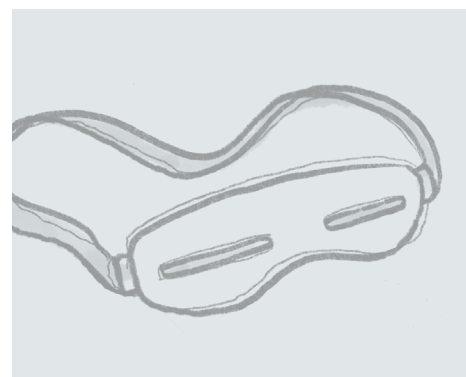
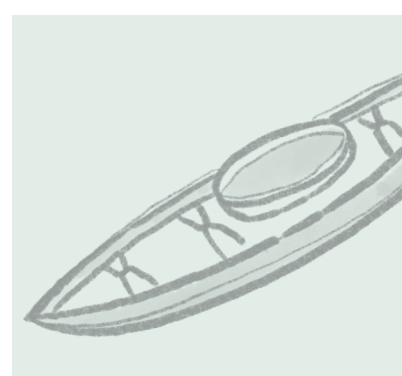


2025-2028

# Inuktitut Language Training *Strategic Plan*



Department of Culture and Heritage, Government of Nunavut





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# Minister's Message

The Government of Nunavut (GN) is committed to making Inuktitut the working language of government. Achieving that will require thoughtful planning, perseverance, and collaboration among various departments and stakeholders. A comprehensive strategic plan, including priority areas, objectives, and actions, has been developed to serve as a roadmap to guide these efforts.

The Inuktitut Language Training Strategic Plan addresses all levels of Inuktitut learning within the Government of Nunavut. Ensuring our employees have the training programs, tools, resources, and supports needed to work and deliver services in Inuktitut is one of my key priorities. To address this obligation, my department has put forth a plan to develop new language training opportunities for all employees.

The Inuktitut language is at the heart of Inuit culture and identity – and as the GN we will ensure that our employees are provided with the resources and supports needed to learn Inuktitut, as well as the capability to use it in the workplace. By investing in our employees through Inuktitut language training, we are providing opportunities to improve Inuktitut use across all areas of society. I am confident that this plan will support our broader goal of ensuring that our language continues to thrive for future generations.

Our Inuktitut Language Training Unit will lead the implementation of this strategy and is dedicated entirely to the development and delivery of Inuktitut language programming.

The successful implementation of this strategy will ensure the GN continues to work towards achieving its employee language training goals. I call on all departments and employees to take an embrace this collective responsibility. Your leadership, participation, and commitment are essential to making Inuktitut the working language of our government. Let us lead by example and ensure Inuktitut thrives within our government and beyond.

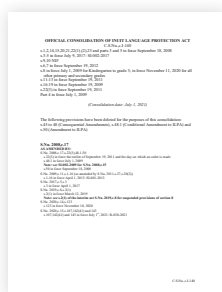
I look forward to reporting on the progress of these initiatives and building our capacity to develop and deliver Inuktitut language training and services.

**Hon. P.J. Akeeagok**  
Minister of Languages

# Background

## GN Language Training Commitments

The GN is committed to legislative obligations and tabled strategies for Inuktitut language training in the workplace. The *Inuit Language Protection Act (ILPA)*, Uqausivut 2.0, Iviqtippalliajut, Katujjiqatigiinniq Protocol and Katujjiluta all provide the necessary legislative and strategic directives for the GN to implement language training initiatives. The table below lists the key pieces of legislation, protocols and strategies that govern these obligations.



### Background

### Commitment

#### *Inuit Language Protection Act (ILPA)*

ILPA came into effect in 2008 and requires the GN to provide language training to employees. Under ILPA, every employee has the right to use Inuktitut at work.

- Provide a workplace where employees can speak Inuktitut.
- Increase the use of Inuktitut in the workplace.
- Ensure that management can communicate with employees in Inuktitut.
- Offer Inuktitut language training.
- Ensure that employees are not prevented from registering to trainings due to routine work duties

#### *Uqausivut 2.0*

Tabled in 2018, Uqausivut 2.0 is the official plan for implementing Nunavut's *Official Languages Act (OLA)* and ILPA from 2018 to 2023. There are four key focus areas: Language of Learning, Language of Work, Language of Services, and Language Revitalization.

