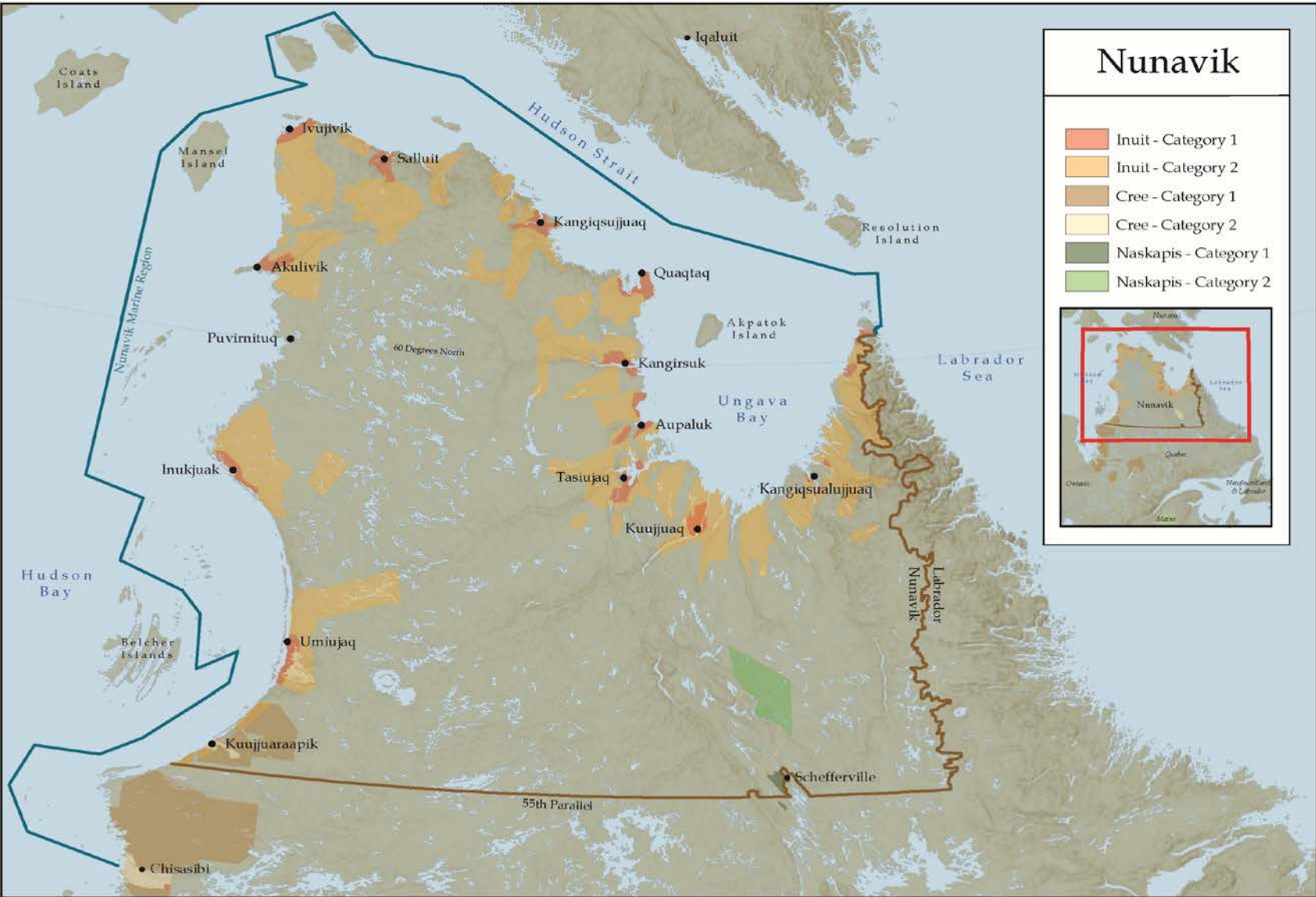


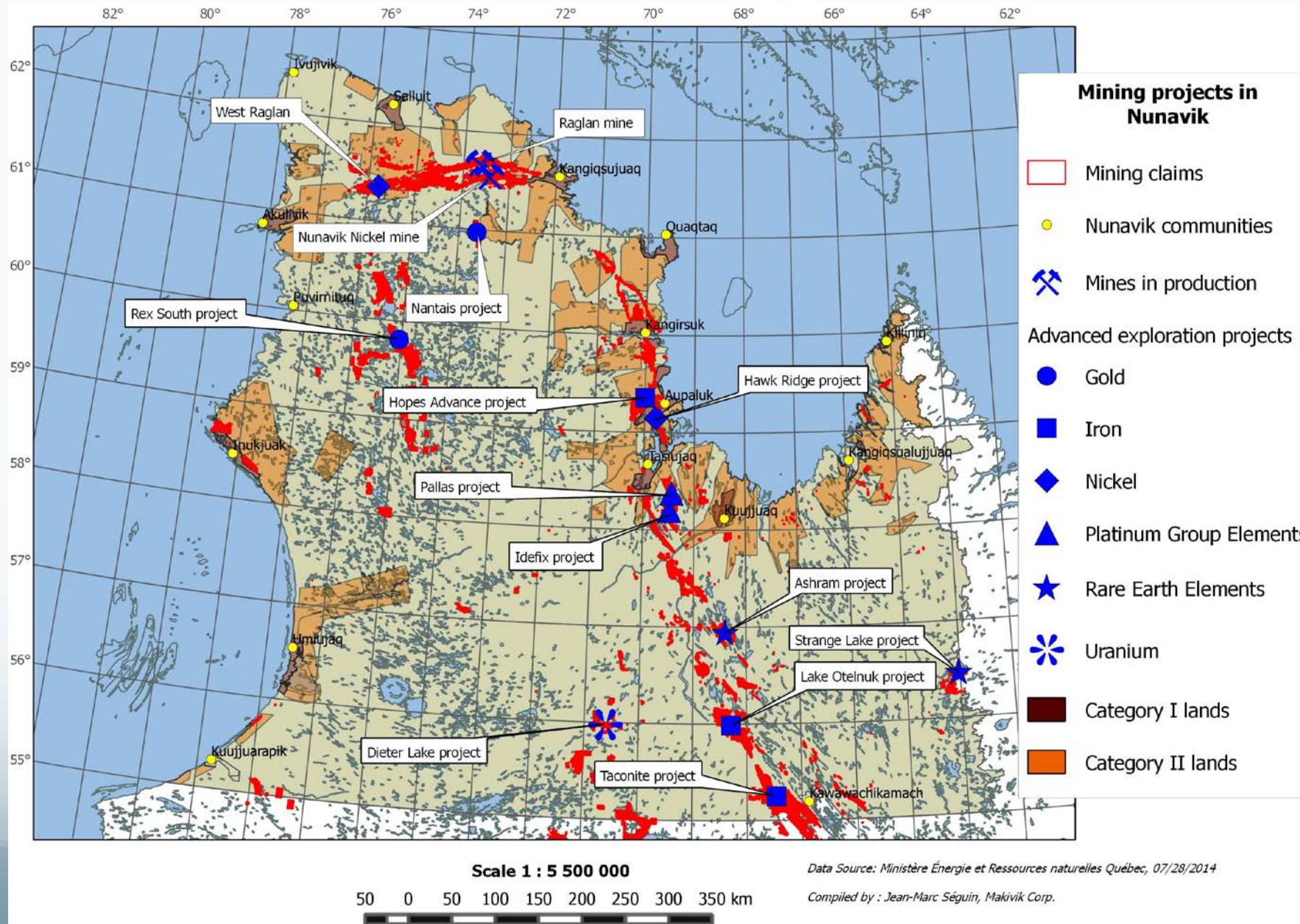
Nunavik Inuit employment in the mining sector: Initiatives and programs



Nunavik Land Regime & Marine Region (JBNQA; NILCA)



Nunavik mining development



Past Inuit Work Experience: Purtuniq mine (1972-1984).



