

|   |  |
|---|--|
| <p><b>NLMC Mandate</b></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><b><u>Northern Labour Market Committee Responsibilities as of November 2007</u></b></p> <ul style="list-style-type: none"> <li>• Identify labour market, training, and economic development issues emerging in northern Saskatchewan</li> <li>• Prioritize and address these issues by initiating action- and results-oriented special projects through the subcommittees.</li> <li>• Coordinate and facilitate cooperative planning and actions among agencies to avoid duplication and maximize funding and training opportunities.</li> <li>• Facilitate collaboration among northern training agencies, training funders, economic development agencies, and other stakeholders by providing a forum in which to exchange information.</li> <li>• Prepare an annual profile of the labour market and industrial sectors in northern Saskatchewan</li> </ul> <p><b><u>Operational Guidelines</u></b></p> <ol style="list-style-type: none"> <li>1. Three meetings will be held annually (commencing in 2005) and will be guided by the principle of respect for others.</li> <li>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.</li> <li>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.</li> <li>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.</li> </ol> |
|---|--|

| Agenda Item  | Detail   | Action/Outcomes   |
|--|--|---|
| <b>Day One: November 30, 2011</b>  |  |   |
| <u>Opening Prayer and Introductions</u><br>Giselle Marcotte, NLMC co-chair and FNMR Acting Asst. Deputy Minister | The meeting commenced November 30 at 9:10 a.m. at the Marlboro Inn in Prince Albert. The meeting was opened by a prayer led by Bobby Woods. Giselle Marcotte (First Nations and Métis Relations (FNMR) Northern Affairs Division), Darwin Roy (Cameco), and Glen Strong (Athabasca Enterprise Region) chaired the meeting. Participants introduced themselves. Giselle read the NLMC Mandate.  | <b>Minutes on website:</b><br><a href="http://career.kcdc.ca">http://career.kcdc.ca</a>   |
| <u>Housekeeping</u>  | The agenda was reviewed. There were no additions to the agenda.  |   |
| <b>1.</b> <u>Agenda</u>  |  |   |
| <b>2.</b> <u>Minutes</u>   | Minutes of the June 2011 meeting were reviewed and adopted (Moved by L. Cowan and seconded by D. D'Amour). Giselle thanked Tina Shaw for preparing such detailed minutes.  |   |
| <b>3.</b> <u>Selection of Co-chair</u>   | Giselle invited participants to consider letting their name stand for the role of First Nations and Métis co-chair. Glen Strong has served the committee for 8 years and his term is up. An election will take place December 1, 2011.   |   |
| <b>4.</b> <u>Next Meeting Dates</u>  | The next meeting of the NLMC will be held Wednesday February 29 and Thursday March 1, 2012, at the Marlboro Inn in Prince Albert. Meeting room has been booked.  | <b>Next Meeting:</b><br>February 29 and March 1, 2012 in Prince Albert  |
| <u>Administration Subcommittee Report</u>  | <ul style="list-style-type: none"> <li>It was not possible for Ministers to participate at this meeting because of the recent election.</li> <li>The Admin Sub-Committee will discuss at the next sub-committee meeting, the best approach in terms of timing etc for inviting Ministers.</li> </ul>   |   |
| <u>Northern Industry Education Council</u>   | A presentation was delivered by Vince Hill on a proposed initiative to provide learners with on-line information about education requirements for various career opportunities in the North. The tool will allow learners to view their current career options based on their transcript (which can be downloaded to the website) Learners will also be able to consider additional career options available to them depending on the courses they take in the future. There were concerns raised by some participants due to the inclusion of PA in the NIEC because PA is not in the North. They felt the tool would not serve the needs of Northerners and that Northerners might end up moving to PA. The presenter felt there was a need to include PA because there are learners in PA who could also benefit from this tool.  | Vince invited participants to join the committee to help inform their work.   |
| <u>Glen Strong</u>   | Glen expressed his thanks to the committee as he is stepping down as co-chair after 8 years. He expressed his faith in the work of the NLMC.   |   |
