>Number of business associations involved in marketing and promotion</li> <li>Number of Aboriginal governments attending mineral conferences</li> </ul>

STRATEGY GOAL NUMBER	GNWT ACTION	GNWT LEAD	STRATEGIC PARTNER SUPPORT	ACTIVITY TIMELINE		PROPOSED PERFORMANCE MEASUREMENTS 2015-2016
				2013-2014	2014-2015	
2.1	GNWT to support the completion of Canada's Regulatory Reform Action Plan - to be implemented through Bill C-15	To be supported through devolution Support: Exec, ENR	Government of Canada	<ul style="list-style-type: none"> <li>GNWT completed technical review of proposed amendments</li> </ul>	<ul style="list-style-type: none"> <li>Efforts to implement Bill C-15 changes will be phased in over a period of a couple of years</li> </ul>	<ul style="list-style-type: none"> <li>Actions and decisions will be taken outside of the Mineral Development Strategy with attention to ensuring MDS is taken into consideration</li> </ul>
3.2	GNWT to provide assistance, in the development of community capacity building plans, by providing technical and financial support	ITI to facilitate and provide technical and financial support but this is lead by Aboriginal Governments	Aboriginal governments; industry; GNWT	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT support</li> </ul>	<ul style="list-style-type: none"> <li>Development of criteria for funding and initiation of intergovernmental communication</li> <li>Support for Aboriginal Action 2014-15 Incremental Resources: \$ 50,000</li> </ul>	<ul style="list-style-type: none"> <li>Satisfaction with Capacity building</li> <li>Greater government-to-government relationships</li> </ul>
3.3	GNWT will assist Aboriginal communities in providing technical and financial resources who intend to develop engagement roadmaps	ITI to facilitate and provide technical and financial resources but lead through Aboriginal Governments Support: DAAIR	CanNor Aboriginal governments; Industry	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT support</li> </ul>	<ul style="list-style-type: none"> <li>Development of criteria for funding and initiation of intergovernmental communication</li> <li>Support for Aboriginal Action 2014-15 Incremental Resources: \$ 50,000</li> </ul>	<ul style="list-style-type: none"> <li>Satisfaction with engagement roadmaps both Industry and Aboriginal governments</li> <li>Greater government-to-government relationship</li> </ul>
4.1	The GNWT continues to support and encourage the Land Use Planning process, specifically areas where it has jurisdiction	ENR/Lands	Government of Canada; Aboriginal governments; and regional land use planning boards	<ul style="list-style-type: none"> <li>Land use plans are an ongoing activity involving several key partners. Timelines are determined by the land use planning boards and committees. The GNWT commits to providing timely comments and feedback</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Completion of land use plans for all regions of the NWT</li> </ul>

