

Northern Labour Market Committee (NLMC) – Detailed Notes of June 8 and 9, 2011

<p>NLMC Mandate</p> <p>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.</p>	<p><u>Northern Labour Market Committee Responsibilities as of November 2007</u></p> <ul style="list-style-type: none"> • Identify labour market, training, and economic development issues emerging in northern Saskatchewan • Prioritize and address these issues by initiating action- and results-oriented special projects through the subcommittees. • Coordinate and facilitate cooperative planning and actions among agencies to avoid duplication and maximize funding and training opportunities. • Facilitate collaboration among northern training agencies, training funders, economic development agencies, and other stakeholders by providing a forum in which to exchange information. • Prepare an annual profile of the labour market and industrial sectors in northern Saskatchewan <p><u>Operational Guidelines</u></p> <ol style="list-style-type: none"> 1. Three meetings will be held annually (commencing in 2005) and will be guided by the principle of respect for others. 2. A three-party, sector model of chairing will be utilized on 2-year staggered terms, selected from 1) Northern Affairs Division, First Nations and Métis Relations; 2) Industry representatives alternating; and 3) First Nations training and economic agencies alternating with Métis training and economic agencies, if possible. 3. Concerns and issues arising from meetings will be assigned to subcommittees (which undertake the tasks of the NLMC) to find solutions, develop strategies, and undertake initiatives as needed to address issues. Subcommittees will report recommendations to NLMC so that the main body can lobby for action. 4. Membership will consist of representation at the decision-making, executive level from education and training agencies, training funders, economic development agencies, governments, and industry.
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Agenda Item	Detail	Action/Outcomes
1) <u>Introductions</u> Toby Greschner, NLMC co-chair and FNMR Asst. Deputy Minister	The meeting commenced June 8 at 9:00 AM at the Eagle Point Resort in La Ronge. The meeting was opened on June 8 by a prayer led by Bobby Woods and on June 9 by a prayer led by Doyle Vermette. Chairpersons were Darwin Roy of Cameco on June 8 and Toby Greschner of First Nations and Métis Relations (FNMR) Northern Affairs Division and Glen Strong of Athabasca Enterprise Region on both June 8 and 9. Participants introduced themselves.	<u>Minutes on website:</u> http://career.kcdc.ca/nlmc/
2) <u>Housekeeping</u> a) <u>Agenda, minutes</u>	<ul style="list-style-type: none"> • The agenda was reviewed. • Minutes of the March meeting were reviewed and adopted. 	
b) <u>Next Meeting</u>	<ul style="list-style-type: none"> • The next meeting of the NLMC is scheduled for Wednesday November 30 and Thursday December 1, 2011, at the Quality Inn Hotel in Prince Albert. • The Administration Subcommittee meeting will be held prior to the November NLMC meeting. 	<u>Next Meeting:</u> November 30 – December 1, 2011 in Prince Albert
c) <u>Administration Subcommittee Report</u> Toby Greschner, Co-Chair	<ul style="list-style-type: none"> • The ministers were invited to attend the June NLMC meeting but were unable to attend due to prior engagements. • Toby thanked Joe Daigneault for his work on the Charter for Healthy Lifestyles and announced a Charter signing ceremony at 3:00 PM. • In follow-up to Motions made in March, the Chairs sent a letter to the MLA's and MP's 	<u>November Agenda</u> - invite the Ministers to the NLMC meeting - Nominations and election of new First

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	<p>advocating for the continuation of the Northern Career Quest (NCQ) model and a letter of support to Keewatin Career Development Corporation (KCDC) for their Northern Community Information and Communication Technology Infrastructure Assessment project.</p> <ul style="list-style-type: none"> • NLMC will hold the second <u>Lunch and Learn session</u> today. Topic - the Northern Lights School Division ‘Critical Event Response Team. • The First Nation and Metis agency co-chair term will run out November 2011; nominations are being accepted. 	<p>Nation and Metis agency chairperson.</p> <p><u>Admin Subcommittee</u> meeting June 8 at 4PM: review successes of Lunch and Learn sessions</p>
<p>3) <u>How to Indenture an Apprentice Saskatchewan Apprenticeship and Trade Certification Commission - Loreena Spilsted, Assistant Director Field Services. Saskatchewan Apprenticeship and Trade Certification Commission (SATCC)</u></p>	<p><u>Handouts #1 What is an Apprentice?, #2 Purpose of Joint Committees, #3 Apprenticeship Term</u></p> <p>To get started in apprenticeship training, a worker must find an employer willing to provide the necessary on-the-job training and supervision. An apprentice spends approximately 85% of their time learning on-the job training, while earning a wage, and about 15% of their time in training at a technical institute in a 3-10 week program.</p> <ul style="list-style-type: none"> • There are 2 types of apprenticeships: 1) the employer indentures directly using a ‘<u>Form A</u>’ contract; and 2) Joint Training Committees, which act as a single employer throughout all levels and assumes all employer duties and responsibilities, utilizing a ‘<u>Form B</u>’ contract. • Benefits of apprenticeships for the employer include: ensuring they have a trained and skilled workforce to meet labour demands; increases employee loyalty and productivity while reducing turnover; and, a \$1.38 return on every dollar spent on apprenticeship. <p>It was noted that SATCC loses contact with some northern apprentices if they move or change employers and this can lead to the apprenticeship being cancelled even though the apprentice still may be working. The result that the apprentice does not progress through the system.</p> <ul style="list-style-type: none"> • The <u>Saskatchewan Youth Apprenticeship Program</u> is comprised of three levels of challenges, which can be completed during grades 10, 11 and 12 (credits obtained in Practical and Applied Arts curriculum). The challenges at each level take five to ten hours to complete. Youth who have completed all three levels and register as an apprentice in a designated trade receive: a waiver of apprenticeship registration of \$150, a waiver of first level of technical training tuition, and 100 hours of trade time credit per SYA level completed. Daryl Arnott added that the Practical and Applied Arts class does link the students to work placements depending upon availability in the community. In several northern towns, students have been linked to Sask. Housing construction and plans are for work placements at a daycare under construction in Beauval. <p>🗣️ L. Spilsted explained that people are encouraged to apply even if they are deficient in entrance requirements as the SATCC will help identify and remedy any educational gaps to</p>	<p><u>Website:</u> http://www.saskapprenticeship.ca/</p> <p><u>Sandra Blyth</u> To discuss with Loreena Spilsted a program to link youth to mining.</p> <p><u>Loreena Spilsted</u> To ensure mailing address for student academic transcripts is updated and correct.</p> <p>Youth Apprenticeship contact is Tracy Lafleur 787-2368 Email: youthapprenticeship@gov.sk.ca Fax: 798-5050</p>

