



Written Question

Asked by: Adam Arreak Lightstone

Asked of: Hon. George Hickes

Minister responsible for the Public Service Act

Number:

Date: February 20, 2019

Subject: GN Education Leave Utilization 2018-19

Purpose:

As Inuit employment has been stagnant at 50%, there appears to be a barrier preventing Inuit from entering specialized and management level positions. It is clear that qualifications is the key to achieving the required Inuit employment levels as stipulated in article 23 of the Nunavut Land Claims Agreement.

On March 21, 2018, I submitted a written question on the utilization of the Government of Nunavut's Education Leave for the 2017-18 fiscal year. The response identified that only 15 of the 42 employees on education leave were Inuit, representing only 35%.

Over the last year I have been pressing the departments to encourage more Inuit participation in the program. With the new year comes the beginning of another academic semester, and I would like to request updated information on the Government of Nunavut's education leave utilization in the hopes of seeing improved results.

Feb 20/19

1. As of January 30, 2019, broken down by employment entity (department Crown agency, and territorial corporation), category of position (executive, senior management, middle management, professional, paraprofessional and administrative support, how many employees are currently participating in the Government of Nunavut's education leave policy.
2. How many of the individuals referred to each entity and category of position in question 1 were Nunavut Inuit?
3. How many of the individuals referred to each entity and category of position in question 1 were Nunavut Inuit?
4. How many of the individuals referred to each entity and category of position in question 1 were granted education leave without financial assistance, and if so why?
5. How many of the individuals referred to each entity and category of position in question 1 were granted education leave with financial assistance and received basic assistance?
6. Provide a breakdown of each entity referred to in question 1, how much is each entity providing education leave basic assistance by :
 - a. Tuition
 - b. One-time travel return expenses
 - c. Removal of personal effects
 - d. Books and other materials
 - e. Laboratory fees
 - f. Registration fees
 - g. Other expenses
7. How many of the individuals referred to each entity and category of position in question 1 were granted education leave with financial assistance and received partial allowance in lieu of salary at 50%, 60% 70% and 80% respectively?

8. How many of the individuals referred to each entity and category of position in question 1 were granted education leave with financial assistance and received full allowance in lieu of salary, and why?
9. Provide a breakdown of each entity referred to in question 1, how much is each entity providing education leave allowance in lieu of salary?
10. How many of the individuals referred in question 1 were enrolled in a certificate program?
11. How many of the individuals referred in question 1 were enrolled in a diploma program?
12. How many of the individuals referred in question 1 were enrolled in a undergraduate degree program?
13. How many of the individuals referred in question 1 were enrolled in a graduate degree program?
14. How many of the individuals referred in question 1 were enrolled in a doctorate degree program?
15. How many of the individuals referred in question 1 will complete ?
16. Provide a breakdown of the individuals referred in question 1 as to what year of study they are currently in, and how many years are in the program?



RETURN TO WRITTEN QUESTION

Asked by: Adam Lightstone, MLA for Iqaluit-Manirajak
Asked of: Hon. David Akeeagok, Minister of Finance
Number: WQ 011-5(2)
Date: March 21, 2018
Subject: Report on Education Leave Utilization for Fiscal Year 2017-18

Questions:

1. As of March 1, 2018, broken down by employing entity (department, Crown agency and territorial corporation), category of position (executive, senior management, middle management, professional, paraprofessional, administrative support), how many employees were receiving funded education leave?
2. How many of the individuals referred to each entity and category of position in question 1 were Nunavut Inuit?
3. How many of the individuals referred to each entity and category of position in question 1 were not Nunavut Inuit?
4. Provide a breakdown of each entity referred to in question 1, how much is each entity providing educational leave assistance by:
 - a. Compensation and benefits
 - b. Travel*
 - c. Tuition*
 - d. Textbooks*
 - e. Other expenses*?

*Please note that travel, tuition, textbook and other expenses are provided through department's O&M budgets and not centrally tracked. Information on these expenses has been compiled from individual departments.

Responses 1, 2 and 3: Total number of employees receiving education funding; broken down by employing entity, category of position and beneficiary status.

Employing Entity	Category of Position															Total
	Senior Management			Middle Management			Professional			Paraprofessional			Administrative Support			
	Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non	
CGS							3	2	1	1	1					4
CH							2	2	1							2
EDT							1									1
EDU							9		9	3	2	1				12
EIA				1	1											1
ENV							1		1							1
FIN	1	1					1		1	1	1					3
FS							1		1	1	1					2
HEA				1		1	1		1	2		2	2	1	1	6
JUS							2	1	1				1		1	3
NAC							2	2		1		1				3
NHC				1		1				2		2				3
OLA	1		1													1
Total	2	1	1	3	1	2	23	7	16	11	5	6	3	1	2	42

NI = Nunavut Inuit

Non = non-Nunavut Inuit

Response 4: Total amount spent on employee education funds; broken down by spending entity and expense category.

Employing Entity	Compensation and Benefits(\$)	Travel (\$)	Tuition (\$)	Text Books(\$)	Other Expenses(\$)	Total(\$)
Community and Government Services	112,473	0	15,084	0	0	127,557
Culture and Heritage	70,925	0	2,720	400	300	74,345
Economic Development and Transportation	20,740	0	0	0	0	20,740
Education	370,411	10,675	4,338	191	19,894	405,509
Executive and Intergovernmental Affairs	42,747	0	4,050	0	0	46,797
Environment	49,061	N/A	5,618	N/A	N/A	54,679
Finance	105,331	2,849	11,390	306	16,311	136,187
Family Services	57,213	4,273	11,658	359	N/A	73,503
Health	236,202	2,843	16,226	11,731	450	267,452
Justice	177,694	0	1,2697	3,244	0	193,635
Nunavut Arctic College	102,396	32,680	30,651	2,897	6,400	175,024
Nunavut Housing Corporation	28,557	2,360	10,631	336	2,735	44,619
Office of the Legislative Assembly	58,549	0	4,100	0	0	62,649
Grand Total	1,432,299	55,680	129,163	19,464	46,090	1,682,696