JBNQA Nunavik Employment & Training initiatives

- **Kativik Regional Employment & Training Technical Committee (KRETTTC):**
 - 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, School Boards 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 KRETTTC:

- 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

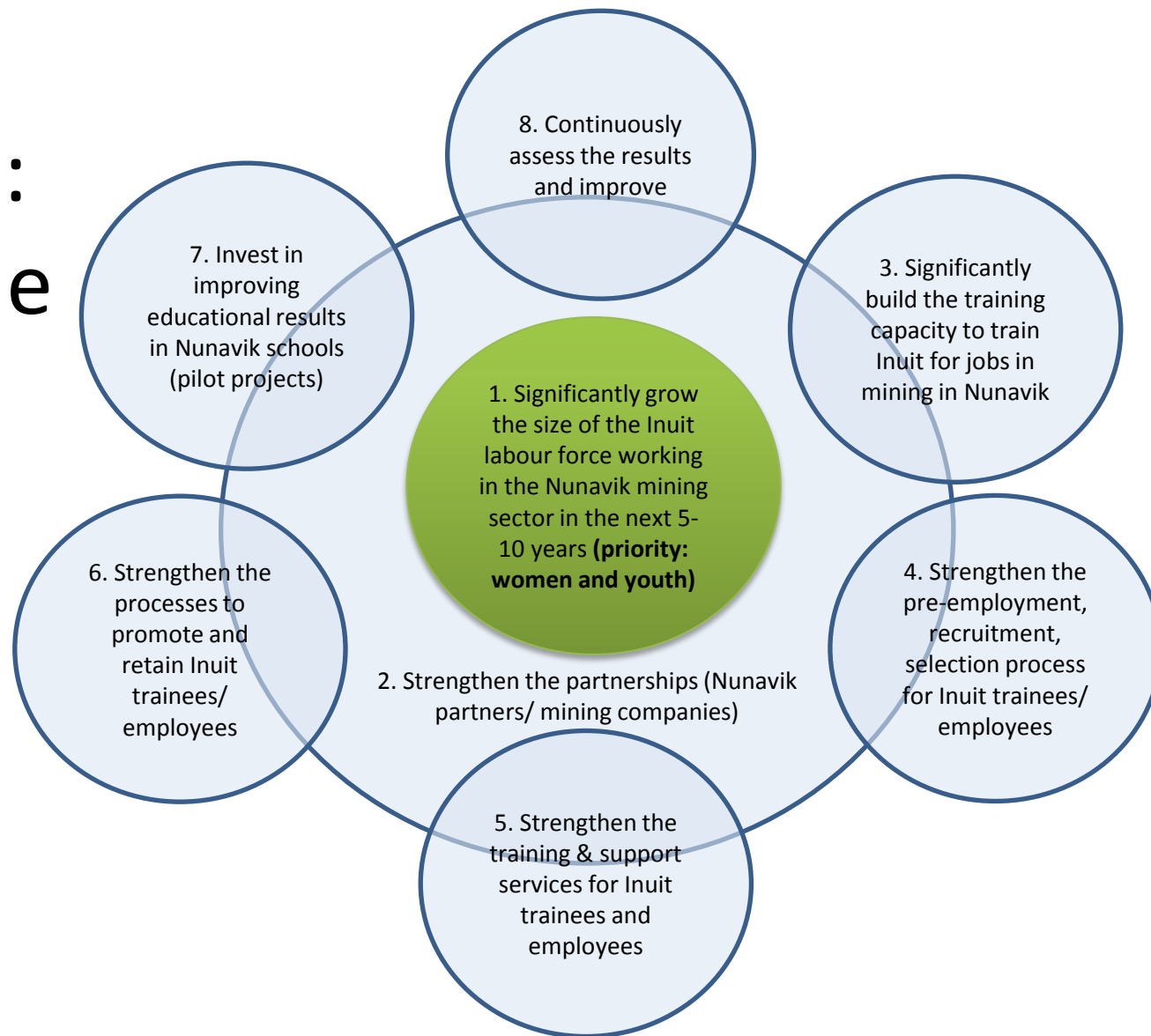
Another regional initiative: Kautaapikkut Strategic Table