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	<p>ensure success (eg. upgrading, training plans, etc.). Those without transcripts can be given an entrance exam which will help identify key areas to address.</p> <ul style="list-style-type: none"> • Toby Greschner commented that he thinks the system works but the issue in the north is getting people indentured and progressing through the system. • Bobby Woods suggested <u>introducing youth the trades at an earlier age</u> and that summer term employment needs to be more valuable (mentorship) rather than general labour. L. Spilsted noted that some summer term employment hours might apply to apprenticeship. 	
<p>4) <u>Northlands College – College Review</u> a) Bill McLaughlin, CEO</p>	<p>Over the winter, the college review occurred; it included a focus group in the north. The report is available as of April 2011 and had 20 recommendations in 7 key areas. Recommendations included the ability to mobilize to meet provincial labour market needs rather than only regional needs and the ability to develop their own programs and credentials in areas that cannot be readily brokered. The minister will respond before June 30.</p> <p>Regarding collaborations with NORTEP, Northlands College will continue to urge collaboration on programs especially to enhance lab facilities for the 4th year of the Nursing program.</p> <ul style="list-style-type: none"> • Ted Amendt mentioned that a senior team from AEEI met with college partners and CEO's and Board chairs on May 31, 2011, to discuss the College Review. The meeting was very productive and AEEI Deputy Minister is committed to taking these recommendations to Minister Norris to form a response. 	<p><u>Northlands College Website:</u> http://www.northlandscollege.sk.ca/</p>
<p>b) <u>Regional Training Needs Assessment Report 2011-2012</u> Denise D'Amour, Director, Program Management</p>	<p><u>Handout #4 Regional Training Needs Assessment Report 2011-2012</u></p> <ul style="list-style-type: none"> • The report was produced by Denise D'Amour and Linda Cowan this year. They used last years' report as a basis and updated the content as needed and could source data accurately. • Next year, the college hopes to employ a research person to work on the report. • Saskatchewan Education used to print the report for all schools. First Nations and Metis Relations would like to see the report distributed to all ministries. • D. D'Amour stated that the ministry is looking at a new framework for the RTNA for the fall of 2011. • The 2011-2012 academic calendar is posted and available for viewing on the Northlands College website. The college is still recruiting students for this fall; deadlines are often pushed back if classes are not full by May 30. • The pre-professional nursing program has over 100 applicants with 25 being fully qualified with all prerequisites. 	<p>See Denise D'Amour regarding the Research Officer position.</p> <p><u>Toby Greschner</u> To distribute the RTNA within government.</p> <p><u>Daryl Arnott</u> To promote the report to his K-12 partners.</p>
<p>5) <u>Active Measures</u></p>	<p><u>Handout #5 – Federally-Funded Income Assistance Program Handbook</u></p>	<p><u>Questions/Comments</u></p>

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<p>Arlene Goulet, Indian and Northern Affairs Canada, INAC Coordinator, Economic Development</p>	<ul style="list-style-type: none"> • There is a need for K-12 improvements, ABE, skills training and employment linkages; the Active Measures initiative was created for government and First Nations to collaborate in addressing these key issues. The idea emerged from local communities that wanted to move their people into the workforce and was then brought to government attention; all were brought together with First Nations to discuss the idea and find ways to work together. • The Income Assistance Program Handbook identifies how First Nations are assessed to see if they are eligible for income assistance. The full assessments are done individually by the band's income assistance administrator to assess eligibility of First Nations applicants which includes youth who are fully employable. • Social assistance is generally the last measure under this program; the idea is to move people into the workforce. Active Measures offers two programs to ensure First Nations can access programming for literacy, upgrading, some training that is not covered by other funding initiatives and pre-employment training: <ul style="list-style-type: none"> ○ 1) National Child Re-Invest Program ○ 2) National Child Benefit Home to Work Transition • Communities apply for a program for an entire year. Application process includes: <ul style="list-style-type: none"> ○ outlining the community needs (literacy/upgrading/pre-employment) and barriers; ○ Identifying all social assistance clients who are using these programs so the number of individuals moving off of social assistance can be tracked; and, ○ Identify personal and regional barriers to employment. • Each tribal council has an Active Measures coordinator available to assist and work with the Indian bands to access opportunities to move people into the workforce. Communities are beginning to submit Proposals to the Proposal Review Committee of which A. Goulet is a member. <p> Discussion</p> <ul style="list-style-type: none"> •  Participants identified several barriers for communities regarding this program. Glen Strong, Joan Strong, Mervin McIntyre and Warren Kelly commented that employment links are part of this program; however, some northern communities have few employment opportunities available. Joan Strong identified additional barriers in the Athabasca region as: lack of transportation; project-based work leading to jobs of short duration; and lack of training infrastructure. A. Goulet acknowledged these concerns and urged <u>applicants to outline these barriers in their applications</u> so that INAC can work on a strategy for addressing these issues. By doing this, the communities give INAC a stronger argument to lobby for them when they meet with Ottawa. 	<p>If you have questions concerning this initiative or the handbook, please forward them to gouleta@inac-ainc.gc.ca</p> <p><u>To sit on the Active Measures Committee</u> Contact Arlene Goulet to connect you with the social policy unit: 780-8370</p> <p><u>Arlene Goulet</u> To take issues raised by NLMC members back to her committees.</p>

