

Summary - Northern Labour Market Committee (NLMC) meeting

November 3 and 4, 2010 in La Ronge, Saskatchewan

Mandate

Identify and assess emerging labour market and economic development issues in northern Saskatchewan and recommend or initiate actions that will enable residents to benefit from training, employment, and economic activities in their region.

Chaired jointly from Autumn 2010 by

1. Northern Affairs Division, Ministry of First Nations and Métis Relations, for the provincial government;
2. Athabasca Enterprise Region representing First Nations and Métis training and economic development agencies; and
3. Cameco Corporation, Northern Office, representing Industry.

Attended by

Decision-makers in training, planning, and economic development including representatives from federal and provincial governments, school divisions, training institutions, training funders, economic development agencies, local and Aboriginal authorities, and private industry.

Agenda

1. Education, Training, and Employment Initiatives

- During the November meeting, NLMC passed a Resolution and issued a Press Release promoting Healthy Lifestyles; sent a letter to Ministers in support of the continued delivery in the province of the National School of Dental Therapy; and revised its Terms of Reference to replace the Industry-Training Institute chair position with an Industry Chair position to ensure training is linked to employer demand.
- Several initiatives are underway with goals to increase the success of northern Saskatchewan students in math and sciences.
 - Northern Teacher Education Program (NORTEP) and Northlands College submitted a proposal for a joint facility for university math/science instruction in La Ronge in order to address the critical need for math/science teachers and to meet the demand of mining and health sectors for a trained labour pool.
 - The NLMC Education and Training Subcommittee's first initiative, led by Ministry of Education, University of Saskatchewan, and Northern Lights School Division (NLSA), is a two-day math and science teacher in-service in December for teachers from around the north. This workshop will provide teachers with the opportunity to build their professional capacity to engage students in lab-based training in math and science. The workshop will provide an overview of four essential labs that were developed last summer by a number of northern university students, with financial support from Cameco. The labs are clearly laid out to be resources for northern teachers and require minimal equipment.
 - The Mineral Sector Steering Committee formed a subcommittee with representatives from industry and schools to provide awareness about the low achievement levels of northern school students and to share best practices in addressing this issue. The committee implemented the Multi-Party Training Plan scholarship program which is

- providing up to \$200,000 to support five first year university students and five second year students in science and engineering programs.
- In 2010, Cameco and AREVA provided \$202,500 in scholarships to 64 northern post-secondary students under their Northern Saskatchewan scholarship programs. Cameco provided Credenda with \$2M to deliver on-line math and science programs to northern, First Nations, and other students.
 - Northlands College met with program funders in October and has scheduled regional program planning stakeholder consultations in November. Based on these consultations, the College will develop its Program Calendar which will be distributed by March. The Provincial colleges are undertaking their five year review over the next six weeks to look at efficiencies and effectiveness. Several stakeholder consultations will be held including a consultation in La Ronge in December. The Review will provide recommendations to Minister Norris by March 31.
 - The Gary Tinker Federation (GTF) is recruiting a new Director. GTF developed a Declaration of the North with a vision of seeing people with disabilities enjoy an equal quality and standard of life to others. In 2010, this declaration was signed by New North, Federation of Saskatchewan Indian Nations and Métis Nation of Saskatchewan; GTF will circulate it in the north for additional signatures. GTF is proposing that it administer agencies' training and employment funding targeted for people with disabilities.
 - In January 2011, Credenda Virtual High School and College will offer the on-line Water and Wastewater Management Technician course from Northern Alberta Institute of Technology (NAIT). On-line delivery will address the challenge of First Nations and Métis communities and industry to train their water/waste water staff. The intake will target northern and other communities. The course is two years long, includes 18 classes, and two night classes each week. Students will be brought to Credenda in Prince Albert for the laboratory modules. Credenda also provides an on-line curriculum for Grade 10, 11 and 12 students as well as various continuing education courses for adult learners. Credenda also offers a leadership program for children on weekends.
 - Service Canada, Human Resources and Skills Development Canada (HRSDC) signed five year Aboriginal Skills and Employment Training Strategy (ASETS) agreements with Gabriel Dumont Training and Employment for \$47M and with Saskatchewan Indian Training Assessment Group (SITAG) for \$146.5M. The agreements expire March 31, 2015. The Skills and Partnership Fund Aboriginal HRSDC enables Aboriginal agencies to expand employment opportunities for Aboriginal people. The deadline for proposals is February 11, 2011.
 - In 2008, Northern Career Quest (NCQ) was approved for funding by HRSDC under the Aboriginal Skills and Employment Partnership (ASEP) program. NCQ provides training opportunities for Aboriginal people in the northern half of Saskatchewan, leading to long-term jobs in the resource sector. NCQ set its next deadline for program proposals for November 23. The four-year project ends March 31, 2012; however, Advanced Education, Employment and Immigration (AEEI) will fund staff until the end of the academic year of June 30. To date, NCQ has funded 880 enrolments and about 600 have gained employment. Some programs that NCQ is funding in autumn 2010 include Mine Engineering Technician Year 2, Environmental Science Diploma, Pre-Employment Welding, Business Administration Diploma, Athabasca Basin Pre-Training Skills Program, and Truck Driver Class 1A.