STRATEGY GOAL NUMBER	GNWT ACTION	GNWT LEAD	STRATEGIC PARTNER SUPPORT	ACTIVITY TIMELINE		PROPOSED PERFORMANCE MEASUREMENTS 2015-2016
				2013-2014	2014-2015	
4.1	The GNWT will develop a plan to address the remaining goal of the PAS by identifying core areas for protection that are representative of a region's biodiversity	ENR	Aboriginal governments and organizations; Government of Canada; Environmental non-government organizations; Industry; community and public consultations	<ul style="list-style-type: none"> <li>A plan to identify, prioritize, and fill remaining gaps in ecological representation is being developed by the GNWT</li> </ul>	<ul style="list-style-type: none"> <li>An Action Plan will be developed to outline implementation details</li> </ul>	<ul style="list-style-type: none"> <li>Approval and implementation of the plan; making progress to meet its goals and objectives by achieving the actions that will be defined in the Action Plan</li> <li>Filling gaps in ecological representation in the NWT with new areas, or completing areas that have already been identified</li> <li>Increased cooperation amongst protected areas managers, and release of a State of Protected Areas report in 2014</li> </ul>
4.4	GNWT will work with partners to develop and implement approaches for the monitoring, assessment and management of cumulative effects on wildlife and wildlife habitat	ENR	<ul style="list-style-type: none"> <li>Wildlife co-management partners, Aboriginal governments and communities</li> <li>Mineral industry proponents and operators</li> <li>Other GNWT departments (Lands, Industry, Tourism, and Investment, Department of Transportation, etc.)</li> <li>federal government departments (Aboriginal Affairs and Northern Development Canada, Environment Canada, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Boreal Caribou Range Plan - Started fall 2013, anticipated completion date 2018*</li> <li>Development of a multi-scale cumulative effects monitoring programs for wildlife in the Slave Geological Province - Started fall 2013, anticipated completion date 2015</li> <li>Bathurst Caribou Range Plan - Started fall 2013, anticipated completion date 2016</li> <li>Development of a Cumulative Effects Response Framework for the Bathurst Caribou Herd - Started spring 2013, anticipated completion date 2015</li> </ul>	<ul style="list-style-type: none"> <li>Development of a multi-scale cumulative effects monitoring program for wildlife in the Slave Geological Province and other priority areas in the NWT, as needed</li> <li>Development of range plans for barren-ground caribou and boreal woodland caribou that identify how cumulative effects stressors will be assessed and managed</li> <li>Development of a Cumulative Effects Response Framework for the Bathurst barren ground caribou herd, and for other species as needed</li> </ul>	<ul style="list-style-type: none"> <li>Healthy, self-sustaining wildlife populations for the benefit of current and future generations</li> <li>Adherence to cumulative effects thresholds identified in range plans for boreal and barren-ground caribou</li> <li>Engagement of industry and other partners in regional monitoring initiatives and range planning processes</li> <li>Implementation of WWHPPs, WEMPs, and Cumulative Effects guidelines by mineral resource developers</li> </ul>

STRATEGY GOAL NUMBER	GNWT ACTION	GNWT LEAD	STRATEGIC PARTNER SUPPORT	ACTIVITY TIMELINE 2013-2014	2014-2015	PROPOSED PERFORMANCE MEASUREMENTS 2015-2016
4.4	GNWT will develop guidelines for the mineral industry to minimize individual project contributions to cumulative effects on wildlife and wildlife habitat	ENR	<ul style="list-style-type: none"> <li>Wildlife co-management partners, Aboriginal governments and communities</li> <li>Mineral industry proponents and operators</li> <li>Other GNWT departments (Lands, Industry, Tourism, and Investment, Department of Transportation, etc.)</li> <li>Federal government departments (Aboriginal Affairs and Northern Development Canada, Environment Canada, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>WWHPP and WEMP Guidelines – Started in winter 2013, anticipated completion date April 2015</li> <li>Cumulative Effects Assessment Guidelines Started in winter 2014, anticipated completion date in 2015</li> </ul>	<ul style="list-style-type: none"> <li>Development of industry guidelines for Wildlife and Wildlife Habitat Protection Plans (WWHPP), Wildlife Effects Monitoring Programs (WEMP) and cumulative effects assessments</li> </ul>	<ul style="list-style-type: none"> <li>Healthy, self-sustaining wildlife populations for the benefit of current and future generations</li> <li>Adherence to cumulative effects thresholds identified in range plans for boreal and barren-ground caribou</li> <li>Engagement of industry and other partners in regional monitoring initiatives and range planning processes</li> <li>Implementation of WWHPPs, WEMPs, and Cumulative Effects guidelines by mineral resource developers</li> </ul>
4.5	GNWT to continue to improve on Socio-Economic Agreements	ITI Support: ECE, HSS	Resource Development Companies with SEAs	<ul style="list-style-type: none"> <li>Expanding points-of-hire to benefit additional NWT communities and their residents</li> </ul>	<ul style="list-style-type: none"> <li>Continue to work with resource companies on existing SEAs to acquire up-to-date standardized data</li> <li>Continue to oversee the maturation and innovation of the development of SEAs to maximize benefits from major resource development projects</li> <li>Communities meetings may be held, depending on SEA</li> </ul>	<ul style="list-style-type: none"> <li>SEAs measure several indicators related to the impacts of mining on communities, supporting the Strategy's goals. The monitoring of NWT socio-economic indicators such as hiring and procurement provides quantifiable measures of success</li> </ul>
4.6, 4.7	Northern Mineral Business Officer to be established within ITI	ITI	NWT/NU Chamber of Miners; NWT Chamber of Commerce; Aboriginal organizations; industry; northern businesses	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT action</li> </ul>	<ul style="list-style-type: none"> <li>Northern Mineral Business Officer to be established early 2014-2015</li> <li>Further analysis to determine whether a Northern Business Mineral Office would be required following results of Mineral Business Office</li> <li>Business Coordination 2014-15 incremental resources: \$ 152,000</li> </ul>	<ul style="list-style-type: none"> <li>Number of businesses to contact officer</li> <li>Creation of inventory of mining industry</li> <li>Number of connections made regarding mineral conferences</li> <li>Number of northern businesses established</li> <li>Positive industry and public perception</li> </ul>