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	<ul style="list-style-type: none"> • Regarding the issue of relocation, Bobby Woods suggested a program to give youth a preview of the program changes to come. A. Goulet responded that she would like to see this addressed in an application as part of their pre-employment program. She added that part of this Program is to help transition/link individuals to jobs. The program focuses on those who are between 18 and 35; their skill levels are assessed and there is an <u>expectation that they will relocate to available jobs</u>. This means a huge change for most people. INAC is urging tribal councils to sit on the Active Measures Committee to help address this change and the need for additional transition/mobility resources. • Glen Strong commented that communities will now have to submit a proposal to receive <u>funding back for people age 18 to 35</u>. A. Goulet explained that no one is cut off from assistance automatically. Individuals are assessed to identify and remove barriers to their employment. Other programs are also available such as the ‘Work Opportunity’ Program that includes off-reserve employment for First Nations (program initiated in 2009). • Mervin McIntyre added that First Nations must absorb the additional costs of undertaking the required <u>client assessments</u>. He added to the list of <u>barriers in the north</u>: lack of drivers licence; low education levels; and, lack of financial resources. A. Goulet responded that these needs would fit under the National Child Re-Invest Support program which provides pre-employment skills and cultural environment. 	
<p>6) <u>Shock Trauma Air Rescue Society (STARS)</u> Dr. Gregory Powell, CEO; Ken King, VP Emergency Communications & Quality Assurance; Dr. J.N. Armstrong, Pilot/Physician Calgary Regional Clinical Dept.; Linda Powell, VP External Affairs & Communications;</p>	<p><u>Handout #7 – Landing in Saskatchewan 2012; PowerPoint presentation available</u></p> <ul style="list-style-type: none"> • STARS is a non-profit organization that has been around for 25 years and has helped 20,000 patients thus far. STARS was approached last year about having a presence in rural Saskatchewan. The purpose of STARS is to coordinate and enhance the existing emergency services. As a result, STARS works closely with health care providers at existing centers to ensure that the patient is receiving the best services in the quickest time possible. Their partners include the health regions, air and ground ambulance services, and search and rescue. • They operate in partnership with government as well as from philanthropic donations. Donations from Saskatchewan thus far include: \$5M from Crescent Point Energy; \$5.6M from Mosaic; and, \$27M from Potash Corporation. • STARS has a sophisticated communication system to improve accuracy of treatment and ensure that all providers have the same information. • Saskatchewan bases will be Saskatoon which houses a long-range helicopter to dispatch to the North, and Regina which houses a shorter range helicopter to cover areas closer to the bases. <p>• Discussion</p>	<p><u>Contact STARS</u> if interested in learning more about this initiative.</p>

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Brenda Barootes, STARS Consultant	<ul style="list-style-type: none"> • Glen Strong and Carrie Lavallee suggested that STARS have a <u>base location in northern Saskatchewan</u> such as at Points North. Darwin Roy suggested that a base in Fort McMurray would be close to most of Saskatchewan’s north. Dr. Powell mentioned that they are now taking a second look at Alberta base locations. Dr. Powell said that STARS is partnering with the government and has Saskatchewan government representatives on their board where the matter of base locations can be discussed. STARS reviewed the accidents to date to make its initial selection of Saskatoon and Regina for bases. • Mervin McIntyre asked if the <u>education and training</u> is available in the North. Dr. Armstrong explained that their plan is evolving to see what best fits with the established medical providers. Training will include orientation on ‘RED’ and some components of critical care for first responders. Dr. Powell said that the training is applicable to people at all levels; STARS does a lot of outreach training with first responders, fire departments, police officers and first aid individuals. Dr. Powell said that funding for the training is from the donations received. Training is offered to meet town requests to cover safety issues as well. 	
7) Lunch and Learn	<u>Northern Lights School Division – Critical Response Team</u>	<u>See Presentation</u>
8) <u>Multi-Party Training Plan Scholarship winners</u> – Linda Cowan, MPTP Coordinator/Regional Director, Northlands College	<p>At the last NLMC meeting there was interest in meeting the Scholarship winners. Out of the 9 scholarship recipients, Most of the students are in intersession or on shift at the mine sites in northern Saskatchewan for the summer. Two recipients that were able to join the meeting: Chris Cowan, who just completed the first year of Electrical Engineering at the U of BC; and David Bagwell who just completed the first year of Computer Sciences at the U of S.</p> <p>• Discussion</p> <ul style="list-style-type: none"> • Chris responded to Darwin Roy that his biggest challenge was the transition to a larger center. • To Doug Eddy’s question about how this transition can be made easier, Darwin Roy explained that the Northern Administration Students Association - NASA - at the U of S is made up of northern students that are currently living in Saskatoon. They assist other northern students attending both SIAST and U of S by providing an orientation to campus, navigation of the city, bus routes, places to shop, and connections to academic support. • Sylvia Harris remarked that apprentices face the same challenges in transitioning to southern institutes or to larger northern communities often resulting in a high dropout rate. • Grace McLeod said that the First Nations University of Canada has a <u>month long transition program</u> delivered in the summer to cover all life transition skills to ensure students are ready for class. 	<p><u>November Agenda</u> Invite NASA to present.</p> <p><u>NASA Website</u> http://nasa-sk.ca/index.php</p> <p><u>Education Subcommittee</u> Tasked by Darwin Roy to address the issue of transitioning</p>
9) Subcommittee	<u>Handout #8 Executive Summary</u>	<u>Website:</u>