- By ensuring that all employees are aware of the right to work in Inuktitut, and by providing learning opportunities and performance incentives, Uqausivut 2.0 will improve Inuit employment, expand Inuit economic opportunities and support Inuktitut as a working language of government.
- Under Language of Work, Uqausivut 2.0 commits to helping create work environments that focus on the use and advancement of Inuktitut as a working language of government while respecting and upholding the rights of Nunavut's other official languages.



### ***Iviqtipalliajut***

Tabled in 2018, the three main priorities of the framework are to increase the integration of ISV/IQ in GN workplaces, policy and program development, and service delivery. Using Inuktitut as the language of work is a key priority within the framework.

- The GN will support employees in accessing language training for Inuktitut as a first and second language and promote access to resources that will promote the use of Inuktitut in the workplace.
- GN employees will increase their language skills in Inuktitut in order to better serve Nunavummiut.



### ***Katujjiqatigiinniq Protocol***

Signed in 2020 between NTI and the GN, the Protocol is a shared commitment to work together to fully implement the Nunavut Agreement.

- Mobilize Inuit Identity and Culture- For Nunavut to be successful, Inuktitut and Inuit culture must be central to governance in Nunavut.
- Inuktitut must become the language of the government's programs and services.

Joint priorities:

- To make Inuktitut the primary language of work in government offices.
- To make Inuktitut the primary language for delivery of essential government programs and services.



### ***Katujjiluta***

Katujjiluta is the 6th Legislative Assembly's Mandate that identifies priorities and actions to achieve the strategic priorities of the GN.

- Finalize and begin implementation of the Inuktitut Language Training Strategy

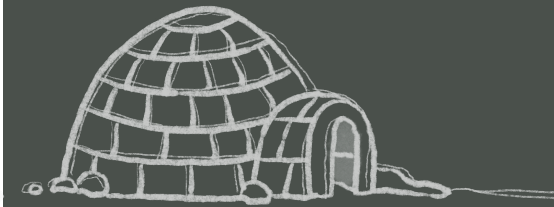


## Current courses path

The GN currently provides Inuktitut language training for employees at both the foundational and professional level through delivery partners.

In 2023/2024 and 2024/2025, the GN, through the Language Training Programs unit of Culture & Heritage, offered the following courses:

- Inuktitut Orientation (3-hour Kickstart) – Introduction course for employees looking for a quick introduction to Inuktitut. The 3-hour Kickstart covers basic Inuktitut vocabulary and grammar and will teach how to introduce itself.
- Pigiarnvik 1 (30 hours) – A course opens to learners of any background who are at the beginner level, introducing the essentials of Inuktitut, including correct pronunciation.
- Pigiarnvik 2 (30 hours) – A course for continuing supporting employees building their ability to communicate in Inuktitut and start learning the syllabic writing system.
- Pigiarnutit Online (60 hours) – For Inuit employees who do not speak Inuktitut or who have some abilities but are looking to build their skills in speaking, reading and writing comfortably.
- Qimattuvik Certificate Program (450 hours) – A flexible program that consists of 10 courses designated to enhance professional skills in Inuktitut for Inuktitut-speaking public servants.



## Inuktitut Language Training Unit

In 2022, the Department of Culture and Heritage created a Language Training Programs Unit within the Official Languages Division.

