Nunavik Inuit employment in the mining sector: Initiatives and programs
Nunavik Land Regime & Marine Region (JBNQA; NILCA)
Nunavik mining development

Mining projects in Nunavik
- Mining claims
- Nunavik communities
- Mines in production
- Advanced exploration projects
  - Gold
  - Iron
  - Nickel
  - Platinum Group Elements
  - Rare Earth Elements
  - Uranium
- Category I lands
- Category II lands

Data Source: Ministère Énergie et Ressources naturelles Québec, 07/28/2014
Compiled by: Jean-Marie Seguin, Makivik Corp.
JBNQA Nunavik Employment & Training initiatives

• Kativik Regional Employment & Training Technical Committee (KRETTC):
  • Propose to the KRG regional council guidelines for developing employment and training services in the region.
  • Play an advisory role and inform the KRG regional council, Schookl Boars or any other organization involved in the area of employment planning, vocational training and economic development.
  • Maximize the use of the various employment and training programs and services on the territory.
  • Develop and support various local and regional initiatives in employment and training.
Mandates of KRETTC:

• Identify and recommend, to the KRG regional council, budgets to be allocated to each program depending on available funds.

• Set priorities for employment and training needs, based on needs estimates and recommend them to the KRG regional council.

• Set priorities for vocational training education, based on needs estimates and recommend them to the KI Adult Education and Vocational Training
Partners:

Kativik Regional Government – Sustainable Employment dept.
Kativik Ilisarniliriniq – Adult Education and Vocational training/Post-secondary Student Services
Kativik Regional Government – Economic development dept.
Fédération des coopératives du Nouveau-Québec
Nunavik Board of Health and Social services
Avataq Cultural Institute
Makivik Corporation
Qarjuit Association (youth)
Nunavik Landholding Corporations Association
Saturviit
Another regional initiative: Kautaapikkut Strategic Table

• Inuit Partners
  1. Kativik Regional Government, Sustainable Employment Department
  2. Makivik Corporation
  3. Nunavik Land Holding Corporation Association
  4. Nunavik Mineral Exploration Fund
  5. Kativik School Board, Adult Education Department

• Mining Company Partners
  6. Glencore Raglan Mine
  7. Canadian Royalties Nunavik Nickel Mine
  8. Oceanic Iron Ore
Estimated potential mining jobs in Nunavik – next 10 years:

More than 4,000 in producing mines, mine construction, exploration and contractors;
(Population in Nunavik is 12,000)

Current number of Inuit employed in mining sector (2013):

Approximately 200-230 including producing mines and exploration sites.

*Nunavik labour force characterized by:

High dropout rate in schools;
Low level of graduates from trades, college and university.
Nunavik Nickel mine
Inuit employment rate (2012-2017)


Human Resources
Inuit Recruitment (Active)

- 2018 YTD 40 Inuit employees (represents 10% of our total site workforce of 419)
- Forecast of 55 Inuit employees (average 12% by year end)

Inuit Employees

2012 2013 2014 2015 2016 2017
31 13 27 33 31 53
Raglan Tamatumani program
In 2008, the Tamatumani Program was established. This program offers a more holistic approach to recruiting & training Inuit, including supporting their transition to work.

**Inuit Staffing**
- Dedicated team on site
- Visibility in Communities

**Attraction**
- Support measures
  - Inuit kitchen
  - Arts and Crafts
  - Sports activities
  - Inuit counsellors
  - Advisory role to HR

**Retention**
- Career development programs
  - R.I.D.E.
  - Creation of value-added positions
  - Technical training programs

**Integration**
- Onboarding
  - Transition program
  - Essential skills training
  - French training
  - Intercultural training

**Progression**
- Support measures
  - Inuit kitchen
  - Arts and Crafts
  - Sports activities
  - Inuit counsellors
  - Advisory role to HR
Tamatumani’s Initiatives

- Inuit Employment Centre
- Essential Skills Training
- Specialized training programs
  - Stope School
  - Building Maintenance
  - Heavy Equipment Mechanics
  - Etc.
- R.I.D.E. Program
- Scholarship Funds
Essential Skills Programs

- Reading & Writing
- Maths
- French as a second language
- Computer training
- Working with others
- Driver’s territorial driver’s licence
- Pre-test for provincial driver’s licence
Rapid Inuit Development and Employment (R.I.D.E.)

• RIDE Leadership
  • Employees with outstanding leadership potential
  • Mentoring program
  • Special projects

• RIDE
  • Employees with potential and interest to progress within the company
  • Individual Development Plan & Essential skills training
  • French classes

• PRE-RIDE
  • Employees with potential but need to develop behaviour skills
  • Essential skills training
  • French classes
**Specialized Training Programs**

- Heavy Equipment Mechanic
- Welding
- Building Maintenance
- Heavy Equipment Operators
- Carpentry
- Stope School
- Drilling (soon)

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**Stope School**

- 2 Supervisors / Trainers
- 2 Instructors
- Dedicated workplace
- Dedicated Mining Equipment
- 10 to 12 apprentices at all time

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**Heavy Equipment Mechanic**

- 3 apprentices
- 1 instructor
- 2 year program
Human Resources Employment – Tamatumani

Inuit Employees as of February 28th, 2018

Number of Inuit employees 2010-2018

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Human Resources Employment – Tamatumani Turnover

Total turnover rate (%)
- Total departure
- #Inuit Employees (average/year)

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<td>2017</td>
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Inuit employees - Total Turnover evolution (with terminated)

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<td>Total departure</td>
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<td>Turnover (total)</td>
<td>88.9%</td>
<td>50.7%</td>
<td>39.4%</td>
<td>35.8%</td>
<td>32.4%</td>
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NAKURMIIK

Questions?