

## SELF-DIRECTED SKILL DEVELOPMENT


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- Online and In -Person Training
- Corporate Memberships
- Volunteering
- Community Involvement
- Self-Study

## LEARNING THROUGH EXPERIENCE

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- Orientation Training
- On-the-job Training
- Developmental Assignments
- Secondments
- Regional Recruitment Program
- Summer Student Employment Program
- Internship Program
- Indigenous Career Gateway Program



### FOUR PATHWAYS TO LEARNING

## LEARNING THROUGH PEOPLE

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- GNWT Mentorship & Coaching
- Professional Associations
- Community of Practice

## FORMAL AND DIRECTED LEARNING

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- Management Series
- Leadership Development Program
- Indigenous Management Development and Training Program
- Formal Education

# APPENDIX

## GNWT Resources & Information

### Workforce Development Framework

- [Workforce Development Framework Document](#)

### Learning and Development Policy

- [L&D Policy](#)

### Formal & Directed Learning

- [Management Series](#)
- [Leadership Development Program](#)
- [Indigenous Management Development and Training Program](#)
- [Formal Education: Education Leave](#)
- [Formal Education: Short term Education Leave](#)
- [Formal Education: Tuition/Course Fees](#)

### Self-Directed Skill Development

- [Online and In-Person Training Courses](#)
- Corporate Memberships
- Volunteering
- Community Involvement
- Self-Study

### Learning through Experience

- [Orientation Training](#)
- On-the-job Training
- [Developmental Assignments](#)

- [Secondments](#)
  - Building Capacity in Indigenous Governments Program
- [Regional Recruitment Program](#)
- [Summer Student Employment Program](#)
- [Internship Program](#)
- [Indigenous Career Gateway Program](#)

### Learning through People

- [GNWT Mentorship and Coaching: Coaching Success](#)
- [GNWT Mentorship and Coaching: Coaching Fundamentals](#)
- [Professional Associations: Excluded Employees](#)
- [Professional Associations: Northwest Territories Teacher' Association](#)
- [Professional Associations: Senior Managers](#)
- [Professional Associations: UNW Employees](#)
- Community of Practice

### Other

- [Key Performance Measures and Indicators Report](#)
- [GNWT Competency Model](#)



# FOUR PATHWAYS TO LEARNING

## SELF-DIRECTED SKILL DEVELOPMENT

## LEARNING THROUGH PEOPLE

## LEARNING THROUGH EXPERIENCE

## FORMAL AND DIRECTED LEARNING

The Workforce Development Framework outlines the Government of the Northwest Territories (GNWT) Learning and Development programs with the goals of:

- Providing a model for learning and development to foster a learning culture across the GNWT;
- Improving awareness for employees and managers of approaches to workforce development; and
- Identifying areas for continuous improvement in the GNWT approach to workforce development.

Within the GNWT, there are 4 primary pathways to employee learning and development.

The GNWT utilizes formal training programs that include a variety of methods to appeal to various learning styles to ensure employees acquire the same information at the same time.

Through self-directed development, the GNWT encourages its employees to engage in self-directed skill development as the process enables employees to manage their growth and development.

The GNWT encourages hands on learning and knowledge sharing. This type of learning immerses learners in an experience and encourages reflection on the experience to develop new skills, new attitudes, or new way of thinking.

GNWT employees can also learn from others through a variety of collaborative learning activities and interaction with peers.

A robust workforce development effort requires collaboration with staff across multiple levels and areas of responsibility.