2. Subcommittees' Training and Employment Work Plans

- The Health Sector Training Subcommittee met with Assistant Deputy Ministers to determine additional actions that may be required towards the negotiation of a \$12M, five-year, multi-party Northern Health Human Resource (HHR) Training Initiative. The subcommittee has 24 members supporting this initiative. The Ministry of Health has committed \$250,000 for delivery of a north-wide Licensed Practical Nurse (LPN) Preparation Program in 2010/11. Twenty students will be enrolled and 13 will go on to the LPN program. Six employers will provide support and work placements. These employers have indicated that they will require 20 LPNs by 2013. The Subcommittee contracted a consulting firm to conduct a review of training needs and supply of Mental Health and Addictions workers, to be completed in November. The Subcommittee is proposing to hire two Northern Health Career Promotion Officers for northern Saskatchewan for 2010/11. The Subcommittee meets regularly with a Joint Planning Committee (university, nurse unions, Ministries) to plan de-centralized delivery of degree Nurse Training in Saskatchewan. A northern site is being proposed, located in La Ronge.
- The Northern Apprenticeship Committee (NAC) recognizes that lack of high school prerequisites, such as Math 10, is an issue for many people entering the trades in the north. To address this, Northlands College is planning an on-line math program and NAC will purchase the Math 10 textbooks. As well, Northlands will provide upgrading for eight non-ticketed carpenters while NAC provides the wage subsidy for their employment with contractors at mine sites. The Apprenticeship Commission approved NAC to indenture apprentices in three additional trades: construction craft labourer, glassworker, and partsperson. The Job Coach position was funded for a second year. He will visit communities and mine sites to assist apprentice clients and spread awareness about NAC services. NAC has 206 active indentured apprentices: 198 are male, 180 are Aboriginal, and 59 were indentured in the past year. Eleven others gained their journey certificate in the past year.
- The NLMC Education and Training Subcommittee was re-activated in early 2010 to enable agencies to work together on concrete initiatives that help to improve northern students' math and science achievements. The first initiative is a math and science teacher in-service (see page 1).
- A Career Services Support Coordinator was hired by Keewatin Career Development Corp. (KCDC), with funding from Career Services Branch AEEL, to work with the NLMC Career Services Subcommittee. His duties are to arrange three meetings each year of the subcommittee and report to NLMC; maintain the career services website; and arrange two workshops each year for career service practitioners. The Subcommittee met on Nov. 1 and identified some action items to follow up such as: updating the events calendar on the website; planning a career practitioner workshop; developing a communication strategy; and updating the northern business directory on the website to support the Enterprise Regions.
- The Province provided some new funding for New North's Youth Town Councils for 2010-2011, however, New North will consider comments from the November 25 Justice Symposium for ways to engage youth and to develop a direction. There is potential to link with PX2 youth training. The three northern Enterprise Regions will implement PX2 training, which promotes wise choices and self esteem. Currently, the north has five trained facilitators for the training. This project would likely run for three to five years. The initial plan is to train 103 youth in La Loch.

- The Mineral Sector Steering Committee plans training and administers funding for the five year, \$12.7M Multi-Party Training for the mineral sector (MPTP). (Each year, about \$1M is provided by AEEI and Northlands College for training programs and scholarships; \$.24M for training seats, allowances and business support by First Nations and Métis Relations (FNMR), Apprenticeship Commission, Gabriel Dumont Training and Employment, Prince Albert Grand Council, Meadow Lake Tribal Council and Woodland Cree; and \$1.3M for workplace education programs, scholarships, summer jobs, work placements and apprenticeship by Cameco, AREVA and Claude Resources.) Seven students graduated in October from the Radiation Monitoring Technician program that started the previous autumn. Mine Engineering Technician Year 2 and Environmental Monitoring and Protection Technician Year 1 are underway. Training will start after Christmas for underground mining at Rabbit Lake mine and for diamond driller helper.