| <u>Provincial Training Allowance (PTA) Presentation</u>  | Rose-Ann Hamer delivered a presentation outlining recent changes to PTA. The Ministry of AEEI is currently in the process of planning income assistance options for 2012 summer break. Last year, Career and Employment Services worked with every learner to help them find a job and arrangements were made for those who were unable to get employment. Rose-Ann's presentation and contact information is enclosed or attached.  |   |
| <u>On-Reserve Adult Basic Education- Essential Skills for the Workplace Update</u>                               | Tim Caleval delivered a presentation on AEEI programs. ABE-EWSP is a fairly new program (now in its second year). Community groups partner with a post-secondary institution to provide literacy training and work experience. Very positive outcomes have been reported. Over 50% of clients have jobs. This \$2.5M investment will become part of the AEEI base budget and is administered through an RFP process. This is strictly program funding with income support provided by other sources. Denise D'Amour of Northlands College mentioned that some projects did not work very well and challenges were faced in getting income support but these challenges are being addressed. The LLRIB project had 70% employment and the Onion Lake project had 100% employment as a result of the programs. There are two other RFP driven programs as well: One is the Targeted Initiative for Older Workers (TIOW) and the other is Workplace Essential Skills Saskatchewan (WESS). | For more information about AEEI programs, here are the links:<br><br><a href="#">Adult Basic Education Essential Skills for the Workplace</a> |

| Agenda Item   | Detail  | Action/Outcomes   |
|---|---|---|
| <u>AEEI Staffing in the LaRonge Office</u>                        | <p>There was a concern raised that communities do not have time to write proposals. Tim indicated that more than \$2M goes to the North for skills training and ABE that does not require writing an RFP.</p> <p>AEEI Staffing: Tim indicated that the Superintendent position in the Northern office of AEEI is currently posted. This position will be responsible for liaison work with industry and training partners. AEEI undertook a reorganization to realign services to better meet the needs of clients. The outcome of this work will be implemented soon.</p>  | <p><a href="#">Targeted Initiative for Older Workers</a></p> <p><a href="#">Workplace Essential Skills Saskatchewan</a></p> |
| <u>Environmental Quality Committee</u>                            | <p>Warren Kelly provided a summary of recent EQC activity. The EQC is an advisory committee concentrated on uranium environmental issues. There are no license renewals due this year but there are a number of important environmental assessments being conducted. Site visits are conducted regularly with the last one being finished up on Dec. 6 at McArthur River. The highlight this year was a tour at Gunner where most buildings have been taken down. The EQC is working on a website. There is a socio-economic study being undertaken by the Community Vitality Monitoring Partnership Committee which will be reported on tomorrow. The 2010 Annual Report is available.</p>   |   |
| <u>Project CLEANS</u>   | <p>Tamara Yankovich and Veronica Roesler delivered a presentation on the clean-up of Northern sites which are being managed by the Saskatchewan Research Council (SRC). There was a question about the asbestos clean-up. The SRC hired a prime contractor as well as an asbestos expert. Workers were provided with training and personal protective equipment and daily fibre counts were taken. Half of the workers were from the Athabasca Basin and others came from Ontario and Alberta because they had specific skills to complete the work safely.</p>   |   |
| <u>Keewatin Career Development Corporation Media Developments</u> | <p>Randy Johns delivered a presentation on recent KCDC Media Developments including Key Lake Virtual Tour, Points Athabasca, Flight of the Pelican and a video on the Children's Hospital Fundraising Event. See KCDC website for details.</p>  | <p><a href="http://www.kcdc.ca">www.kcdc.ca</a></p>   |
| <u>University of Saskatchewan Northern Delivery Model</u>         | <p>Dr. Lorna Butler provided an update on the U of S degree nursing program. There will be 15 seats in year two and 64 learners are taking first year pre-professional studies. The pre-professional year has general courses that are transferable to other programs for those who are not successful getting into the nursing program. There was a demonstration of the virtual robotic laboratory in Santa Barbara.</p>  |   |
