

Summary - Northern Labour Market Committee (NLMC) meeting

March 2 and 3, 2011 in Prince Albert, 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 March 2011 by

1. Northern Affairs Division, Ministry of First Nations and Métis Relations (FNMR), 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 March meeting, NLMC passed a motion to develop a Charter on Healthy Lifestyles to follow its resolution on healthy lifestyles passed in November; sent a letter to Ministers in support of the continued delivery of a tri-party model of training similar to Northern Career Quest; assigned its Education Subcommittee the task of establishing a Working Group to collaborate on solutions to low student achievements; and sent a letter of support to Keewatin Career Development Corp. (KCDC) for its proposal for a community information technology assessment.
- 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 math/science instruction in La Ronge to address the need for professionals in the maths and sciences.
 - The Mineral Sector Steering Committee implemented the Multi-Party Training Plan Professional scholarship program which is supporting five students from the autumn 2009 intake and five students from the autumn 2010 intake into university science and engineering programs.
 - In 2011, AREVA is providing \$112,500 in scholarships to northern post-secondary students under their Northern Saskatchewan scholarship program.
 - Cameco's annual northern scholarship (which totals about \$100,000) is also underway. The company has committed funds towards the Churchill High School Industrial Arts shop and the proposed math and science training facility.
- Northlands College participated in the regional colleges review this winter to assess the effectiveness and efficiency of the college system. The Final Report will be submitted to the

Minister by March 31. Five key themes emerged such as lack of credit granting capacity, lack of collective mandate, need for clear performance measures, consensus that ABE is underfunded, and consensus that their mandate is outdated. NORTEP and Northlands College are collaborating in plans for student residences. Northlands and the University of Saskatchewan will deliver the four-year Degree Nursing program by distance education in northern Saskatchewan beginning autumn 2011. The Mine Engineering Technician 2-year diploma program will accept student into a new intake in the autumn. Certified trades programs will be delivered in electrical, industrial mechanics, plumbing, and welding. Programming on the Westside includes orientation to daycare, truck driver, and security guard training. Programming in the northeast will include a 2-week mine site preparation component, certified carpentry, and timber frame construction.

- Northern Teacher Education Program (NORTEP) has delivered a successful Masters program that produced 24 northern Masters of Education in 2009 and will produce another 20 this summer. A new intake will be offered this year. NORTEP also is exploring the delivery of a unique community-based Masters program starting summer 2012 that would have three streams: Aboriginal Languages, Science education (with elder knowledge) and Special Education.
- Northern Career Quest's (NCQ) term of Federal funding will finish on March 31, 2012. NCQ has recently collaborated with other agencies to hire employment coordinators whose duties will include assisting NCQ to gather reporting statistics. These coordinators are located in the Athabasca, Prince Albert Grand Council, north central, Westside-north and Westside-south regions. To date, NCQ has funded just under 1,400 enrolments and 703 students have found employment.
- Service Canada monitors and supports the Aboriginal Skills and Employment Training Strategy (ASETS) Agreement and holders. The agreements run from autumn 2010 to March 31, 2015. Saskatchewan ASETS holders are Gabriel Dumont Institute Training and Employment and Saskatchewan Indian Training Assessment Group. The Skills and Partnership Fund (SPF) enables Aboriginal agencies to expand employment opportunities for Aboriginal people. Ottawa selects the proposals and the Regional Offices support applicants. Ottawa is reviewing proposals that were submitted by the February deadline.
- Advanced Education, Employment and Immigration will have public consultations underway this year to consider expanding degree granting status in Saskatchewan. This consultation will seek broad input from students, institutes and the public, and quality standards will be developed through a quality assurance process. Last year, with \$1.7M in federal stimulus funding, AEEI contracted with public institute partners to deliver level 1 and 2 ABE to 430 learners under 19 contracts.
- Prince Albert Grand Council (PAGC) outlined several successful best practices. In the Athabasca region PAGC hired core subject teachers to deliver high school math and science classes last summer. In order to increase PAGC's ability to recruit core subject teachers to its communities, PAGC is looking at delivering subjects in 3-hour blocks for 6-week terms. PAGC provided \$150,000 to increase the number of teachers at the pre-school level. Indian and Northern Affairs and Tribal Councils began to develop an initiative called "Active Measures" in 2008 as a way to increase access to job opportunities for First Nations people and reduce dependency on income support programs, particularly for age 18-24.