3. Economic Development

- New North represents 35 municipalities in the north, about half the north's population. It is led by a board of mayors and maintains offices and staff in La Ronge. The organization's mission is to advocate to government on behalf of its members; to deliver training to build community capacity; and to form partnerships. New North held several water treatment workshops and symposiums on justice and local government administration. New North publishes a newsletter and recently updated their website.
- The Enterprise Region mandate is to provide support to each region to increase business and industry competitiveness and to realize each region's economic potential. All three Northern Enterprise Regions have hired their CEOs and received their first year of core funding of \$1.1M from FNMR. FNMR also provided a Tools and Training Budget of \$300,000; much of the fund this year will be spent on statistical analysis of economic sectors in order to provide a baseline of data from which to gauge effectiveness. This statistical information will be presented this spring at the Economic Summit of the Northern Enterprise Council. The Council, consisting of the three chairs, three CEOs, and three Board representatives, has a goal of discussing common issues and solutions.
- Athabasca Enterprise Region is undertaking a membership drive to increase its board from seven to 12 persons and is recruiting an economic development officer. The head office is located in the Prince Albert Grand Council building at the Prince Albert airport. Potential business opportunities in the region include a gold mine, rare earth deposits, a hydro dam, and abandoned mine cleanup. Businesses in the region have the capacity to undertake road maintenance and construction projects. The Enterprise Region met with construction partners and the province to lobby for the development of regional roads which are seen as essential for economic development.
- The board of the Boreal West Enterprise Region met in the summer to undertake strategic planning. Regional business opportunities include procurement for oil, gas and mining industries; oil and gas opportunities connected to the Alberta oil sands; and tourism. Some of the challenges include roads, telecommunication, and power infrastructure, and information on upcoming tenders. The office is located in Beauval with tentative plans for a second and third office in other towns.
- The office of the Churchill River Enterprise Region will be located in the new tourism building in Air Ronge. The Interim board of 14 held a planning session to develop the

strategic plan. The economic drivers in the region include gold mining, exploration, freight transportation, and tourism. Currently, the main focus is a membership drive. At its first annual general meeting in early 2011, the Board will be reduced to 12 elected members. Other work to be undertaken includes marketing, communications, mitigating barriers to growth, leveraging funding, and developing partnerships.

- Cameco employs 1,498 workers from northern Saskatchewan – they form 50% of the total workforce. Almost all of the current job openings require a journeyperson ticket, degree or certification: in order to increase the 50% northern participation rate, northerners must be ready to fill higher level jobs. Cameco contracts with northern companies as much as possible and requires its contractors to report northern and Aboriginal statistics. Joint ventures must maintain a certain percentage of northern ownership to be considered a northern company. At Key Lake, work is underway on an EIS for the proposed Extension project which would extend the life of the operation until 2040 or longer. At McArthur River Mine, an addition will be built in 2011-2012 to increase the camp by 200 rooms. At Cigar Lake, restoration of systems is underway. A second shaft will be sunk next year and construction will recommence. The production target date is 2013. The number of workers on site will increase monthly, reaching nearly 500 as the site moves into peak construction. The discovery of additional reserves at Rabbit Lake will allow mining to continue until at least 2015. The first stage of the mill refurbishment was completed. The proposed Millennium project would be mined by underground methods and milled at Key Lake. It would require a workforce of about 150. Staff are preparing an EIS.
- At AREVA Resources' McClean Lake site, a total of 206 people are employed with 104 of them (51%) from northern Saskatchewan. A total of 14 work at the decommissioned Cluff Lake site with 9 of them from northern Saskatchewan. As of September 30, donations to northern communities totaled \$279,000: over half of the donations went to Athabasca communities. AREVA has production on three continents. In Canada, AREVA owns McClean Lake operation and holds minority interests in McArthur-Key Lake and Cigar Lake. McClean Lake operation has shut down for about 2 years with the last planned layoffs occurring in October. The long term picture is positive: the plan is to mill Cigar Lake ore at McClean Lake mill, targeted in 2013, as well as future mining of McClean's Midwest, Caribou, and McClean underground ore bodies. As well, AREVA has two undeveloped large projects on the horizon (Kiggavik in Nunavut and Shea Creek by Cluff Lake mine). AREVA Resources Canada is investing about \$250M annually in capital and exploration. Some of AREVA's activities during this down time include: exploration at Shea Creek deposit and meetings with community groups to discuss the proposed ore haul from McArthur to McClean Lake. The purpose of this project is to commission the McClean mill with Cigar's high grade ore to ensure it is ready to mill Cigar's production in 2013.