| <u>AREVA Resources Inc</u>  | <p>Glenn LaFleur reported that AREVA currently has 147 staff and 65 of these are Residents of Saskatchewan's North (RSN). There are also 42 people who are working for contracting companies who are RSN. AREVA reported on upcoming hiring and scholarships. There have not been many applications for the trades scholarships so he encouraged everyone to get the word out. AREVA will also be starting the UMET program (Uranium Mining Employment Training) which is a partnership with SIIT, NCQ, Cameco and AREVA. This is wastewater management training program with a work experience component. Last year there were 15 students and 9 got jobs. There is a \$150 million expansion planned and some of this work will be subcontracted. AREVA is updating their northern contractor data base. There was a question about the status of ore haul. AREVA is awaiting a response from the regulators about the ore haul and it is hoped there will be an answer on this question in 2012.</p> |   |
| <u>The Carson Centre for Nuclear and Uranium Training</u>         | <p>Alex Fallon delivered a presentation on the work of this non-profit training centre. The centre is funded by tuition for the delivery of training.</p>   |   |
| <u>Northern Enterprise Region Reports</u>                         | <p>George Jackson FNMR- a brief report on the progress of the volunteer who signed up to support projects at last May's Northern Economic Summit – 1) the regional economic sector analysis completed for each of the three Enterprise Regions last year noted that there is a gap in information about the front end of the mining industry, so a project team is working on gaining an understanding of the mineral sector value chain. 2) The Northern Education Council team has now been absorbed by the Education Sub-Committee of NLMC and Denise will speak to that later. 3) There are two projects with the International Centre for Northern Governance moving forward. 4) the Northern Business Directory is being improved,</p>  |   |

| Agenda Item  | Detail   | Action/Outcomes   |
|--|--|---|
|  | <p>undertaken with KCDC. 4) Small Business Loans will soon become available due to new Small Business Loans Associations (SBLAs) being formed in the north. 5) The High School Work Experience and Mentorship project has been turned over to KCDC &amp; CREDENDA to lead into forming the Northern Industry Education Council that was presented earlier this morning. Visit <a href="http://www.northerneconomicsummit.com">www.northerneconomicsummit.com</a> for more.</p> <p>Mike Wolverine reported for Boreal West. There is a policy review and strategic planning for the 3 Northern Enterprise Regions. The Fort McMurray highway project is moving along. Mike reported for Doug Eddy who could not attend. An agreement was signed with North West Community Wood Products. The East/West corridor framework and consultation is underway. Tourism Study for NW SK has been undertaken. GIS mapping of assets in region is ongoing. Mike announced he is leaving Boreal West. He has enjoyed working in Northern SK. Leo Gardiner reported that there was a meeting with the RM of Wood Buffalo and they would like to present at the next NLMC meeting. They are looking at value added fish processing. There is a membership drive on.</p> <p>Connie Mercredi delivered the report for Athabasca. Work on community profiles for website continues. Program planning with Northlands College is scheduled and Fond du Lac is going ahead with the fish plant.</p> | <p>RM of Wood Buffalo would like to do a presentation at the next meeting.</p>  |
| <u>NLMC Health Sector Training Committee</u>                           | <p>Bill McLaughlin reported on the work of this committee. There are 25 member including all training institutions, universities and employer groups. There is a 5 year training strategy. \$2M in funding was accessed from provincial and federal governments for delivery and strategy coordination in 2011-12. There is LPN, RN Mental Health/Addictions training (diploma with goal to ladder into a degree). An HR study commissioned two years ago will be updated. This report will be a catalyst for a stakeholder conference. Health employs 1300 people in the North.</p>   |   |
| <u>Northern Apprenticeship Committee</u>                               | <p>NAC met November 28, 2011. New executive elected. Report and funding matrix submitted. Purpose of funding matrix is to ensure learners know what funding options are available. Wage subsidy from NCQ is coming to an end but other options are available.</p>  |   |