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<p><u>2011-12 Work Plans</u> a) <u>Health Sector Training Committee</u> – Bill McLaughlin, Co-Chair; Nap Gardiner, Project Coord., Northern Health</p>	<p>Bill McLaughlin reported that the premise behind the Northern Health strategy is to do as much training as possible in the north with supports. The Subcommittee has two new chairpersons representing health authorities who will begin to lead this initiative in September. For 2011-12, funding from the Northern Inter-Tribal Health Authority Inc. (a First Nations' partnership organization), Ministry of Health, AEEI and Northlands College will total 1.4M. The training plan includes:</p> <ul style="list-style-type: none"> ○ 2 licensed practical nursing (LPN) programs; one distance program and one face-to-face program in La Ronge beginning September. ○ Pre-professional year of registered nursing program will be delivered at 2 sites, La Ronge and Ile-a-la-Crosse. There have been over 100 applicants to this program. The college will be delivering all 4 years of this degree. ○ A Mental health and addictions program is a priority: the Mental Health Steering Committee will hold a meeting on June 20 to determine the training in this area. <p><u>Handout #9 – Enhancing Competitiveness of North. Sk. Communities & Handout #10 – Community Assessment Tool</u></p> <p>Nap Gardiner reported that the subcommittee submitted an application to Aboriginal Skills and Partnership Fund which will be reviewed by the federal government over the summer.</p> <ul style="list-style-type: none"> • Carrie Lavallee is working with partners to support the nurse training in the north. • The Northern Health Strategy received funding from Agriculture Canada (\$98,000) and Cameco (\$10,000) for a community development program to assist towns to bring education to their town. This resulted in the report titled ‘Enhancing Competitiveness’ and development of an assessment tool. Sessions were held in Stony Rapids, Ile-a-la-Crosse, La Ronge, Waskesiu and Cumberland House. • The health sector has about 1300 jobs with a need for 170 recruits each year just to sustain services; therefore, it is important to ensure people are being trained and educated in this field. 	<p>http://www.nhhr.ca/</p>
<p>b) <u>Northern Apprenticeship Committee</u> Sylvia Harris, NAC manager; Denise D’Amour, Co-Chair, Brett Haugen, Job Coach</p>	<p><u>Handout # 11 – NAC Northern Labour Market La Ronge June 8-9/2011; Handout # 12 – NAC Stats since Inceptions (93) to present (May 2011); Handout #13 – NAC Report – General Meeting June 2011; Handout #14 – Wage Subsidy Summary</u></p> <ul style="list-style-type: none"> • Sylvia Harris reported that NAC has 187 apprentices indentured with NAC. NAC recently travelled to the northwest and to the far north where they plan to work with Joan Strong to identify people in the Athabasca for trades training. NAC completed a proposal for continued funding of the job coach position. <ul style="list-style-type: none"> ○ 8 of the 11 students in the carpentry Level 1 training successfully completed the program. ○ The Level 2 carpentry is ongoing and it looks like at least 8 of 10 will successfully 	

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	<p>complete.</p> <ul style="list-style-type: none"> ○ NAC finished the wage subsidy program with Northern Career Quest with the remainder of the funds going to Cameco apprentices. ● Denise D’Amour reported that NAC held a general meeting on June 7, 2011, where it was decided that they will develop a work plan with goals for the year for NAC manager and job coach. NAC will archive their old database and start new as of July 1, 2011, to clarify their statistics. 717 apprentices have registered with NAC since 1993; 48% do not make it through the system; 21% have their journey person certificate. ● Brett Haugen reported that he is travelling to communities to talk to people in trades to attach them to training. He meets with leadership in communities and feels they are making progress in recruiting and supporting apprentices. <p>🗣️ Tony Blacklock added that Gabriel Dumont Institute (GDI) offers a wage subsidy program under its federal ASETS funding and the subsidy is, therefore, open to all Aboriginal people. A coordinator was hired last month and is traveling around to promote the wage subsidy and support apprentices through the system.</p>	
<p>c) <u>Education Subcommittee</u> – Herman Michell</p>	<p>H. Michell noted that much of the discussion today revolved around education, however, at the last education subcommittee meeting there were only four attendees. He noted that many education subcommittee members also sit on other subcommittees of the NLMC and wondered if there was a duplication of efforts.</p> <p>🗣️ Discussion on future of the Education Subcommittee</p> <ul style="list-style-type: none"> 🗣️ Toby Greschner noted that K-12 has not played a large role on the subcommittee or in NLMC and that is an issue but he noted that the education subcommittee does get together if there is a specific task at hand. 🗣️ Denise D’Amour commented that one successful task was the Northern Education Indicators Report, completed in about 2000, and she suggested an update to the report could be a new task for the subcommittee. Without a specific task, most representatives at decision-making levels do not attend. Earl Cook agreed with Denise D’Amour’s perception that the subcommittee lost energy when it lost northern leadership from AEEI to support initiatives. Participants discussed the options of whether to try to revitalize this subcommittee, abolish it as redundant, or merge with the new education subcommittee headed by Vince Hill of Credenda under the Northern Enterprise Council. Sandra Blyth stated that the focus of the northern enterprise regions is to train and drive growth in the north by working together. Enterprise Regions have identified education as an issue. Bill McLaughlin suggested the two subcommittees merge. Earl Cook suggested that the new subcommittee incorporate some of 	<p><u>November Agenda</u> Invite Lyle Daniels from Sask Building Trades Council to present. (what unions provide in industry and how they can be involved)</p> <p><u>Herman Michell</u> To invite First Nations and Métis Education Provincial Advisory Committee to sit on Northern Enterprise Council Education Subcommittee</p> <p><u>Sandra Blyth</u></p>