STRATEGY GOAL NUMBER	GNWT ACTION	GNWT LEAD	STRATEGIC PARTNER SUPPORT	ACTIVITY TIMELINE		PROPOSED PERFORMANCE MEASUREMENTS 2015-2016
				2013-2014	2014-2015	
5.1	GNWT to identify current and future minerals labour force needs and the available northern workforce in all NWT communities	ECE	Mine Training Society; Aurora College Support: ITI, NWT Stats Bureau, HR, Industry	<ul style="list-style-type: none"> <li>NWT Mining Labour market forecasts and report completed in Spring 2014</li> </ul>	<ul style="list-style-type: none"> <li>A NWT Labour Market Assessment to be completed in 2014-2015</li> </ul>	<ul style="list-style-type: none"> <li>Completion of the studies and reports</li> <li>Clearly identified needs, gaps and opportunities that will enable the GNWT to develop a comprehensive approach to workforce development</li> </ul>
5.1	GNWT meets regularly with existing mines to review commitments under SEAs and identify opportunities for joint initiatives	ITI/ECE/HSS	Industry Mine Training Society Aurora College Aboriginal Governments	<ul style="list-style-type: none"> <li>This actions is ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Number of northern employees</li> <li>Number of participants and types of training programs, including apprenticeship</li> </ul>
5.2	Work with partners to identify training needs, develop training plans and coordinate delivery of training in communities	Mine Training Society; Industry; Aboriginal Governments	GNWT Regional Training Committees/Partnerships in the five NWT regions include Aboriginal governments, industry, Aboriginal Skills and Employment Training Strategy (ASETS) coordinators, GNWT departments and other regional labour market	<ul style="list-style-type: none"> <li>This action is ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Number of participant enrolments</li> <li>Number of times the course is delivered and where</li> <li>Number of communities served</li> <li>Number of participant completions</li> <li>Number of participants employed (if available)</li> </ul>
5.2	The GNWT in partnership develop and deliver a program that meets and exceeds the Prospector Training Program	Aurora College and Mine Training Society ECE	ECE Industry Regional Training Partnerships	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT action</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing analysis regarding the development of this initiative continues</li> </ul>	<ul style="list-style-type: none"> <li>Number of participant enrolments and completions</li> <li>Number of graduates employed</li> <li>Number of times the course is delivered and where</li> <li>Student and instructor feedback</li> <li>Employer feedback</li> </ul>