4. Government Partnership Initiatives

- Last year, the Ministry of Highways and Infrastructure formed a committee of 12 professionals to develop a Business Case P3 model for roads in northern Saskatchewan. The model is based on a federal-provincial-private partnership (P3). Under P3 structure, the private sector would be responsible to fund the capital project and would then be given a 15 year highways maintenance contract as well repayment over time of capital costs. After 15 years of maintenance, ownership and maintenance responsibility would revert to the Province. The Business Case plan for the P3 model for northern Saskatchewan was presented to the provincial government in May for their consideration. A Request for Proposals has

been developed and a market analysis was conducted for potential contractors. Upon a decision by the province to approve the P3 Plan, the Request for Proposals would be advertised. The proposed road projects include the following 430km of new all-season roads: McArthur River mine to Cigar Lake mine (53km of Highway 914); Wollaston Access Road, Highway 995 (tendering will be advertised for 4 km); upgrade Athabasca Seasonal Road (Highway 905) to an all-weather road; and the extension of Highway 905 from Stony Rapids to Fond du Lac.

- The Northern Saskatchewan Environmental Quality Committee (EQC) program was established in response to recommendations of the Federal-Provincial Uranium Review Panel in the 1990s. The EQC structure ensures consideration of the concerns and recommendations of northerners on the way in which uranium development occurs in northern Saskatchewan. In October, the Province approved the EQC for another five-year term. Committee members are nominated by their communities and appointed by the Minister of FNMR for two-year terms. The appointment of members will be announced soon. The members, each with an alternate, represent 34 communities. About 85% are of Aboriginal heritage. Some upcoming activities in November include a visit to abandoned mines in the Athabasca basin and a two-day EQC meeting. EQC communicates its activities in a number of ways including: reports on meetings for community members; *Opportunity North* magazine; posters; and an annual report that is widely distributed and posted on the website.
- Community Vitality monitoring partnership works with northern communities, health and education agencies, the Northern Mines Monitoring Secretariat, and industry. It was established in response to recommendations of the Federal-Provincial Uranium Review Panel in the 1990s to assess the social well being and quality of life of residents. One recent initiative was the ceremony for the northern awards of excellence in categories such as volunteerism, education, science, and arts. Another initiative is the Career Ambassador Project at northern schools. A coordinator is being recruited to deliver the program.