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	<p>the NLMC education subcommittee’s terms of reference and perhaps the chairpersons. T. Greschner suggested that Herman and Sandra Blyth at First Nations and Metis Relations discuss ways to work on this common issue.</p> <ul style="list-style-type: none"> • Lyle Daniels with Saskatchewan Building Trades Council suggested that the education subcommittee include contractors and industry to make a strong link between education and employment. He noted a solution to retaining Aboriginal workers undertaken at a potash mine: the mine recruited a group of Aboriginal workers who then provided support for each other. • Herman Michell said that it would be advantageous to invite the First Nations and Métis Education Provincial Advisory Committee (formerly Indian and Metis Education Advisory Committee) to be invited as part of a new education subcommittee. This group makes recommendations to the Minister of Education for provincial programs, initiatives and policy in First Nations and Métis Education. 	<p>To identify education subcommittee meeting date other than July.</p>
<p>d) <u>Career Services Subcommittee</u> – Earl Cook, Co-chair; Randy Johns, CEO, KCDC</p>	<p>Earl Cook reported that the subcommittee met recently and selected Clarence Neault as the chairperson and himself as the co-chair. Members discussed ways to engage youth and employers, a “breakfast with employers” initiative, and a potential career practitioner association that is being discussed by the province. Membership includes Northlands College, Northern Lights School Division, Woodlands Cree, Northern Industrial Career Centre, AEEI Career Services (CanSask) and NAC. CanSask provides funding for Clarence Neault’s position. C. Neault is planning a workshop by video conference for October 18, 2011, from 9am to 3pm for practitioners (K-12 and post-secondary) from across northern Saskatchewan. It will cover the following topics:</p> <ul style="list-style-type: none"> ○ Overview of the subcommittee services ○ Apprenticeship ○ Nursing career pathing ○ Employment Insurance and link to training <p>Randy Johns reported that the career services subcommittee and KCDC are now separate entities with their own identity. KCDC is revamping their website with the help of student focus groups who identified required changes. They are developing some career resources; for example, videos to assist people prepare for interviews. Clarence has travelled to the Athabasca, Northeast and Northwest regions to work with counsellors.</p>	<p><u>November Agenda</u> Invite NASA to present http://www.nasa-sk.ca/</p> <p><u>KCDC website:</u> http://career.kcdc.ca/</p>
<p>10) <u>Northern Career Quest</u> – Steve Innes, CEO</p>	<ul style="list-style-type: none"> • The last of the request for proposals were approved resulting in 5 large proposals that offered 100% job commitment. • As of now, NCQ has: 	<p><u>Website:</u> http://www.northerncareerquest.com/</p>

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	<ul style="list-style-type: none"> ○ Linked 912 individuals to employment, surpassing its target of 750 by 162; ○ Projected to link 1100 to employment by the end of the program (350 over original target amount), and; ○ Utilized \$20M in partnership funds, \$2M over target amount of 18M. ● NCQ can still accept some larger proposals which will be approved as they are submitted as opposed to having quarterly deadlines. Smaller proposals (under \$75,000) can also still come in on a regular basis until funding is all targeted. ● NCQ funded employment of five regional employment counsellors to track statistics and work with clients. ● NCQ program funding will be completed February 28, 2012; the province will fund administration until June 30, 2012. ● Letters of support were received for the continuation of the NCQ model from a number of agencies including KCDC, AREVA, Northern Industrial Career Centre, and the NLMC. ● A retention and succession project proposal to Skills Partnership Fund (SPF) was declined due to too many partners; therefore, they will work on changing this. ● Gary Merasty and Steve Innes are lobbying politically for project retention for which they are optimistic due to strong support and the recognition by federal government of program success. 	
<p>11) <u>Keewatin Career Development Corporation (KCDC)</u> Randy Johns, CEO</p>	<p><u>Handout #15 Supporting Education in Saskatchewan</u></p> <ul style="list-style-type: none"> ● Knowledge and Career Development Network (KCDN) was developed to produce videos for schools, primarily through First Nations schools in the past. It was an umbrella to develop and deliver resources for schools; one example that reached 14,000 students in 5 years is the ‘Breaking Barriers’ series on self-esteem and career awareness. ● Currently working on a new series titled ‘Trails for the Future’. The concept is to get students focused on science and the environment with a relevance to their home life. This series would provide a direct link between outdoor education and science classes. 18 teachers have been accredited to deliver this program which is made of 2 parts; 1) Video conference delivery of science and, 2) development of science and outdoor education resources. KCDC is encouraging the NLMC to advocate and support this initiative and they are seeking donations from smaller businesses. ● Toby said that KCDC has come a long way in the 15 years they have been in operation; he congratulated them for their successes thus far. 	<p><u>Website</u> http://www.kcdc.ca/</p>
<p>12) <u>Adult Basic Education</u> Ted Amendt, Executive</p>	<p><u>PowerPoint Presentation Available</u></p> <ul style="list-style-type: none"> ● Adult basic education (ABE) began in 1960 as a federal government initiative. In ’93, the federal contribution dropped to 17% from 75% in earlier years and in ’97, federal funding ceased completely and provincial training allowance was introduced. In 2006, ABE Level Three 	<p>http://www.aeei.gov.sk.ca/</p> <p><u>ABE Report</u></p>