| <u>NLMC Education Subcommittee</u>                                     | <p>The Northern Education Committee was struck out of the Northern Economic Summit. This group met November 28, 2011 and is working on terms of reference and a review of the Economic Summit report. The group is considering possible research questions that may be addressed by learners who will start a Community Masters of Education program next year. There was a discussion about the need for two education subcommittees. Linda Cowan moved that the NLMC Education Subcommittee be replaced with the Northern Education Committee. Seconded by Gerald Roy. Carried. The Northern Education Committee will meet on Jan 20, 2012 at Northlands College.</p>  | <p>Committee participants and sponsoring organization are available Membership lists and supporting documents attached.</p>   |
|  | <p>Day One: Meeting ended at 4:25 p.m.</p>   |   |
| <b>Day Two: December 1, 2011</b>                                       |  |   |
| <u>Election of NLMC Co-chair</u>                                       | <p>Giselle Marcotte thanked Glen Strong for his long service to the NLMC. Denise D'Amour nominated Lorraine Parada as co-chair representing First Nations and Métis training and economic agencies. Seconded by Linda Cowan. There were no other nominations. Lorraine was elected co-chair.</p>   |   |
| <u>Environment Canada Draft Recovery Strategy for Woodland Caribou</u> | <p>Pam Schwann of the Saskatchewan Mining Association (SMA) delivered a presentation on <i>Environment Canada's (EC) Draft Recovery Strategy for Woodland Caribou</i>. If adopted, this strategy will have serious implications for social and economic development in Saskatchewan's North. Highlights of the report:</p> <ul style="list-style-type: none"> <li>• Page 12 outlines the activities that would be considered disturbances. Fires are the most substantial contributor to the disturbance of caribou ranges in Saskatchewan (as much as 69%) and man-made disturbances account on average for about 2-4% of disturbance.</li> <li>• This is not only a mining or forestry issue, it is an economic and social issue because roads and infrastructure development (such as power lines) are also considered disturbances.</li> <li>• There are concerns the strategy model is flawed and that other strategies could result in more robust protection of the</li> </ul>  | <p>To contact SMI: <a href="mailto:saskmining@sasktel.net">saskmining@sasktel.net</a></p> <p><b>MOTION</b><br/>Bobby Woods moved that the NLMC Administrative Sub-committee write to Environment Canada</p> |

| Agenda Item  | Detail  | Action/Outcomes   |
|--|---|---|
|  | <p>species (such as protecting calving ranges).</p> <ul style="list-style-type: none"> <li>If the strategy is approved, it could mean a stop work order for economic and social development in the North. Pam expressed her perspective that the model is data deficient.</li> </ul> <p>Unfortunately, a representative from the Saskatchewan Ministry of Environment was unable to participate in the meeting today. The following was received from Kevin Murphy, ADM SK Ministry of Environment on December 2, 2011:</p> <p><i>SK Ministry of Environment agrees that the implications of the model and strategy are not appropriate with regard to caribou in the province.</i></p> <p><i>While the proposed federal recovery strategy for boreal caribou indicates that most of Saskatchewan cannot sustain caribou populations, Saskatchewan believes populations are sustainable over much of the range. Economic impacts to industries, including forestry and mining, would be high under the proposed strategy and would create a climate of uncertainty for development. The province is working to ensure that the federal government understands our position on the proposed recovery strategy and its effect on the Saskatchewan economy.</i></p> <p><i>Lastly, my apologies that we were not able to attend the meeting yesterday, we had hoped to have staff available but that obviously could not be worked out.</i></p> <p>Saskatchewan Ministry of Environment provided the following presentation.</p> <p>Comments on the draft strategy are due to EC by February 22, 2012. EC will be hosting a presentation in mid January, 2012 in Saskatoon. The SMA is trying to arrange for EC to host a meeting in Prince Albert as well.</p> <p>The link to Environment Canada's Species at Risk website is: <a href="http://www.sararegistry.gc.ca">http://www.sararegistry.gc.ca</a> A copy of the strategy is enclosed or attached. More information is here: <a href="http://www.sararegistry.gc.ca/document/default_e.cfm?documentID=2253">http://www.sararegistry.gc.ca/document/default_e.cfm?documentID=2253</a>.</p> <p>There was a question: Why now? There is litigation pressure on EC from anti-development groups. 