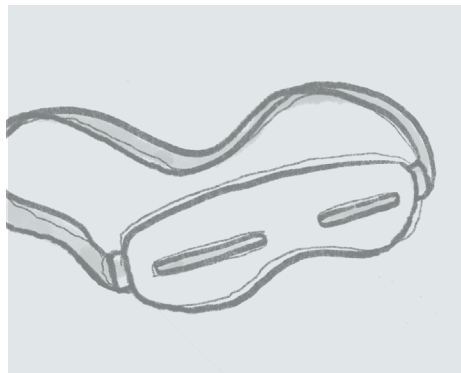
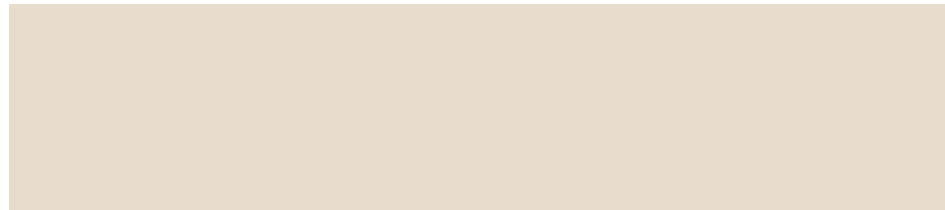
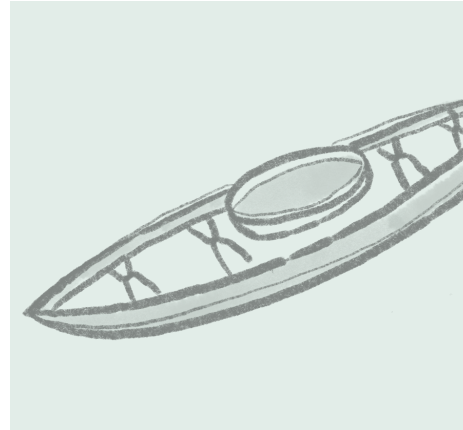
The unit includes a Manager, Language Training Programs and a Coordinator, Language Training Programs.

The unit is responsible for coordinating and delivering current Inuktitut language training initiatives across the GN.

As part of the implementation of this Strategic Plan, the team will be responsible for the overall administration, logistics and monitoring of the plan.

# Mission

To lead the development and delivery of language training initiatives for Government of Nunavut employees.



# Vision

Inuktitut as the primary working language of the Government of Nunavut.



# Overview of the Strategic Approach

The priority areas, goals, and objectives set out in the strategy have been developed based on comprehensive consultations with language partners and stakeholders. Focus groups and interviews with language delivery partners, Inuit organizations and community language stakeholders and form the foundation of the strategy.

Successful implementation of this strategy will require the following elements:

- A commitment of time and resources from all GN departments;
- Adequate instructional time for learners;
- Motivated and engaged learners;

- Support for learners;
- Quality Inuktitut learning resources; and
- A extended diversity of programs.

Some of the key measurements of progress towards achieving the strategy goals include:

- GN employee language level achievements;
- GN employee language retention; and
- Level of Inuktitut language use in the workplace.

From these findings, three main areas of focus have been identified, each complementing the others, and addressing the various aspects and key points highlighted during the consultations.

These three areas of focus are as follow:

## **Priority Area 1:**

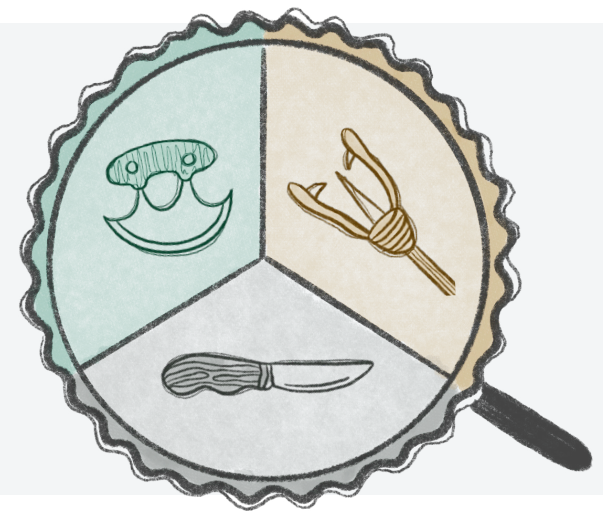
Identify & Develop:  
Inuktitut Training Programs

## **Priority Area 2:**

Support: Learners

## **Priority Area 3:**

Promote: Programs  
Opportunities



This plan has been developed with consideration to the current capacity and resource limitations within the GN. It is intended that the strategic plan be achievable with realistic outcomes that will allow for short term successes while building the foundation for longer term growth.

Priority Area 1  
Goal 1.1

# Identify & Develop: Inuktitut Training Programs

**Goal 1.1** Inuktitut Language Training Programs are developed to achieve the GN's employee language training goals while ensuring they are relevant, meaningful, and meet the needs of learners.

