



## **POLICY ON PARTNERSHIPS FOR LARGE-SCALE INITIATIVES**

*Approved by the Board of Directors in January 2020*

### **I. PURPOSE**

The purpose of this Policy is to identify the principles, criteria, eligibility, screening and review process applicable to a Partnerships Program designed for partnerships for large-scale initiatives (the “Partnerships”) to advance the strategic plans of Makigiaqta Inuit Training Corporation (“Makigiaqta”), as administered and serviced by Nunavut Tunngavik Incorporated (NTI) and particularly its Division of Inuit Training Programs (the “Division”).

### **II. PRINCIPLES**

The principles governing Partnerships are as follows:

- a) Partnerships shall be consistent with the May 2015 Settlement Agreement between NTI, the GOC and the GN. Specifically:

Makigiaqta resources will complement and supplement, but not duplicate or replace, training and other measures that fall under the mandates of the GoC and the GN (*Settlement Agreement*, para. 15).
- b) Partnerships will be consistent with and closely follow Makigiaqta’s strategic plans.
- c) As described in more detail below, Partnerships will be:
  - Co-developed with Makigiaqta and/or NTI and informed by collaborative planning processes with relevant stakeholders;
  - Designed to achieve specific outcomes linked with Makigiaqta’s strategic priorities identified through strategic plans;
  - Complemented by project planning and project management support; and
  - Guided by rigorous performance monitoring and evaluation.

### **III. STRATEGIC PRIORITIES**

Partnerships pursuant to this Policy will be consistent with Makigiaqta’s strategic priorities established through its current strategic plans. Based on its current Strategic Plan dated August 28, 2017 (SP, see pp. 10,15):

- a) Makigiaqta will spend the largest amounts of funds to expand current levels of delivery of learning and employment programs that support the current working-age population in the following areas:
  - *Strategic Priority #3*: Foundational Skills Development Opportunities for Adults, in order to mitigate the impacts of past deficiencies in learning and employment supports, and

- *Strategic Priority #4: Advanced Training and Post-secondary for Employment in Key Sectors, including investing in Inuit employment in education in K-12.*
- b) As a second order priority, Partnerships may be entered into for the purpose of delivering programs and initiatives in the areas of *Strategic Priority #1, Early Learning Systems,* and *Strategic Priority #2, Wrap-around Support for Success in K-12 and Beyond.*

#### **IV. PROGRAM CRITERIA**

##### **1. Eligible Partners**

Makigiaqta may enter into Partnerships with any of the following or combination thereof:

- the Government of Canada and their respective departments
- the Government of Nunavut, and their respective departments
- Inuit organizations
- Educational institutions or other large organizations with a focus on employment training
- Any other large institutions or organizations approved by the Board of Directors.

##### **2. Eligible Projects**

Partnerships will be based on plans collaboratively developed by Makigiaqta and/or NTI, with participation of other key partners if desirable or necessary, to enhance Inuit employment initiatives and target Inuit under-representation in key employment sectors or educational and training opportunities.

Matters that may be appropriate for Partnerships include:

- Multi-organizational core skills-development initiative (including literacy skills);
- Inuit Employment Plans;
- Development of new post-Secondary or Training Programs in key areas of occupational sectors where Inuit are under-represented;
- Programs that advance opportunities to Inuit in executive or management positions in all sectors;

Partners may propose projects or programs by identifying areas where Inuit may benefit through employment, education or training or advancement. Partners may also share information, data or research to guide where Makigiaqta funds can be targeted for Partnerships where there may be gaps or barriers to employment, education, training or advancement.

##### **3. Amounts and Budget**

The Makigiaqta Board of Directors may set annual or multi-fiscal year allocations for the Partnerships Program.

For each Partnership proposal, Makigiaqta's contribution will be set proportionate to the funds committed by other partners, up to a maximum of 30% of the total costs of the project. The total cost for each project should not be less than \$1 Million.

#### **4. Eligible Expenses**

Type of eligible expenses will be provided in the Guidelines provided in Part VI of this Policy.

### **V. SELECTION AND APPROVAL**

#### **1. Screening**

A Program Committee will be established that includes NTI's Chief Executive Officer, Director of the Division, and Director of NTI's Division of Inuit Employment.

Applications for funding from the Partnerships Program will be reviewed and screened by the Program Committee. The Committee or the Division may request additional information from an applicant.

#### **2. Approval**

Partnership proposals shall be funded only with approval by the Board of Directors, after considering the advice of the Program Committee and the Advisory Council. NTI Chief Executive Officer may approve adjustments to the budget of an approved project within the total amount approved by the Board of Directors.

#### **3. Partnership/Contribution Agreement**

All successful applicants are required to enter into partnership or contribution agreements before receiving funding from Makigiaqta. NTI's Chief Executive Officer may, in the partnership or contribution agreement, require additional terms and conditions that he or she deems appropriate based on the nature of the project and circumstances.

### **VI. PARTNERSHIPS PROGRAM GUIDELINES**

This Policy will be accompanied and implemented by Partnerships Program Guidelines (the "Guidelines") as approved/amended by NTI's Chief Executive Officer from time to time, based on recommendations from the Program Committee and in consultation with the Advisory Council. The Guidelines may include all matters that the Chief Executive Officer deem necessary to implement this Policy.

### **VII. MONITORING AND REVIEW**

#### **1. Monitoring**

The Division will monitor the compliance of this Policy, Guidelines, terms and conditions in the partnership/contribution agreements, and the effectiveness of the projects funded by the Program.

#### **2. Review**

This Program will be reviewed every five (5) years at the discretion of the Board of Directors.