- **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.**

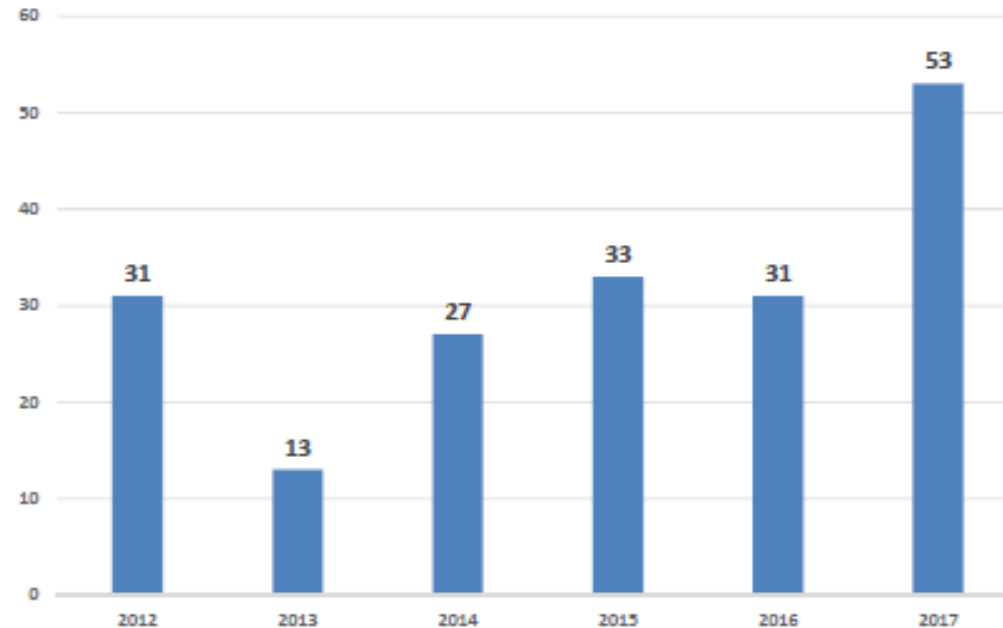


Human Resources

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



**Nunavik Nickel mine
Inuit employment
rate (2012-2017)**

-

**Nunavik Nickel
Agreement (2008)**

Raglan Tamatumani program Case-Study – Raglan Agreement (1995)