- Saskatchewan Indian Institute of Technologies (SIIT) is planning a health care aide program in La Ronge for autumn 2011. SIIT Yorkton office is working with Potash Corp. on a new 12-week introductory career case plan for mining with mine site work placement. The process operator training program is delivered at Meadow Lake. The Saskatchewan Aviation Learning Centre was officially opened in October in Saskatoon. The new facility houses Saskatchewan Institute of Applied Sciences and Technology's (SIAS) Commercial Pilot Program and SIIT's Aircraft Maintenance Engineering Program, which is now in the first year of delivery.
- First Nations University of Canada delivers University of Regina programs at the northern Campus in Prince Albert. The new Pre-Health Studies program provides students with first year university elective classes. The Bachelor of Health Studies provides students with the background to pursue careers in health professions, policy and research. The Northern Health Science Access program enables up to 40 students to upgrade their high school math and sciences to meet the prerequisites to enter into a variety of health programs.
- Gabriel Dumont Institute Training and Employment administers a number of scholarships for other agencies – the application deadlines are May and October. Under ASETS, criteria for eligibility for funding requires students to: apply for funding before being enrolled; have a career action plan in place before they apply for funding; and not be in K-12.
- Woodland Cree Ent. is the holder of the ASETS agreement for Lac La Ronge Indian Band, Peter Ballantyne Cree Nation, and Montreal Lake Cree Nation. Many of their clients, including 18-24 year olds, require ABE or pre-10 programs before they are ready for skill training programs.
- The PAGC Athabasca region received funding for three full-time employment coordinator positions in Black Lake, Fond du Lac and Hatchet Lake First Nations. The three coordinators will undertake the career action plans with clients, do the essential workplace program activities to connect the students to the workplace, and gather statistics for NCQ.
- Saskatchewan Apprenticeship and Trade Certification Commission administers the apprenticeship training and certification system for the province. The main training provider is SIAS. In order to become an apprentice, a person must be working in the trade with an employer who is willing to train him. Upon registering as an apprentice, the Commission schedules technical training for the apprentice and tracks on-the job work hours.
- Meadow Lake Tribal Council (MLTC) Economic Development contracted with Northern Career Quest for most of its training funding needs. Currently, MLTC is delivering 'Alberta' security guard "training for employment" for a company in Alberta. Approximately 20 First Nation personnel trained from MLTC/Northern regions are newly employed at Alberta petroleum companies. The Norsask Sawmill, owned by MLTC, has been operating at low capacity, however, this April MLTC plans to recruit 15 new sawmill/Norsask employees from its surrounding communities. MLTC has submitted a partnership training proposal to Skills and Partnership Fund, similar to the NCQ model, to request funds for training and other services.
- The University of Saskatchewan Colleges of Engineering and Nursing and the Centre for Northern Governance have joined forces to inspire inter-professional collaboration with a goal of helping address the need for professionals in health care and mining sectors and

capacity building in the north. The new four-year College of Nursing program will begin in 2011. The first year will be a pre-professional year followed by three years of nursing education leading to a Bachelor of Science in Nursing (BSN). Training seats available total 295 with 40 located in Prince Albert, 15 in the North, 115 in Regina and 125 in Saskatoon as well as 50 Post Degree BSN seats. The College of Engineering is at full capacity but has few Aboriginal or northern students. At the same time, it desires to diversify into specialized areas of mining, nuclear, and agricultural streams and to increase the number of graduates each year to meet future needs of mining and other sectors. To this end, the College established a partnership that aims to increase engagement of Aboriginal and northern people in engineering by increasing engineering training opportunities for current employees, with training delivered by distance education methods. The university and partners delivered a health careers workshop in Prince Albert where health career professionals engaged with 63 students from Northern Lights School Division as a way to promote career awareness and encourage northern youth to stay in school.

