



Backgrounder

Inuit Employment Plans to 2023

The GN drafted a new multi-year Master Inuit Employment Plan in 2017-2018 after new federal funding for Inuit employment initiatives became available until 2023. These IEPs were updated and finalized in 2019.

Status of Inuit Employment in the GN

INUIT EMPLOYMENT IN THE GN 2000 to 2019								
As of March 2000*			As of March 2010			As of December 2019		
Positions	Inuit Employed	% Inuit	Positions	Inuit Employed	% Inuit	Positions	Inuit Employed	% Inuit
2,701	918	44%	3,859	1,512	51%	5,144	1,843	50%

* Not including Qulliq Energy Corporation

Public Service Employees Need Knowledge and Skills

GN positions education requirements	
University-level education and/or career experience	55 per cent of GN positions
College-level education or training	24 per cent of GN positions
High school education	17 per cent of GN positions
No formal education or training	4 per cent of GN positions

GN job descriptions and advertisements are reviewed to ensure that education, experience and other qualifications are not inflated to become a barrier to Inuit applicants.

Almost half of GN positions involving university-level education are in regulated professions, including teachers, nurses, lawyers and accountants. Each of the regulated professions requires a degree in a specific field of study. Graduates must be licensed by an external authority to work in the profession.



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Inuit representation is well above the GN average of 50 per cent in positions involving college or trades training, high school completion, or no formal education. Since 2013, Inuit representation has been less than 33 per cent in positions involving education at the university level.

Nunavut’s Labour Market Creates Challenges in Inuit Employment

Nunavut’s labour market does not yet support a fully representative public service in all occupational groups and at all levels. The Government of Canada’s 2018 Nunavut Inuit Labour Force Analysis shows the supply of qualified, available and interested Inuit does not yet match the need of government and other employers in the territory:

- Nunavut has a young and rapidly growing population.
- Inuit participation in Nunavut’s labour market remains relatively low.
- There is a limited supply of educated Inuit to meet government needs.
- Nunavummiut have increasing choice in employers and types of employment.

The IEPs create new opportunities in Inuit Employment

Through their IEPs, departments, territorial corporations and agencies are implementing actions in six areas of focus:

TYPES OF ACTIONS	DEPARTMENTS AND TERRITORIAL CORPORATIONS													
	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	HR	JUS	NAC	NHC	QEC
Effective public service	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Staffing and recruiting	X	X	X	X	X	X	X	X	X	X		X	X	X
Training and development plans	X		X	X	X		X	X	X	X		X	X	X
Education, training and development	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Pre-employment training	X	X		X		X			X		X			X
Public outreach/communications	X	X	X	X	X	X	X	X	X	X	X	X	X	X