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<p>Director, Advanced Education, Employment and Immigration (AEEI)</p>	<p>Life/Work Studies Curriculum Guide was implemented along with ABE Level Three Mathematics Curriculum Guide and <i>The Circle of Learning</i> (Literacy Benchmarks) were released. In 2010, essential skills for the workplace – Levels 1 and 2 literacy were introduced.(Level 3 is adult 10; level 4 is adult 12. Both Adult 12 and GED are certificates through Ministry of Education.)</p> <ul style="list-style-type: none"> • In September 2010, the Ministry funded the <i>Review of Cross-Jurisdictional and Promising Practices on Delivery of Adult Basic Education</i> to review adult basic education processes and promising practices within Canada and in select international locations. Findings include: <ul style="list-style-type: none"> ○ completions have increased; about 50% complete which is a good outcome considering the context of many learners’ backgrounds ○ more employment attachment ○ About 80% are of either Aboriginal or visible minority status. • AEEI has increased its contribution for ABE funding in Saskatchewan by \$4.5M to total \$21.4M this year. Last quarter, AEEI provided an additional \$3M for on-reserve funding. • Last year, the Essential Skills in the Workplace (ESWP) was started to target level 1 and 2 Aboriginal learners with workplace connections; they had 19 projects with 380 learners. This year, AEEI increased funding from \$1.7M to \$2.5M. A condition of the request for proposal was having involvement of a college or institute. AEEI staff are currently reviewing the proposals and will notify applicants of the decisions by June 30. • AEEI’s renewal activities for ABE include: <ul style="list-style-type: none"> ○ <i>Review of Cross-Jurisdictional and Promising Practices on Delivery of Adult Basic Education.</i> ○ developing an ABE Student Record System to report data consistently from all post-secondary institutions: full implementation is expected July 2011. ○ AEEI has contracted with SELU (Saskatchewan Educational Leadership Unit) of the University of Saskatchewan to conduct a comprehensive review of the on-reserve delivery of ABE. 	<p>www.aeei.gov.sk.ca/abe/review-promising-practices</p>
<p>13) <u>Charter Signing – Healthy Lifestyles</u></p>	<p>Joe Daigneault reported that the genesis of this Charter were the incidents in northern Saskatchewan of youth suicide. He brought it to the attention of the NLMC at their last meeting in March and a motion was passed for the NLMC to advocate for healthy lifestyles. The next step that he suggested was for agencies to commitment to a charter of healthy lifestyles. He worked with the Administration Subcommittee to design this charter with a purpose of publically highlighting agencies’ own initiatives and commitments. In response, one company, Cameco, has already implemented substance testing at time of recruitment.</p>	<p><u>Charter to be distributed</u> with meeting notes and have KCDC post it on the NLMC website</p>

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	<p>Agencies signed on to the Charter for Healthy Lifestyles.</p> <p>Adjourn at 3:30PM and recommence at 9:00AM on Thursday, June 9.</p>	
<p>14) <u>Mineral Sector Steering Committee (MSSC)</u> Linda Cowan, MPTP coordinator.</p>	<p><u>Handout #16 Multi-Party Training Plan for the Mineral Sector (MPTP) Training and Scholarship Recipients.</u></p> <ul style="list-style-type: none"> The fourth phase of MPTP began in 2009-10 with partnership commitments of \$12.8M over five years. Programming for 2010-11 includes an 8-week summer math (Math A30) and science (Chemistry 20) program in Athabasca basin; the program is sponsored by MPTP ABE (AEEI funding), NCQ, and PAGC. The underground mine core training program at Rabbit Lake was just ended: five of the eight students have graduated and have been hired by Mudjatik Thyssen mining. The environment technician program had 5 successful completers; to date one of has found employment. In the Scholarship program, funded by AEEI, 4 of the 5 students in their second year will be moving on to year 3. Of the students in their first year, all 5 are expected to be continuing into their second year in the fall. The MSSC will add the AEEI logo to the MPTP scholarship advertisement and re-run the advertisement. Two MPTP III scholarship recipients will be continuing with the program and will be entering their last year of their degrees this fall. Plans for 2011-12 include mine engineering technician and underground mining core programs. There has been a dramatic increase in applicants to all programs. <p> Jim Andrews asked if the MPTP scholarships will be continuing. L. Cowan explained that the MSSC will be reviewing its intentions: initially, it was planned to award this scholarship for the first two years of MPTP IV only so that the scholarship would see the students through to completion of their 4 year degrees.</p>	
<p>15) <u>Cameco</u> Colleen Durocher, Community Relations; Jim Andrews, Northern Community Relations</p>	<p>Colleen Durocher reported that Cameco employs 1469 employees of whom 730 are northerners and 592 are of Aboriginal heritage; 40.3% of all employees and 81.1% of all northern employees at Cameco are of Aboriginal heritage. Cameco's contractors employ 1690 workers of whom 806 are northerners and 745 are of Aboriginal heritage; 44.1% of all contractors and 92.4% of all northern contractors at Cameco are of Aboriginal heritage. Cameco's donations from January to April 2011 total \$57,957. All current job postings are for math and science-related technical positions or senior management. Cameco has done 44 community visits this year so far including school visits, community engagement and workforce development visits. The deadline for Cameco's 2011 scholarship program is June 30, 2011.</p> <p><u>Handout # 17 – Northern Workforce Skills Assessment Program</u></p>	<p><u>Jim Andrews</u> To make Cameco's policy on substance screening available for review.</p> <p>To supply Glen Strong with the journeyperson/apprentice statistics for the Athabasca region.</p>