7000 letters have been written by anti-development individuals/groups to the federal government. Pam indicated that the number of letters to MPs matter and encouraged members to write letters to their MP and to the Prime Minister. See sample letters to the right.</p> <p>Giselle Marcotte encouraged NLMC members to learn more about this issue, read the EC Strategy, inform their people about the issue, and write their own letters too. There was a request for a presentation from another perspective (for example Environment Canada). Members were reminded that EC will be presenting in Saskatoon in mid January, 2012.</p> | <p>regarding the negative implications of the Environment Canada Draft Recovery Strategy for Woodland Caribou. Further the Administrative Subcommittee will carbon copy appropriate community, municipal, provincial and federal leaders. Seconded by Sylvia Harris. Carried.</p> <p>Information about registering for meeting with EC is attached. (Note this information relates to the earlier date of Dec 19, 2011, and the meeting date has been postponed to mid January, 2012.</p> <p>A sample letter prepared by SMI to the Prime Minister and a sample MP letter are attached.</p> |
| <u>NLMC Career Services Subcommittee</u>                         | Clarence Neault reported on the activities of the subcommittee including workshops held and videos produced. There is a new website for KCDC which has a new look and added features. Please visit the website or call Clarence for more information about the events.  | Visit: <a href="http://career.kcdc.ca">http://career.kcdc.ca</a>  |
| <u>Mineral Sector Steering Committee</u>                         | Linda Cowan circulated her report on the MSSC and the Multi-Party Training Plan scholarships.   |   |
| <u>Sask Building Trades Council-Aboriginal Union Recruitment</u> | Lyle Daniels delivered a presentation on SK Building Trades Council opportunities for grade 12 graduates. He emphasized that there are no loans or income support needed in apprenticeship because people work for 10 months and then get Employment Insurance during training. Union members get their books and tuition paid for them also. There are very high salaries and lots of opportunities in construction trades.  |   |

| Agenda Item   | Detail   | Action/Outcomes |
|---|--|-----------------|
| <u>First Nations University Health Programming Presentation</u> | Carrie LaVallie delivered a presentation on initiatives at FNU including their winter program schedule.  |                 |
| <u>Cameco</u>   | Colleen Durocher reported on the employment statistics which include about 51% RSN for both direct and contracted employees. Approximately forty northern students received scholarships worth \$100,000. Cameco is a partner for pre-employment training skills program. There are several jobs open which are posted on the website. Summer jobs are also available and it is important to note that the deadline for applications is December 19. Presentations and tours have been given to high school students. Applications for Community Investment will be received on-line only beginning in January, 2012. The focus of this investment is on youth projects. |                 |
| <u>Northlands College Planning Process</u>                      | Denise D'Amour reported that Northlands College is in the process of planning 2012-13 programs. The College is facing some barriers recruiting instructors. Current programs are on website.   |                 |
| <u>Northern Career Quest update</u>                             | Jamie Chester reported that the NCQ program is wrapping up. Provincial funding will continue until June, 2012. About 100 clients will be served between April 1 and June 30, 2012. It was acknowledged that NCQ was the most successful Aboriginal Skills Employment Program in Canada. It is projected that by the end of the program, over 1900 clients will be served and over 1275 will become employed through this program. Targets for the program were 1500 clients served 750 employed. Clarence Neault suggested it would be a good idea to get some stories from NCQ clients.   |                 |
| <u>Community Vitality Committee update</u>                      | Thomas Sierzycki submitted a report on the committee's work. Past projects are posted at <a href="http://www.cvmpp.ca">www.cvmpp.ca</a> . Members are encouraged to look at some of the good work posted on this website.  |                 |
| <u>Closing</u>  | Bobbie Woods delivered a closing prayer. The meeting was adjourned at 12:20.   |                 |