- PX2 is an initiative aimed at motivating youth and providing them with the tools they need to increase their possibilities for success. Last year, FNMR funded 6 students in La Loche to be trained as PX2 facilitators. This year, FNMR funded a PX2 workshop as a “test session” on Feb. 10-11 in La Ronge for 57 young participants from across the north. The workshop facilitator will submit an Options Paper by April that will detail next steps and provide feedback from participants, stakeholders and the test session.
- The Ministry of Education has released its *Education Indicators Report* which depicts data on the provincial school systems. The provincial school systems in the north enroll 3.2% of the province’s students. These northern school systems have relatively stable student populations of about 5,000 with a slight decrease in the past 3 years. Province-wide, 74% of students complete grades 10 to 12 in three years and 82% have graduated within 8 years. In comparison, northern schools have a 29% graduation rate within three years and 54% have graduated within 8 years. This news is positive, despite the lower graduation rate, in that students are persisting in high school. The graduation rate for the self-declared Aboriginal students is 31% in three years although the persistence to complete grade 12 has been consistently improving. By category, rural females have the highest average course marks at about 70% and northern Aboriginal males, at about 50%, have the lowest; this is a slight improvement over last year’s statistics. After two years, 92.5% of provincial students in Grade 1 had transitioned to Grade 3 compared to 84.5% of Aboriginal students and 72% of northern students. The rates for students moving from grade 7 to 10 within three years were 92% provincially, 79% for Aboriginal students, and 69% for northern students. A smaller proportion of northern and Aboriginal students met standards in writing than provincially.
- Athabasca Labour Services coordinator will be working in the Athabasca communities over the next several months undertaking skills training assessments with people who have contacted the company (approximately 300 applicants). Each assessment takes about 1.5 hours. Labour Services are also developing a mentoring program for its clients. The coordinator is also helping NCQ in the Athabasca region over the next 8 to 10 months to track and follow-up on employment attachment for NCQ students.

2. Subcommittees’ Training and Employment Work Plans

- The Administration Subcommittee undertakes the planning and direction-setting of the NLMC. It established a “Lunch and Learn” session for interested parties to join in-depth

discussions on topics that might not pertain to the whole NLMC. The first session was on dental therapy and health.

- Northern Apprenticeship Committee (NAC), a joint training committee with the ability to act as an employer, has 182 clients in northern Saskatchewan. NAC has several clients enrolled in Northlands College's Journeyman upgrader program and the upcoming Carpentry Level 2 in La Ronge in May. NAC finished three wage subsidies. NAC held its annual general meeting yesterday and many of the previous Executive stayed on.
- The Health Sector Training Subcommittee submitted a proposal for a 5-year \$12M multi-party Health human resources training strategy. Although it has no long term commitments to date, Saskatchewan Health has provided training funds and Health Canada committed \$400,000 for this year and next. Northlands College will look at delivering a broad-based distance Licensed Practical Nurse (LPN) program across the north in January 2012 (although trainers are hard to recruit). Another LPN program will start in the fall of 2011. The Nursing degree program is starting in the autumn. Academic Health Sciences at the U of S is planning a certified addictions counselor program to meet labour force needs in the north.
- The Career Services Subcommittee's activities include planning a workshop on March 18 for Career transition workers, advisors and career counselors; completing an update of the northern business directory on KCDC website to assist in career searches; and placing current events on the KCDC career website.
- The Mineral Sector Steering Committee plans training and administers funding for the five year, \$12.7M Multi-Party Training Plan (MPTP) for the mineral sector. Last year, the MPTP with funding from AEEI began a Mineral Sector Professional Degree scholarship. The scholarship guidelines specified 2 years of intakes of up to 20 students and funding for up to four years for each student. Currently, there are 10 students with 5 from the first intake and 5 from the second. There are also two other students being funded under a previous MPTP scholarship who are finishing their degrees.
- The NLMC tasked its Education and Training Subcommittee to bring together a working group that involves government, agencies, and industry to identify the contributing factors to low northern student success and to work toward tangible solutions to these problems.
- The NLMC discussed ways to re-establish a connection to a Youth committee and the need for a lead agency.

3. Economic Development and Industry

- Keewatin Career Development Corp. (KCDC) is a non-profit organization that combines government program delivery with commercial activities. Its mission is to use Information Technology (IT) for the social/economic benefit of northern Saskatchewan. Despite having year to year funding, KCDC has been in existence for 15 years. KCDC provides non-profit career support services funded by AEEI CanSask; it trained and certified 90 people in IT support over 5 years; is completing a contract for Community Vitality (Career Ambassador) to use videos to promote mine careers at schools; developed a video on the effects of the Gulf oil spill on migratory birds as a science resource; was contracted to update the northern business directory; and contracted with Health Canada to undertake a study to identify current and future applications in education and health and to identify the bandwidth need.