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	<p>Jim Andrews reported that Cheryl Hovdebo is working on the <u>Northern Workforce Skills Assessment Program</u>. The purpose of the program is to assess skills through interviewing one-on-one to determine the individual's current skills and training needs. Cameco will begin the program with the priority recruitment communities (Pinehouse, Patunak, Athabasca communities), Lac La Ronge Indian Band, and the rest of the northern administration district (NAD). Cameco plans to cover about 40 communities so will take some time to complete. Data collected will be stored in a database for <u>employment referrals</u> and if the interviewee signs a release of information consent, Cameco will share the data with contractors and sites to link individuals to jobs as they arise. The second part of the program allows Cameco to do <u>career counselling</u> with individuals to make them aware of skills training and other important information needed to be employed with the mining company. The third part of the program is to analyze by community the data collected and then communicate share with each community any <u>gaps in skills and training</u>. From there, communities can work with other agencies and industry on training plans in order to train individuals from the community so they are able to access jobs at Cameco.</p> <ul style="list-style-type: none"> • <u>Beginning July 1, 2011, substance testing will be mandatory for all new hires</u>. Contractors will follow this policy as well. Applicants will be asked to take a pre-assessment test prior to the official substance test. There will be random testing at airports and if the worker is found to be under the influence, they are required to leave the site and there are steps in place to deal with the situation. • Cameco is supporting a Northern Touchdown Football program to bring the sport to the north. Program started at Senator Myles Venne school with a 3 day introductory camp. This introductory camp will be held in Pinehouse, Patuanak and Wollaston in July. They are working with Football Saskatchewan for implementation of a 5 year plan for the north. • Doyle Vermette urged Cameco to include communities in the northeast as they sometimes feel neglected from mining initiatives. J. Andrews explained that with the projected increase in demand for employees at the mine sites, Cameco will need to hire from across the north. 	
<p>16) AREVA Glenn Lafleur, Northern Affairs Supervisor</p>	<p><u>Handout #18 May – Monthly Community Update</u></p> <ul style="list-style-type: none"> • AREVA has ownership in many mine sites including its 100% ownership in McClean Lake mine: 37.1% of Cigar Lake; 69% of Midwest; 12.6% of Key Lake; 51% of Shea Creek; 28% of Millennium; and 30.1% of McArthur River. • McClean Lake is in care and maintenance mode with 140 employees; 70 on each shift. • Midwest is currently progressing through an environmental assessment. The next step is to 	<p><u>Interested Contractors</u> Can contact Glenn Lafleur to be added to the contractor database or for presentation meeting</p>

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	<p>submit final environmental impact statement; they are currently awaiting input from the Department of Fisheries and Oceans.</p> <ul style="list-style-type: none"> • An EIS was filed in January, 2011 for a proposal to haul 2 trucks loaded and 2 unloaded each day from McArthur to McClean Lake to prepare the mill for higher grade Cigar Lake ore. As well, a proposal will be submitted in June to increase mill capacity at McClean. • Cluff Lake is decommissioned. • In September, 2011, AREVA will begin its ‘The Path to 2015’ tour to northern communities to update them on their projects in the north in more detail. Letters are being sent to leadership and town groups to arrange the tour. • The Athabasca Pre-Employment Training Program, offered in partnership with Cameco, PAGC and SIIT, was held last year to train for 2012-13 when milling starts at McClean. The program had 12-15 students with the majority finding employment already. There are plans to offer another training session in partnership with NCQ. This training is necessary as most of the mill operators and maintenance persons who were laid off have found jobs elsewhere. AREVA estimates needing 30-40% new recruits to these positions and hopes that some of the previous employees return to work for them. • Residents of Northern Saskatchewan (RSN) make up 93% of the mill/maintenance workforce. RSNs make up only 40% of the technical workforce and a low proportion of trades workers so these two areas are priorities for northern recruitment and advancement. AREVA is also planning a supervisory training program to increase the opportunities northerners at this level. There are currently 2 RSN individuals in the program with plans to train 8 more. This program is delivered in partnership with NCQ. • There are 24 scholarships awarded each year totalling \$110,000; deadline to apply is June 30. 10 are university, 10 are technical and 4 are for trades. There was an increase in applicants last year totalling 116; efforts are made to promote the scholarships at each school, with counsellors and on the internet. • The database of contractors is being updated to ensure AREVA has information before they need it in the upcoming years. AREVA is also updating its database of applicants. Staff will start doing pre-interviews of these applicants and doing TOWES tests so that these individuals are ready for jobs when they become available. <p>☛ Discussion</p> <ul style="list-style-type: none"> ☛ G. Lafleur answered S. Harris’s question that AREVA can refer its applicants to contractors and other mine operators in order to increase northern employment northerners. ☛ Glen Strong mentioned that, although mine sites have been successful in hiring northerners, 	<p><u>Agencies</u> To discuss how to coordinate efforts for delivering in-class career awareness.</p>

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	<p>he will not be satisfied until northern people have the skills and abilities to gain employment at senior levels. One way to achieve this is to have regular ABE instructors at the mine sites. He felt that career symposiums might not be as effective as they could be and suggested that classroom presentations may be more effective at reaching students with the opportunities. G. Lafleur agreed that essential skills such as resume writing, interview skills, work ethics and reading are low for many northerners and added that industry and post-secondary institutes add a component at the front of training programs to provide these pre-employment skill needs.</p>	
<p>17) <u>Environmental Quality Committee (EQC)</u> Warren Kelly, EQC Manager</p>	<p>The EQC is a way for northerners to have a voice in the uranium mining industry. The focus is on environmental and health and safety topics but socio-economic issues are addressed as well. EQC members visit mine sites and meet with the companies and regulators and they share this information with their communities. The EQC went to Pinehouse for Cameco’s presentation on the proposed Millennium project. The EQC is also involved with Abandoned Legacy sites. At Gunnar there is a 90 person camp for removing old buildings this summer. Saskatchewan Research Council is the operator for this reclamation. The project is costing more than anticipated with the asbestos removal. SRC has implemented a SRC-Community leadership committee to communicate news of the reclamation.</p>	<p><u>November Agenda Ideas</u> Invite Nuclear Waste Management Organization; Saskatchewan Research Council – Tamara Yankovich to present.</p>
<p>18) <u>Youth Committee Connection (PX2) Training</u> Gerald Roy, Regional Manager, First Nations and Metis Relations</p>	<p>First Nations and Metis Relations have committed funds for a study on the PX2 pilot project. It is now in the Ministers Office and will be available soon. Gislason worked with the Enterprise Regions on the pilots and he is still working with them to find funding. He has identified 4 options for them to consider pursuing with various budget options and they are as follows:</p> <ul style="list-style-type: none"> ○ Holistic town transformation ○ Cause specific town transformation ○ Youth and young adult transformation ○ Youth only transformation. <p>G. Roy suggests that 3 pilot projects be implemented across the north as an outcome. They need a volunteer leadership team, hopefully from NLMC, to identify options and move forward. To date, there have been 6 youth trained as facilitators and 3 workshops held. The facilitators are encouraged to submit proposals to FNMR for more PX2 training; one proposal has been submitted for a workshop at Besnard Correctional Facility. PX2 is applicable to all ages for creating positive change in communities.</p>	<p><u>Gerald Roy</u> To send Tina the report for NLMC distribution.</p>
<p>19) <u>Northern Sport, Culture and Recreation</u> Gabriel</p>	<p><u>Handout #19 Roundtable</u> The Northern Sport, Culture and Recreation District is a north-wide, non-profit community development group. It is a forum for elected municipal representatives to share best practices in sharing facilities with neighbouring bands, how to fund infrastructure, etc.</p>	<p><u>Roundtable</u> June 16-17 at Motor Inn in La Ronge.</p>

