



Introducing the new non-governmental private organization...
Friends of Nunavummiut Professional Development and Consulting Academy



Introduction:

This brief vision for the **Friends of Nunavummiut Academy** is presented by our founder, Toby Neuendorf, retired CMA (Certified Management Accountant), college professor, CEO, CFO, and former hamlet SAO (Senior Administrative Officer).

The GN's goal of 85% Inuit employment is still a (distant) pipe dream.

For 25 years the Government of Nunavut has declared its goal of 85% Nunavummiut employment, representing Nunavut's population. After 25 years, that goal remains a distant pipe dream for Nunavummiut.

For those same 25 years the federal government has attempted to force the highly structured, complex academic and political models, designed to function in an environment of thousands of large cities and large corporations, and tens of millions of people - onto Nunavut, with its tiny population of 37,000, mostly Nunavummiut, spread out in 25 remote communities, and its highly land-dependant tradition.

This complex, inflexible southern model **could not possibly be expected to work successfully in Nunavut.**

Nunavut's unique challenges:

For millennia Nunavummiut have grown up with a focus on the practical hunting and fishing skills needed to stay alive in the harsh conditions of the arctic, and on the creativity and ingenuity required to design and build tools and weapons using only the materials they could find around their camp. (No Home Depot down the street) These skills, ingenuity and traditional knowledge, which allowed them to thrive in the harshest conditions known to man, ***have made Nunavummiut famous all over the world.***

However, over the last few decades since the 1940's, Nunavummiut have been struggling to adapt to the highly academic and technical 'southern' standards which they have been forced to fit into. Consequently they have been largely excluded from managerial jobs and careers which demand academic degrees and professional designations, and Nunavummiut are growing increasingly frustrated that almost all technical and management positions within the Government of Nunavut and other organizations are being filled with non-Inuit.

The **Friends of Nunavummiut** recognizes that, although they do not hold academic degrees or professional designations, Nunavummiut traditional knowledge, creativity and problem-solving skills are **still as valuable as ever** for successfully thriving in their tiny, remote communities in the harsh arctic, and ***this wisdom must be treasured, and honoured – not ignored and discarded.***

We recognize, however, that the GN and Nunavut Arctic College must interface directly with the 'outside world', and must employ qualified, technical staff... this is where we believe our long term vision will be relevant.

I have taught in the Business Administration programs of 3 colleges over the last 25 years: Nunavut Arctic College (1998-99), Lakeland College, Alberta (2000-2002), and Aurora College, Inuvik (2010-2012); I have experienced first-hand the **frustration of students** who want a more practical, up to date education; one that they can use in their everyday life. Colleges move slowly; *introducing a new curriculum takes years, and is often out of date before it is even in the classroom.*

Nunavut is very unique, and we envision a unique model for Nunavut:

At the rapid pace of change in the world today, to be of any real practical value to students, training must be flexible and updated constantly to keep pace. ***Our mission is to fill in the gaps***, and to provide Nunavut-focused, practical classes and practice exercises which come from real-life Nunavut jobs – not from dry 500 page textbooks written by PhD's who have never been in the real world – especially the remote, harsh world of the arctic.

The **Friends of Nunavummiut** will strive to work closely with Nunavut Arctic College to encourage

Nunavummiut graduates of our training program to strive to further their academic and technical skills.

For instance, after completing the **Friends of Nunavummiut Academy's** basic suite of practical courses, Nunavummiut SAO's and Directors of Finance will begin to gain valuable on-the-job experience, and can then seamlessly progress into NAC's (extended) Business Administration program, where they can attend a year of full-time studies and then return to their hamlets for a year to put the new concepts into practice... and then return to NAC for the next year of studies.

With this strategy they would complete a 4 year degree program in 8 or 9 years, and be **much better qualified to fill many of the vacant positions in the future Government of Nunavut** than a southern employee who will leave Nunavut as soon as he or she finds a better paying job in the south.

However - these newly qualified Nunavummiut will be committed to working in Nunavut for the rest of their lives – because Nunavut is their home.

With the above in mind, the **Friends of Nunavummiut's** most important criteria in selecting our teachers and consultants is not the number of letters they have behind their name, but their **commitment** to the future of Nunavummiut, their **ability to communicate concepts** - and their practical **real-world experience**.

It is my hope that very soon **most of our teachers will be Nunavummiut** who have gone through our training and mentorship program.

Our Courses:

I'm sure you've heard of the **80/20 rule** which applies to many situations in life. **Instead of the instructor racing through 80% of the features** of the software in a six hour class (like the typical course in the south), where you don't have any opportunity to practice anything, and you don't remember a thing when you get home, our introductory level courses will focus on the **20% of features that you will use every day**, and you will **practice every one of these features** using practice exercises relevant to your actual job.

The industry standard pricing for live, instructor-led introductory courses in Excel, Word and Powerpoint range up to **\$1,895/day**, and are almost all **virtual classes**, where students log onto the training company's website for the classes. In my experience, **in-class is much more effective learning.**

theknowledgeacademy.com/ca/courses/microsoft-excel-training/

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Excellent ★★★★★ 47,381 reviews on ★ Trustpilot

Fri 11th Apr 2025	→	Fri 11th Apr 2025	CAD1895
Fri 13th Jun 2025	→	Fri 13th Jun 2025	CAD1895

One day virtual class - Introduction to Excel:

Our courses are longer than conventional southern courses, because we will be working through practical exercises every step of the way. When you are done, you will feel confident that you will be able to start using the training as soon as you get back to work.