- Cameco has 1,410 employees, of whom 704 are Residents of Saskatchewan's North and 572 are Aboriginal heritage. Cameco's contractors have 1,629 employees of whom 739 are Residents of Saskatchewan's North and 666 are of Aboriginal heritage. The current job openings are in math/science fields and require post-secondary education, an indication of the level of education now required by the mining industry. Four years ago, Cameco started a new program that provides 75% of salary for employees to take leave to retrain to higher levels. Cameco will be starting career fairs in May. Cameco has several initiatives underway to ensure contractors are ready for an upcoming construction boom at three sites including: updating the requirements under the Preferred Supplier Program; contracting KCDC to update the northern business directory in order to identify small northern suppliers; delivering workshops for contractors; providing more detailed contract materials forecasts; and recruiting a Junior Business Specialist to maintain liaison with northern companies.
- AREVA's McClean Lake mine site is in care and maintenance. The objective is to restart the mill in 2013. AREVA is now progressing through Environmental Assessment phases for the proposed Midwest mine; the proposed ore slurry haul from McArthur to McClean Lake to commission the mill; and the proposed expansion to the tailings management facility. McClean Lake workforce includes 139 AREVA employees of whom 58 are Residents of Saskatchewan's North and 35 contractor employees of whom 23 are northerners. At Cluff, the decommissioning is essentially completed and regular monitoring is underway. Cluff Lake has 9 AREVA and contract employees of whom 5 are northerners. AREVA's training plans include mill operator training in 2012 prior to mill restart and management training for 9, most of whom are northerners. AREVA expects 40 to 50 trades retirements at McClean Lake in the next few years.
- Golden Band Resources is the operator of the new gold mine, La Ronge Gold Project, north of La Ronge. The provincial environmental approval was granted in 2009 for Roy Lloyd Mine (Bingo), EP and Komis deposits. Jolu mill poured the first bar in December 2010. The mill was acquired by Golden Band in 2003. It has been refurbished at a cost of about \$15M and will operate at 400 tonnes/day initially with plans to upgrade in the next 12 months to 700 tonnes/day and to an anticipated 1000 tonnes/day in 2013. Currently, employment totals 60 employees (12 at Head Office and 48 at site) and 24 Kitsaki Procon contract workers who are working in underground and open pit mining, catering and environment. Golden Band has signed a training contract with Northern Career Quest for laboratory technicians and mill operators.
- The Northern Enterprise Regions are reviewing their three year rolling plans and doing membership drives. In total, \$1.1M will fund the Enterprise Regions this fiscal year. The government is providing \$300,000 for tools and training this year, which will fund the meetings of the Northern Enterprise Council to identify common issues; delivery of PX2 youth workshops; and development of baseline economic statistics. Enterprise Region Reports will soon be endorsed by their Boards and then added to the website as a resource. The Northern Economic Summit will be held in La Ronge in May. Boreal West Enterprise Region is recruiting a CEO and an economic development officer. The \$100,000 matching funding from FNMR was used for three reports on tourism, industrial development and communities' partnerships with private sectors. The Churchill River Enterprise Region is undertaking a Director and membership drive. The Athabasca Enterprise Region has 23 members. Its headquarters is in Prince Albert and a new satellite office is open in Stony Rapids. Their strategic planning and board meeting is this weekend.

4. Government Partnership Initiatives

- The Northern Saskatchewan Environmental Quality Committee (EQC) program was established in response to recommendations of the Federal-Provincial Uranium Review Panel in the 1990s. It is one way in which Residents of Saskatchewan's North are given a voice in the uranium mining industry. The EQC is authorized by a five-year Provincial Order In Council. Members are selected by community nominations made by chiefs, mayors and councils, and are then appointed by the Province. The EQC is involved in the environmental assessment phase for proposed changes and expansions at uranium mines. The EQC duties include reviewing all environmental impact studies, mine leasing issues, environmental and socio-economic issues and topics.
- Community Vitality monitoring partnership was formed to assess community vitality (the social well-being and quality of life of residents). It arose out of the recommendations of the Joint Federal-Provincial Uranium Review Panel in northern Saskatchewan. Members include Cameco, AREVA, the Northern Mines Monitoring Secretariat (government regulatory authorities), the northern Regional Health Authorities, and other northern organizations. The Career Ambassador project is ready to begin; it will utilize an interactive website focusing on health and mining careers in the north and will be a resource for students and teachers. The final report for the Awards of Excellence and the 2010 Annual report will be available this month.