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Thompson, Program Manager, Northern Sport and Recreation	Nominations are still open for seats on the board. The Arena Operators Community Mentorship for Youth program deadline is July 28. Communities can apply for funding to link up their operations with an experienced host community operation that is focused on youth ages 18-29. Colleges will be helping with essential skills to try to improve the graduation rate of this program in the north.	AGM on June 17, 2011.
<p>20) <u>Northern Enterprise Regions</u></p> <p>a) George Jackson, Regional Manager, FNMR;</p>	<p><u>Handout #20 Welcome to Summit 2011; Handout #21 – Projects Prioritized for Advancement</u></p> <p>At the Summit meeting, the Enterprise Regions and stakeholders identified and prioritized projects for advancement. This meeting was funded by northern companies and agencies. This year they plan to arrange meetings with teams for each initiative to will develop an implementation plan and identify any key stakeholders who are missing. The project has a \$100,000 budget; one third of the budget coming from the federal government which requires them to submit regular reports on progress; and, one third is from northern sponsors (Crowns, Economic Development Corporations and Industry). Major projects of note:</p> <ul style="list-style-type: none"> • 1) Athabasca all-weather roads, 2) Athabasca training center, 3) Athabasca high school work experience. Note: All regions identified #3 as being a priority and they plan to assemble a team to initiate a north-wide plan which they will tailor for each region. • 4) Churchill business directory, 5) Churchill Industry Value-Chain Assessment (looks at mine industry to identify the opportunities the sector will be presenting in the upcoming years) • 6) Establish a north-wide Education Council – will need to discuss with K-12, post-secondary, NLMC, Northern Education Task Force and FSIN to ensure there are no conflicts or duplication. 	<p><u>Want to Join a Team?</u> Contact George Jackson at George.Jackson@gov.sk.ca to do so.</p>
<p>b) <u>Boreal West Enterprise Region</u> Michael Wolverine, CEO</p>	<p>The Region currently has 3 main projects for which they will assemble and implement a team as soon as possible.</p> <ol style="list-style-type: none"> 1) Action Committee for Fort McMurray road 2) Boreal Wood Resources development – Headed by Doug Eddy. 3) High school work experience. <p>He is working on stakeholder engagement, regional asset mapping and other initiatives. Leo Gardiner is the Economic Development Officer who will be running many of the initiatives. Offices are now in order and will start working on initiatives soon.</p>	<p><u>To be part of an initiative</u> Contact Michael Wolverine or Leo Gardiner at borealwestenterpriseregion@sasktel.net or (306) 288-2100</p>
<p>c) <u>Churchill River Region</u> Bryce Foix, CEO</p>	<p>There was a meeting of the 23 members on March 5 and they plan to focus on increasing First Nations membership. They are recruiting an executive assistant. At the La Ronge Motor Hotel, they will be holding an applied contractor workshop in late June, 2011. The meeting had the following focus projects:</p> <ul style="list-style-type: none"> • Job specific training funding • Northern business/small business association 	

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	<ul style="list-style-type: none"> • Creating champion youth business camps • Business focus in school curriculum • Improving communication with businesses in the region • Looking at cross-jurisdictional projects • Role models and mentors • Land planning and status to move forward • Identify banking and financial support in the region for businesses. 	
<p>d) <u>Athabasca Enterprise Region</u> Glen Strong, Chair</p>	<p>The region is underdeveloped and has many project priorities. The region received \$100,000 grant last year and will receive another matching grant this year. They have increased their board from 7 to 12 members and the cost of meetings has increased to about \$20,000 a meeting. Camsell Portage is a role model community for the region as they are working on self-sustaining initiatives in gardening and poultry. Fond du Lac is working on exploring a fish plant and wind turbines. Black Lake is trying to get a hydro energy project underway. Stony Rapids is trying to plan a multi-plex with office space, training center, and recreation facilities.</p>	
<p>21) <u>Buffalo Narrows Economic Development</u> Doug Eddy, CEO</p>	<p>There are 32 economic development corporations in the north, only 2 are stand alone – Buffalo Narrows and Ile-a-la-Crosse. 4 are for-profit corporations – Athabasca, NDG, Pledco and Mamawetan. 4 are First Nations for-profit corporations – Buffalo Narrows Dene, English River, Kitsaki and Clearwater. 3 are non-profit corporations – Athabasca, Churchill and Boreal West Enterprise Regions. Most municipal economic developments are working on small projects and have financial and manpower issues. D. Eddy proposed that they all come together to discuss a 5 year forecast in consultation with SEDA and he has volunteered to help move this along. SEDA which has tutorial software to help improve economic development. He will look into this further and report back to the NLMC with his findings.</p> <p>The Northwest Community Wood has been resurrected and he informed participants that there will be an announcement soon about a new company and west side forestry opportunities coming available soon.</p>	<p><u>November agenda ideas:</u> reports by northern for profit companies on their best practices for success.</p> <p><u>November agenda:</u> Co-chair selection</p>
<p>22) <u>Closing</u></p>	<p>Glen Strong thanked the NLMC members for their participation and stressed how the NLMC is a role model for other groups.</p> <p>Meeting adjourned at 1:05 PM.</p>	