

THE GWICH'IN INTERNSHIP PROJECT



GTC/GNWT/GOC Capacity Building Project

- **The Beginning**
 - Are we ready for self government?
 - Memorandum of Intent on Capacity Building was signed between the GNWT and the GTC in Yellowknife NT on December 11, 2013

Intent of the Memorandum

- Commitments were made to establish a working group and develop a terms of reference for the project prior to March 31,2014
- To explore options to have the Government of Canada join the project.
- Address a process for the exchange and development of staff
- Design of the project

Signing of a Memorandum of Understanding



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The Honourable Bernard Valcourt, Minister of Aboriginal Affairs and Northern Development, and James Wilson, President of the Gwich'in Tribal Council (GTC) signed a Memorandum of Understanding on February 23, 2015, Announcing the launch of an innovative new training and development project: the Gwich'in Internship Pilot Project (GIPP).



The Honourable Robert C. McLeod, Premier, Northwest Territories, and James Wilson, President of the GTC, signed a Memorandum of Understanding on May 11, 2015 in support of the project.

“This initiative will contribute to the conditions that lead to healthier, more self-sufficient and prosperous First Nation communities by creating job training opportunities”.

What is the internship project?

- The Gwich'in Internship Pilot Project (GIPP) is a coordinated effort by the GTC, the GOC, and the GNWT, to enhance the skills of Gwich'in participants through on-the-job training.
- The goal for this project is to increase the participation of Gwich'in participants in the territorial and federal government workforce, to build stronger ties between treaty partners and governments, to implement the Gwich'in Comprehensive Land Claim Agreement (GCLCA), and to build institutional capacity at the GTC.

Cont.

- The Parties are committed to providing developmental opportunities for nine Gwich'in participants within their governing institutions. The GIPP will allow Gwich'in participants to gain valuable work experience within the federal government, the GNWT, as well as the GTC.
- Participants will be provided with capacity building opportunities, practical work experience, a greater understanding of the public sector, and preparation for future opportunities within the GTC.
- The placements will be enhanced with formal and informal learning, as well as mentoring opportunities.

Objectives of the Project

- Build institutional capacity at GTC
- Increase the participation of Gwich'in in the NWT work force
- Build stronger ties between treaty partners/ governments
- Implement the GCLCA
- Increase the representation of Gwich'in in the federal and territorial civil services
- Bring Gwich'in back the NWT

Funding of Project

- User pay model
- Governments to us existing resources
- Total project cost approximately 3 million dollars

Who can apply to the program

- **Eligible Participants** who have the following education and experience.
 - Must have some post secondary education
 - A diploma or degree
 - A minimum of two years work experience in the area that they are interested in.
 - Must be willing to relocate for placements across the north and southern Canada.

The Program

- 9 work placements total over life of project
- 3 per year starting each September in 2015, 2016 and 2017
- Annual rotation of participants through GTC, GOC and GNWT
- Work locations include Inuvik, Yellowknife, Whitehorse, Ottawa and other locations in the NWT and across Canada

3 Interns each year for 3 years

	Sept 2015	Sept 2016	Sept 2017	Sept 2018	Sept 2019
GTC	3	3	3		
GOC		3	3	3	
GNWT			3	3	3

Support Structure

- Program coordinator
 - Daily/ weekly contact
- Joint working group members
 - Bi weekly conference calls
- Developmental and training opportunities
- Mentors
 - Regular contact 2-4 times a month

Challenges

- Recruiting of interns
- Recruiting of mentors
- Funding of coordinator position

Our interns

Delores Bella Charlie - Lands Officer

Gwich'in Lands and Resources

Nicolinea Minakis - Finance Officer Trainee

Finance Department

Bridget Larocque - Manager, Self-Government

Intergovernmental Relations & Lands Claims
Implementation

Plan 2015/2016

- Winter 2015/2016
 - Arrange GOC placements for current interns
 - Ongoing work with mentors
 - Training to continue
 - Recruitment plan enhanced
 - Secure funding for coordinator position

Cont.

- Spring 2016
 - Advertising for next round of interns
 - Recruiting process begins
 - Interns hired
- Summer 2016
 - Interns placed at GTC and GOC
 - Mentors recruited and assigned to new interns
 - Evaluation of first year of the project



Gwich'inat Eenjit Gàdatr'igwijìlcheii Gidilii Gwich'in Tribal Council



Questions

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