5. Participants and Interested Parties

Agency	Community	Agency	Community
ABORIGINAL SKILLED WORKERS ASSOCIATION	Spruce Home,	MINISTRY OF HIGHWAYS AND INFRASTRUCTURE	LA RONGE, PRINCE ALBERT
AREVA RESOURCES CANADA INC.	LA RONGE SK, Saskatoon	MINISTRY OF SOCIAL SERVICES	Prince Albert, Meadow Lake
ATHABASCA ENTERPRISE REGION	WOLLASTON LAKE SK	MONTREAL LAKE TRAINING AND EMPLOY	MONTREAL LAKE
ATHABASCA HEALTH AUTHORITY	BLACK LAKE SK	NATURAL RESOURCES CANADA, CAN. FOREST SERV	PRINCE ALBERT SK
ATHABASCA HUMAN CAPITAL	SASKATOON	NEW NORTH - SANC SERVICES INC.	LA RONGE SK
AURORA COMMUNICATIONS	AIR RONGE SK	NORTEP/NORPAC	LA RONGE SK
BEAVER RIVER COMMUNITY FUTURES	BUFFALO NARROWS SK	NORTHERN APPRENTICESHIP COMMITTEE	LA RONGE SK
BOREAL WEST ENTERPRISE REGION.	BEAUVAL SK	NORTHERN CAREER QUEST	LA RONGE SK
BUFFALO NARROWS ECONOMIC DEVEL CORP	BUFFALO NARROWS SK	NORTHERN HEALTH STRATEGY	PRINCE ALBERT SK
BUFFALO NARROWS, VILLAGE/NEW NORTH CHAIR	BUFFALO NARROWS SK	NORTHERN HUMAN SERVICES PARTNERSHIP NHSP	LA RONGE SK
CAMECO CORPORATION	LA RONGE SK, Saskatoon	NORTHERN LIGHTS SCHOOL DIVISION	LA RONGE, SANDY BAY
CHURCHILL RIVER ENTERPRISE REGION	LA RONGE SK	NORTHERN MINES MONITORING SECRETARIAT	LA RONGE SK
CLAUDE RESOURCES INC.	SASKATOON SK	NORTHERN RESOURCE TRUCKING	SASKATOON SK
CREDENDA VIRTUAL HIGH SCHOOL & COLLEGE	PRINCE ALBERT	NORTHERN SASK TOURISM INC.	LA RONGE SK
CREIGHTON SCHOOL DIVISION #111	CREIGHTON SK	NORTHERN SASK TRAPPERS ASSOC	LA RONGE SK
DUMONT TECHNICAL INSTITUTE	SASKATOON SK	NORTHLANDS COLLEGE	BUFFALO NARROWS , CREIGHTON, LA RONGE
ENTERPRISE SASKATCHEWAN	PRINCE ALBERT	NORTH CENTRAL ENTERPRISE REGION	PRINCE ALBERT
FIRST NATIONS UNIVERSITY OF CANADA	PRINCE ALBERT SK	OILSANDS QUEST INC.	ALBERTA, La Loche
GABRIEL DUMONT INSTITUTE TRAINING & EMPLOY	PRINCE ALBERT, SASKATOON	PINEHOUSE BUSINESS NORTH CORP.	PINEHOUSE LAKE SK
GARY TINKER FEDERATION FOR THE DISABLED	LA RONGE SK	PRIMROSE LAKE ECONOMIC DEV CORP.	Beauval
GOLDEN BAND RESOURCES INC.	SASKATOON SK	PRINCE ALBERT GRAND COUNCIL	PRINCE ALBERT SK
ILE A LA CROSSE SCHOOL DIVISION	ILE A LA CROSSE SK	SAKITAWAK DEVELOPMENT CORPORATION	ILE A LA CROSSE SK
INDIAN AND NORTHERN AFFAIRS CANADA	REGINA SK	SASK. APPRENTICESHIP & TRADE COMMISSION	PRINCE ALBERT, REGINA, Saskatoon
KEEWATIN CAREER DEVELOPMENT CORP.	AIR RONGE SK	SASK. BUILDING/CONSTRUCTION TRADES COUNCIL	REGINA SK
KITSAKI MANAGEMENT LIMITED PARTNERSHIP	LA RONGE SK	SASK. INDIAN INSTITUTE OF TECHNOLOGIES	LA RONGE, PRINCE ALBERT, SASKATOON
LA RONGE CHAMBER OF COMMERCE	LA RONGE SK	SASKATCHEWAN CONSTRUCTION ASSOCIATION	REGINA SK
MAMAWETAN CHURCHILL RIVER HEALTH DISTRICT	LA RONGE SK	SASKATCHEWAN MINING ASSOCIATION	REGINA SK
MEADOW LAKE MECHANICAL PULP INC.	MEADOW LAKE SK	SASKPOWER CORPORATION	PRINCE ALBERT, Nipawin
MEADOW LAKE OSB LIMITED PARTNERSHIP	MEADOW LAKE SK	SERVICE CANADA	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, SASKATOON
MEADOW LAKE TRIBAL COUNCIL	MEADOW LAKE SK	SHORE GOLD INC.	SASKATOON SK
METIS NATION OF SASKATCHEWAN	La Ronge, Cumberland House, ILE A LA CROSSE, BUFFALO NARROWS	SIAS, PALLISER CAMPUS	MOOSE JAW SK
MILLWRIGHTS OF SASKATCHEWAN	SASKATOON	SIAS, WOODLAND CAMPUS	PRINCE ALBERT SK
MINISTRY ADVANCED ED, EMPLOYMENT & IMMIGRATION	Prince Albert, La Ronge, REGINA	TOURISM SASKATCHEWAN- STEC	REGINA SK
MINISTRY OF CORRECTIONS AND PUBLIC SAFETY	PRINCE ALBERT	VISIONS NORTH COMMUNITY FUTURES	LA RONGE SK
MINISTRY FIRST NATIONS AND METIS RELATIONS	BUFFALO NARROWS, LA RONGE, REGINA	WESTERN ECONOMIC DIVERSIFICATION CANADA	SASKATOON SK
MINISTRY OF EDUCATION	LA RONGE SK	WINN BAY/LONESOME PRAIRIE SAND	Saskatoon
MINISTRY OF ENERGY AND RESOURCES	REGINA SK	WOODLAND CREE ENTERPRISES INC.	AIR RONGE SK
MINISTRY OF ENVIRONMENT	Prince Albert, REGINA SK		