



WHAT ARE PRIORITY AND OTHER RECRUITMENT COMMUNITIES?

Priority recruitment communities are those communities in Saskatchewan's North that are in closest proximity to the operator's mine site. Other recruitment communities are all other communities located in Saskatchewan's North, considered next in proximity to the operator's mine site.

WHAT OBLIGATIONS DO MINING COMPANIES HAVE UNDER THE HRDA?

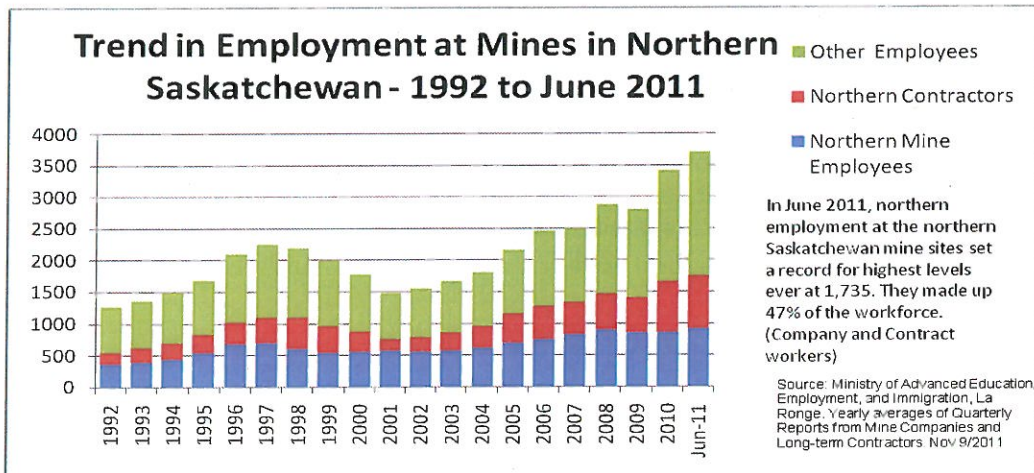
- ✓ Mining operators give priority for recruitment, hiring, training and advancement according to the following, listed from highest to lowest:
 1. PRIORITY RECRUITMENT COMMUNITIES (as designated by the Operator);
 2. OTHER RECRUITMENT COMMUNITIES; and,
 3. Communities within Saskatchewan but outside Saskatchewan's North.

- ✓ Mining operators must submit an annual Human Resource Development Plan that outlines their recruitment, training and advancement plans as well as a report on their progress over the past year toward meeting their HRDA commitments.

- ✓ Mining companies must provide quarterly reports to AEEI on the:
 1. Number of direct employees who are Residents of Saskatchewan's North;
 2. Number of contracted employees who are Residents of Saskatchewan's North;
 3. Total number of direct and contracted employees; and,
 4. Current residence of all Northern employees and contracted employees.

HOW EFFECTIVE ARE THE HRDA?

Since 1987, the percentage of Northerners employed in the mining industry has risen from 32% to 49%. By 2011, 38% of Northern workers held higher skilled positions such as supervisory, professional, technical and trades. In the same year, Northern mine sites set a record in Northern employment, with 1,735 Northerners employed. It is estimated that 92% of these Northern workers are First Nations or Métis.





WHAT IS A HUMAN RESOURCE DEVELOPMENT AGREEMENT?

Mining companies operating in Saskatchewan's North enter into a Surface Lease Agreement with the province. Each agreement requires the mining operator to negotiate a Human Resource Development Agreement (HRDA) with the Ministry of Advanced Education, Employment and Immigration (AEEI). This requirement has been in place since 1984.

WHAT IS THE PURPOSE OF THE HRDA?

The intent of the agreement is to establish a co-operative approach to maximizing recruitment, hiring, training and advancement opportunities for Residents of Saskatchewan's North.

WHO ARE RESIDENTS OF SASKATCHEWAN'S NORTH?

To be recognized as a Resident of Saskatchewan's North, one of the following conditions must be met at the time of recruitment:

- (a) A person who has resided in Saskatchewan's North for a period of 10 years or one half his or her age, whichever is less. Such a person:
 - shall not lose status by relocating outside of Saskatchewan's North for educational purposes;
 - shall not lose status by relocating outside of Saskatchewan's North for five years or less; and,
 - shall regain status if he or she has lived outside of Saskatchewan's North for more than five years but re-establishes primary residency in Saskatchewan's North at the time of hire.
- (b) A person who transfers from one mine operation in Saskatchewan's North to another, or is re-employed within one year after leaving mine employment in Saskatchewan's North, and who met the criteria of a Resident of Saskatchewan's North contained in the applicable Human Resource Development Agreement at the time of recruitment to that operation.
- (c) A person who has been designated by the Minister to be a Resident of Saskatchewan's North.

WHERE IS THE BOUNDARY FOR SASKATCHEWAN'S NORTH?

The boundary extends northwest of the Meadow Lake Provincial Park to Cumberland House in the east. "SASKATCHEWAN'S NORTH" is described in detail in [The Northern Municipalities Act, 2010](#), Chapter N-5.2 Reg 1, Section 74.

WHO BENEFITS FROM THE HRDA?

The HRDA provides benefits to both Northern people and the mining companies:

- ✓ Northern people receive priority employment and training opportunities as well as transferable skills which lead to sustainable employment.
- ✓ The mining companies benefit from jointly funded training programs and from a local labour force.

WHY WAS THE HRDA AMENDED IN 2011?

When established in 1984, the intent of the HRDA was clearly to maximize training and employment opportunities for Residents of Saskatchewan's North. Over time, some of the terminology used in the HRDA has come to be used for other purposes, leading to confusion about the HRDA's focus. To clarify the intent, language was changed in 2011 to refer to Priority and Other Recruitment Communities.