



1. Statement of Policy

The Government of the Northwest Territories will establish a department called the Department of Education, Culture and Employment under the direction of a Minister.

Mandate

The mandate of the Minister and the Department of Education, Culture and Employment is to provide residents of the Northwest Territories with access to quality programs, services and support to assist them in making informed and productive choices for themselves and their families with regard to education, training, careers, employment and labour, child development, languages, culture and heritage. The Minister and Department are also responsible for assisting individuals to meet their basic financial needs.

2. Principles

The Government of the Northwest Territories will adhere to the following principles when implementing this Policy:

- (1) Programs and services should be responsive to the needs of the people they serve, enabling them to achieve their aspirations.
- (2) Programs and services should provide for equitable access for all residents of the Northwest Territories and should not restrict their mobility rights.
- (3) Government of the Northwest Territories programs and services should be integrated to the greatest extent possible to provide an effective, efficient and economic continuum of programs and services.
- (4) The Government of the Northwest Territories should ensure effective communication with its many partners and involve them in decision-making related to its programs and services.

- (5) The languages and cultures of the Northwest Territories should be valued and serve as the foundation for the development and delivery of programs and services.
- (6) Programs and services should be responsive to the changing social, economic, political and constitutional environment of the Northwest Territories.
- (7) Labour standards should make the Northwest Territories an attractive place to work.
- (8) This Policy should not prejudice any present or future self-government, treaty or land claim based rights.

3. Scope

This Policy applies to all employees of the Government of the Northwest Territories.

4. Authority and Accountability

(1) General

This Policy is issued under the authority of the Executive Council. The authority to make exceptions and approve revisions to this Policy rests with the Executive Council. Authority and accountability is further defined as follows:

(a) Minister

The Minister of Education, Culture and Employment (the Minister) is accountable to the Executive Council for the implementation of this Policy.

(b) Deputy Minister

The Deputy Minister of Education, Culture and Employment (the Deputy Minister) is accountable and responsible to the Minister for the administration of the Policy.

(2) Specific

(a) Executive Council

The Executive Council may approve a change to the mandate of the Department of Education, Culture and Employment.

(b) Minister

The Minister is:

- (i) responsible for carrying out the mandate of the Department of Education, Culture and Employment and shall preside over the operation of the Department; and
- (ii) authorized to carry out the duties described in this Policy in a manner the Minister deems appropriate for the efficient and effective fulfillment of the Department's mandate.

(c) Deputy Minister

The Deputy Minister is:

- (i) responsible for the management of the Department of Education, Culture and Employment including the planning, administration and other functions necessary to further the Department's mandate; and
- (ii) accountable to the Minister for the proper conduct of the business of the Department.



5. Provisions

(1) Mandate Establishment

Pursuant to the Government Organization Policy, the mandate, including the authority, responsibilities and functions, of the Minister and the Department of Education, Culture and Employment is established in this Policy.

(2) Duties of the Minister

The Minister shall develop and carry out programs and services in the Department as may be appropriate to fulfill the mandate of the Minister and the Department.

The Minister shall have charge of and be responsible for:

- (a) Developing and enforcing legislation, policies and agreements that regulate and manage the integrity of the Northwest Territories education system.
- (b) Promoting and supporting the enhancement and preservation of the languages, cultures and heritage of the Northwest Territories including responsibility for the *Official Languages Act*.
- (c) Developing, monitoring and enforcing standards for education achievement, including graduation requirements.
- (d) Providing counseling, support services and information resources to individuals to pursue education, training and employment opportunities and to make productive choices.
- (e) Promoting and supporting programs concerned with childhood development, including pre-school aged children.
- (f) Delivering statutory programs to ensure that supports are available to assist individuals in meeting their basic financial needs.



- (g) Providing quality assurance to the public through accrediting programs and services and through occupational and trades certification, including the licensing of teachers and the licensing of childcare facilities.
- (h) Analyzing labour force developments and implementing responsive strategies designed to achieve meaningful employment for northerners.
- (i) Providing and enforcing employment standards for workers.
- (j) Representing the Government of the Northwest Territories and coordinating the government's involvement in territorial, national and intergovernmental matters related to education, training, official languages, culture and employment.

6. Administration

The Department of Education, Culture and Employment shall be administered in such a manner as to ensure that government requirements and the requirements as expressed in statutes, regulations, agreements, policies and directives are satisfied.

7. Prerogative of the Executive Council

Nothing in this Policy shall in any way be construed to limit the prerogative of the Executive Council to make decisions or take action respecting the Department of Education, Culture and Employment outside the provisions of this Policy.



Premier and Chairman of the
Executive Council