To ensure learning success, programs must be developed within the current context of government operations. GN staff have varying levels of proficiency, spoken and written, that need to be considered in the design and delivery of programs. Priority will be given to developing programs that align with: the needs of foundational training, to meet regulatory requirements (i.e. front-line services) and specialized needs for advanced proficiency and sectorial terminology.

<b>Objective</b>	<ul style="list-style-type: none"><li>• Language training programs will build upon existing resources.</li><li>• Ensure language programs are meaningful and relevant to employees.</li><li>• Focus on foundational training, advanced proficiency and sectorial terminology.</li></ul>
<b>Actions</b>	<ul style="list-style-type: none"><li>• Identify, assess and update existing resources/programs in collaboration with existing language delivery partners and Inuit Uqausinginnik Taiguusiliuqtiit (IUT).</li><li>• Identify employee training needs through a needs assessment process (including the identification of foundational training modules and regulatory compliance modules for front line workers).</li><li>• Develop foundational self guided learning tools and mandatory tools for various staffing groups and levels within the GN.</li></ul>
<b>Outcome</b>	<ul style="list-style-type: none"><li>• Increase in the number of GN employees continuing/ completing language learning programs.</li><li>• Program design and delivery will be based on current language proficiency levels.</li><li>• Increased access to learning materials and enhanced support for proficient speakers, silent speakers and non-fluent speakers.</li></ul>

Priority Area 1  
Goal 1.2

# Identify & Develop: Inuktitut Training Programs

**Goal 1.2 Inuktitut Language Training Programs are delivered through various methods and platforms, focusing on innovation, best practices, and learner success.**

The GN is committed to providing employees the required time to be fully engaged in Inuktitut learning. This will be achieved through investments in new learning approaches that resonate with employees' work/life realities. As part of this process, materials will be modernized for the various learning streams to include interactive websites, software applications (apps), videos etc.

Various learning approaches will be used during the implementation of the strategy, which will include the combining of formal in-class/online traditional learning with informal learning where learners can interact with other Inuktitut speakers. This can be done in a virtual environment or through informal gatherings that promote learning.

Objective	Actions	Outcome
<ul style="list-style-type: none"><li>• Leverage the latest and emerging technologies to engage employees in language learning.</li><li>• Create flexible language learning models for employees.</li></ul>	<ul style="list-style-type: none"><li>• Produce new interactive learning resources and materials that are compatible with existing GN training platforms and existing language learning applications.</li><li>• Develop options for personalized learning streams to balance both work and learning needs through flexible scheduling and self-paced learning opportunities.</li></ul>	<ul style="list-style-type: none"><li>• Increase in the quality and quantity of Inuktitut learning resources for employees.</li><li>• Increase in programming options for employees to learn Inuktitut.</li></ul>

## Priority Area 2

### Goal 2

# Support: Learners

### Goal 2 The development of supports for employees while enrolled in language training programs.

Supporting GN employees in their language learning was identified as an essential component to ensuring successful outcomes. Providing supports and incentives to employees enrolled in Inuktitut language programming will help to ensure continued engagement in the learning process while balancing work requirements.

Training will be linked to the vision of having Inuktitut as the primary working language of the Government of Nunavut, rather than simply providing training without the context of larger goals. The GN will also ensure that language training plays a role in the development and implementation of Inuit Employment Plans and has a positive impact on employee retention.