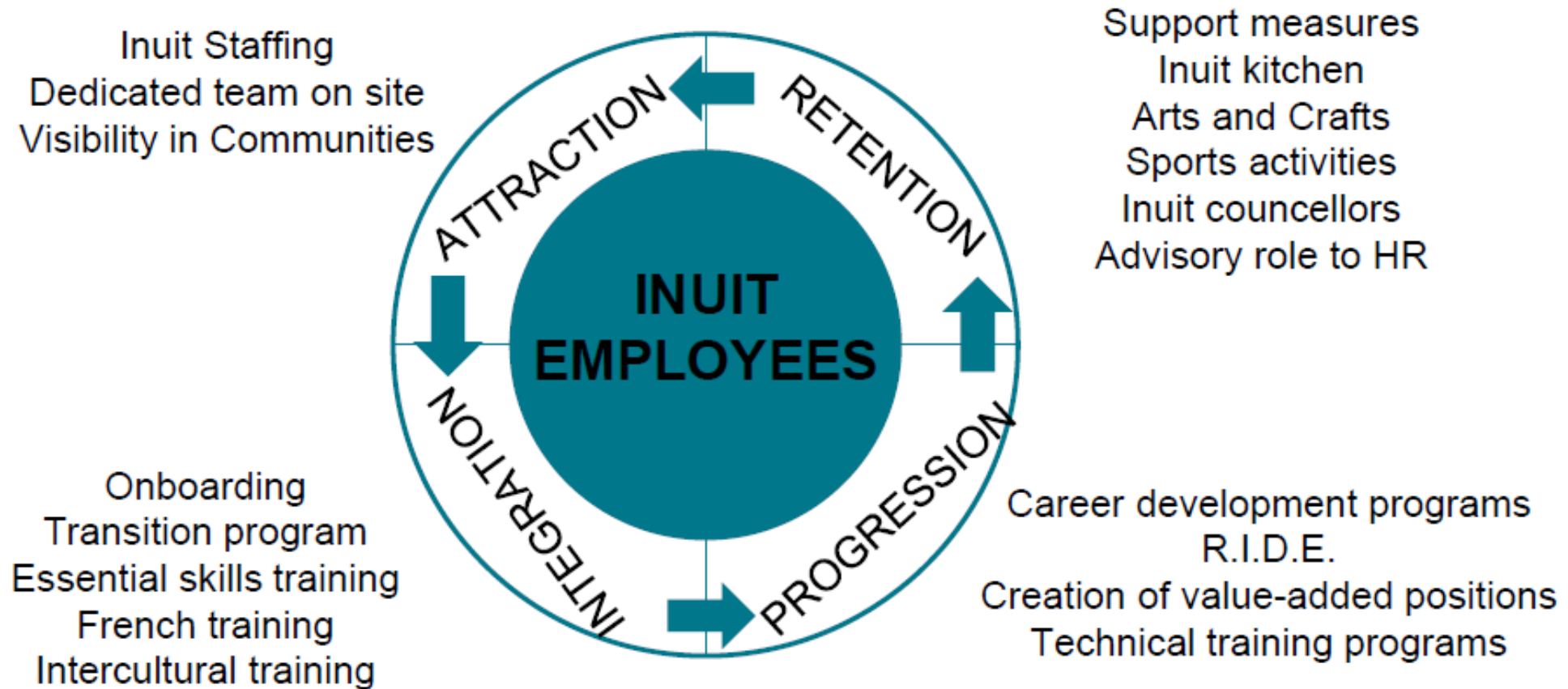


Tamatumani

Tamatumani Program

10th Anniversary in July!

- In 2008, the Tamatumani Program was established. This program offers a more holistic approach to recruiting & training Inuit, including supporting their transition to work.



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

Heavy Equipment Mechanic



- 3 apprentices
- 1 instructor
- 2 year program

Stope School



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

Specialized Training Programs

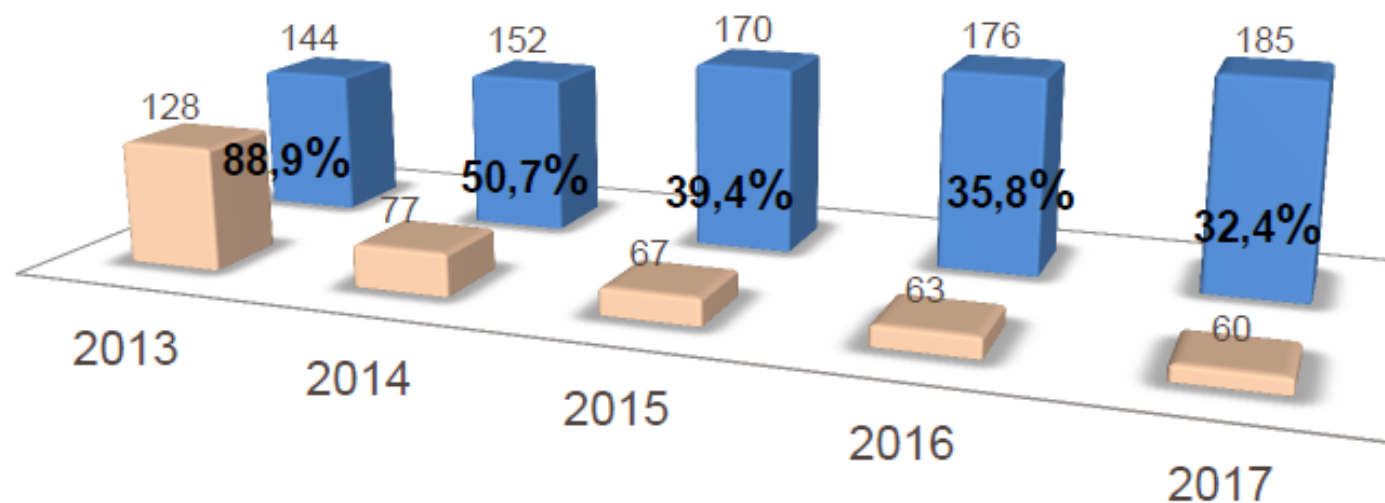
- Heavy Equipment Mechanic
- Welding
- Building Maintenance
- Heavy Equipment Operators
- Carpentry
- Stope School
- Drilling (soon)



Human Resources Employment – Tamatumani Turnover

Total turnover rate (%)

■ Total departure ■ #Inuit Employees (average/year)



Inuit employees -Total Turnover evolution (with terminated)					
	2013	2014	2015	2016	2017
Nb of Inuits employees (average/year)	144	152	170	176	185
Total departure	128	77	67	63	60
Turnover (total)	88,9%	50,7%	39,4%	35,8%	32,4%

NAKURMIIK Questions?