STRATEGY GOAL NUMBER	GNWT ACTION	GNWT LEAD	STRATEGIC PARTNER SUPPORT	ACTIVITY TIMELINE	PROPOSED PERFORMANCE MEASUREMENTS
5.3	GNWT to continue efforts to increase participation and graduation rates in secondary schools	ECE	School boards and district education councils; school counsellors/principals; industry/businesses across all sectors; educational institutions including Aurora College and southern institutions; apprenticeship board members; Mine Training Society; Skills Canada; federal government partners	2013-2014 <ul style="list-style-type: none"> <li>Actions already underway: Aboriginal Student Education Achievement Plan (2011), Education Renewal and Innovation Framework (ERI) 2013, renewed Early Childhood Development Framework 2013</li> </ul>	2014-2015 <ul style="list-style-type: none"> <li>Establish a Career Liaison coordinator to action these efforts</li> <li>2014-15 Incremental Resources: \$108,000</li> </ul>
5.3	Earth Science Programs are offered from K-9 and students in grades 10-12 can choose to take Experiential Science 10, 20, 30 which has an earth science focus	ECE	School boards and district education councils; School counsellors/principals	<ul style="list-style-type: none"> <li>Earth Science programs</li> </ul>	<ul style="list-style-type: none"> <li>Participation of students in the programs; enrolment of students in earth-science/geology in post-secondary institutions</li> <li>Number of students with summer jobs related to earth-science/geology</li> </ul>
5.3	Collaborate with partners to increase awareness and understanding of employment opportunities and educational requirement for careers in resource industry	ECE Support: other GNWT departments; Industry	School boards and district education councils; School counsellors/principals; Industry/businesses directly and indirectly associated with exploration/mineral/mining; educational institutions including Aurora College and southern institutions; apprenticeship board members; Mine Training Society; Skills Canada; Aboriginal Governments; Boards and Chambers	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT action</li> </ul>	<ul style="list-style-type: none"> <li>Number of career fairs held</li> <li>Number and variety of participants at the career fairs</li> <li>Student and educators/government/industry feedback on the career fairs</li> <li>Enrolment of students enrolled in earth-science/geology in high school and post-secondary institutions</li> <li>Number of students with summer jobs related to earth-science/geology</li> <li>Review of communication vehicles used from promotion</li> </ul>

STRATEGY GOAL NUMBER	GNWT ACTION	GNWT LEAD	STRATEGIC PARTNER SUPPORT	ACTIVITY TIMELINE		PROPOSED PERFORMANCE MEASUREMENTS 2015-2016
				2013-2014	2014-2015	
5.3	Industry, public and Aboriginal governments will continue to press the federal government to fund the Pan-Territorial Northern Mineral Workforce Development Strategy	ECE Support: ITI	Yukon Government Government of Nunavut Mine Training Society Industry Aboriginal governments	<ul style="list-style-type: none"> <li>This action is ongoing. ECE is continuing to work with the Mine Training Society, Aboriginal and territorial and federal government partners to advance this proposal</li> </ul>	This action is ongoing	<ul style="list-style-type: none"> <li>Development and delivery of new and/or more training programs</li> <li>Increased program enrolments and completions</li> <li>Increased Aboriginal and northern employment statistics (from mining)</li> </ul>
5.4	The GNWT and Industry will work towards developing common training and skills standards	ECE	NWT Apprenticeship, Trade and Occupational Certification Board Industry Aurora College Mine Training Society Canadian Apprenticeship Forum Canadian Council Directors of Apprenticeship NWT Skills Canada Alberta Apprenticeship and Industrial Training (Government of Alberta)	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT action</li> </ul>	<ul style="list-style-type: none"> <li>Develop skills and training standards</li> </ul>	<ul style="list-style-type: none"> <li>Increased participation in the SNAP program</li> <li>Increased number of certified programs</li> <li>Increased number of certificates of qualification</li> <li>Up-to-date standards aligned nationally with industry and labour market needs</li> </ul>
5.5	The GNWT together with industry and Aboriginal governments will develop a sustained public awareness campaign	ECE Support: ITI	Aurora College Regional Training Partnerships NWT Skills Canada Mine Training Society Schools/guidance counsellors/principals/teachers Industry	<ul style="list-style-type: none"> <li>Planning and analysis for GNWT action</li> </ul>	<ul style="list-style-type: none"> <li>In conjunction with partners, develop and deliver a coordinated strategic public awareness campaign using multiple communication vehicles to maximize outreach to primary audiences</li> <li>2014-15 Incremental resources: Cross reference with Promotion and Marketing program with ITI</li> </ul>	<ul style="list-style-type: none"> <li>Number of visits to specific website/ YouTube videos</li> <li>Information from regional service centres regarding number of inquiries</li> <li>Number of inquiries about educational/training/employment resources/opportunities</li> <li>Input from partners</li> </ul>



**For more information, contact:**

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