#### Objective

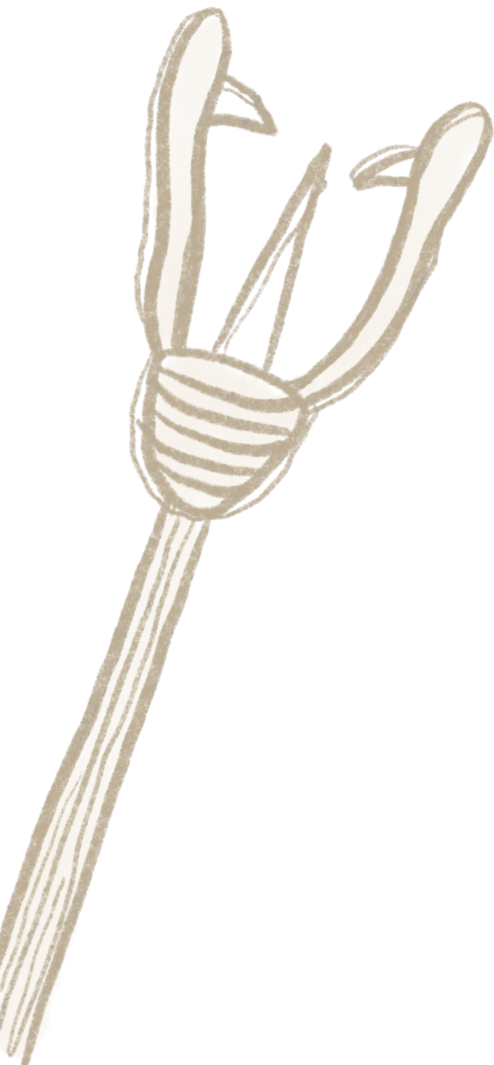
- Increase employee awareness of employer obligations regarding Inuktitut learning, as well as supporting related policies.
- Create supportive learning environments within the GN
- Monitor program developments and adjust based on employee data.

#### Actions

- Develop directive and communication material to improve understanding and interpretation of section 12(g) of the *Inuit Language Protection Act* and promote awareness of related financial benefits and professional opportunities
- Develop and distribute Inuktitut learning materials throughout the GN. Develop opportunities for immersive learning within departments through mentorship and cultural activities.
- Identify and customize a data management system to track and adjust programming and terminology development needs.

#### Outcome

- Employees understand that learning Inuktitut is a right protected under ILPA that must not be hindered by routine work duties and that may lead to financial incentives, leading to an increase in Inuktitut Training demands.
- Increase in language resources and opportunities for language transmission.
- Enable GN on tracking and monitoring employee language progression and report on language of work goals.



## Priority Area 3

### Goal 3

# Promote: Program Opportunities and Partnerships

**Goal 3** Promotion of Inuktitut Language Training will create awareness of training initiatives and assist in the recruitment of language training participants.

There are many strong community level organizations throughout Nunavut that support and promote Inuktitut language use. The Language Training Unit will formalize partnerships with various stakeholders with the goals of:

- Creating awareness of Inuktitut language programs and learning opportunities; and
- Enrolling more GN employees into Inuktitut language training.

#### Objective

- Develop targeted communications for pre-identified potential learners.
- Strengthen partnerships with language partners to promote interest in Inuktitut language programming.
- Create a supportive environment for employees to engage in Inuinnaqtun revitalization.

#### Actions

- Develop and maintain a database of potential candidates for languages courses and create communications about available programs tailored to their levels and needs.
- Formalize relationships with community language stakeholders to explore collaborative learning for cultural and linguistic immersive opportunities.
- In collaboration with community language partners, identify opportunities to develop immersive training by considering: workshops, resource development and community engagement programs.

#### Outcome

- Increase the number of participants in training programs
- Increase in the number of employees interested in Inuktitut language training.
- Increase in number of opportunities for employees to engage in Inuinnaqtun language acquisition and promotion.



# Accountability and Oversight

The Official Languages Division will develop an accountability and monitoring plan for the implementation of this strategic plan. The overarching framework for accountability and monitoring of performance will be reporting on program indicators and progress. As part of the implementation process, the Official Languages Division will also develop program indicators to ensure reporting of all program activities are included as necessary for federal and territorial reporting requirements.

The work of the Official Languages Division has a direct impact on all language partners, stakeholders and GN employees. Ongoing monitoring of

the goals and objectives in the strategy provides an opportunity to measure progress in each of the identified priority areas.

The Official Languages Division will publish on Minister of Languages annual report status and progress on the implementation of this strategic plan and narrative reports for each priority area identified in this plan.

To ensure the effective implementation of this strategic plan, the Division will ensure that progress is monitored, and any necessary adjustments are made on an ongoing basis over the implementation period. The Language Training Programs Unit will develop

performance indicators for tracking and monitoring progress, establish procedures to sample and track the data, and coordinate the consolidation and analysis of results and outputs.





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