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 LABOUR SERVICES	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	NORTHLANDS COLLEGE	BUFFALO NARROWS , CREIGHTON, LA RONGE
DUMONT TECHNICAL INSTITUTE	SASKATOON SK	NORTH CENTRAL ENTERPRISE REGION	PRINCE ALBERT
ENTERPRISE SASKATCHEWAN	PRINCE ALBERT	OILSANDS QUEST INC.	ALBERTA, La Loche
FIRST NATIONS UNIVERSITY OF CANADA	PRINCE ALBERT SK	PINEHOUSE BUSINESS NORTH CORP.	PINEHOUSE LAKE SK
GABRIEL DUMONT INSTITUTE TRAINING & EMPLOY	PRINCE ALBERT, SASKATOON	PRIMROSE LAKE ECONOMIC DEV CORP.	Beauval
GARY TINKER FEDERATION FOR THE DISABLED	LA RONGE SK	PRINCE ALBERT GRAND COUNCIL	PRINCE ALBERT SK
GOLDEN BAND RESOURCES INC.	SASKATOON SK	SAKITAWAK DEVELOPMENT CORPORATION	ILE A LA CROSSE SK
ILE A LA CROSSE SCHOOL DIVISION	ILE A LA CROSSE SK	SASK. APPRENTICESHIP & TRADE COMMISSION	PRINCE ALBERT, REGINA, Saskatoon
INDIAN AND NORTHERN AFFAIRS CANADA	REGINA SK	SASK. BUILDING/CONSTRUCTION TRADES COUNCIL	REGINA SK
KEEWATIN CAREER DEVELOPMENT CORP.	AIR RONGE SK	SASK. INDIAN INSTITUTE OF TECHNOLOGIES	LA RONGE, PRINCE ALBERT, SASKATOON
KITSAKI MANAGEMENT LIMITED PARTNERSHIP	LA RONGE SK	SASKATCHEWAN CONSTRUCTION ASSOCIATION	REGINA SK
LA RONGE CHAMBER OF COMMERCE	LA RONGE SK	SASKATCHEWAN MINING ASSOCIATION	REGINA SK
MAMAWETAN CHURCHILL RIVER HEALTH DISTRICT	LA RONGE SK	SASKPOWER CORPORATION	PRINCE ALBERT, Nipawin
MEADOW LAKE MECHANICAL PULP INC.	MEADOW LAKE SK	SERVICE CANADA	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, SASKATOON
MEADOW LAKE OSB LIMITED PARTNERSHIP	MEADOW LAKE SK	SHORE GOLD INC.	SASKATOON SK
MEADOW LAKE TRIBAL COUNCIL	MEADOW LAKE SK	SIAS, PALLISER CAMPUS	MOOSE JAW SK
METIS NATION OF SASKATCHEWAN	La Ronge, Cumberland House, ILE A LA CROSSE, BUFFALO NARROWS	SIAS, WOODLAND CAMPUS	PRINCE ALBERT SK
MILLWRIGHTS OF SASKATCHEWAN	SASKATOON	TOURISM SASKATCHEWAN- STEC	REGINA SK
MINISTRY ADVANCED ED, EMPLOYMENT & IMMIGRATION	Prince Albert, La Ronge, REGINA	VISIONS NORTH COMMUNITY FUTURES	LA RONGE SK
MINISTRY OF CORRECTIONS AND PUBLIC SAFETY	PRINCE ALBERT	WESTERN ECONOMIC DIVERSIFICATION CANADA	SASKATOON SK
MINISTRY FIRST NATIONS AND METIS RELATIONS	BUFFALO NARROWS, LA RONGE, REGINA	WINN BAY/LONESOME PRAIRIE SAND	Saskatoon
MINISTRY OF EDUCATION	LA RONGE SK	WOODLAND CREE ENTERPRISES INC.	AIR RONGE SK
MINISTRY OF ENERGY AND RESOURCES	REGINA SK		
MINISTRY OF ENVIRONMENT	Prince Albert, REGINA SK		