



Summary: Evaluation of the Canada-Nunavut Labour Market Development Agreement



Program objectives

The Canada-Nunavut Labour Market Development Agreement (LMDA) is a bilateral agreement between Canada and Nunavut for the design and delivery of Employment Benefits and Support Measures (EBSMs). The objective of EBSMs is to assist individuals to obtain or keep employment.

The following benefits and measures are examined in the evaluation:

- **Adult Learning and Training Program** helps participants obtain employment skills by giving them financial assistance to attend classroom training.
- **Employment Assistance Services** support individuals as they prepare to enter or re-enter the workforce or assist them to find a better job. Services can include counselling, action planning, job search skills, job-finding clubs, job placement services, case management and follow-up, and the provision of labour market information.
- **Targeted Training Initiatives** assist employers, communities or economic sectors and regions to address their labour force adjustments and human resource needs.



The LMDA investment

In fiscal year 2020 to 2021, Canada transferred approximately \$4 million to Nunavut.



Evaluation objectives

Building on the success of previous LMDA evaluation cycles, the aim of this evaluation is to fill in knowledge gaps about the effectiveness, efficiency, as well as the design and delivery of EBSMs in Nunavut.



Evaluation methodology

The findings are drawn from 2 separate evaluation studies that use a mix of qualitative and quantitative methods, including:

- outcome analysis
- key informant interviews with program officials and project holders
- a questionnaire completed by provincial officials
- a document review



Key findings

Outcome analysis was completed for 2 programs: Adult Learning and Training supports; and Employment Assistance Services.

Overall, the outcome analysis shows that after participating in these two programs, participants had:

- higher earnings
- a lower use of EI and social assistance benefits
- a lower incidence of employment, which could partially be explained by participants' retirement decisions

A subgroup analysis shows that post-participation labour market outcomes for female, male, youth, and Indigenous participants were largely consistent with those for all participants.





Recommendations

Two key recommendations for Nunavut emerge:

Recommendation 1

Nunavut is encouraged to share and discuss lessons learned, best practices and challenges associated with the design and delivery of program and services. Discussions are encouraged with ESDC, at the bilateral or multilateral levels as well as with the territorial service delivery network if necessary.

Recommendation 2

Nunavut is encouraged to pursue efforts to maintain and strengthen data collection provisions in support of reporting, performance measurement and data-driven evaluations at the national and territorial levels.