

Summary - Northern Labour Market Committee (NLMC) meeting

June 10 to 11, 2009 in La Ronge, Saskatchewan

Mandate

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

Chaired jointly from Autumn 2008 to Autumn 2009 by

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

- The Saskatchewan Education Indicators Report is one of the ministry's vehicles for demonstrating public accountability and describing the efficiency and effectiveness of the education system. Findings from the Report show Northern students' performance is 7 to 9% below the provincial average in every area of assessment and at every grade assessed and is most noticeable in reading and problem solving. Northern self-declared Aboriginal students have the lowest marks in the province, performing 13 to 19% lower than the provincial average. In the north, males make up only one-third of the enrolments in grade 12 subjects. Northern students generally take only 5 credits each year compared to the norm of 7, resulting in only about 25% of northern students completing high school in 3 years compared to 73% provincially. Only 57% have completed after 8 years compared to 81% across the province. To collaboratively address the low student achievement levels in the north, participants agreed that a small task team (a new group or a revitalized Education Subcommittee or other group), led by a strong champion, is needed as a vehicle for education systems and agencies to share ideas, set some targets for change, and collaborate on initiatives.
- Northern Lights School Division (NLSD) is undertaking a number of initiatives to raise students' achievement levels and keep kids in school such as having support workers get children back into class, making curriculum interesting, and intervening when kids are having problems. NLSD has moved from a traditional teaching style to a "professional learning community" style. This new style ensures that teachers, parents, and students understand the curriculum outcomes and that teachers no longer work in isolation – they have teams, tutors, and parents to assist them. Students are assessed by a standard assessment and intervention is provided by the team if the assessment shows that students need extra help. A "guided reading" assessment is in place to increase literacy. All students are assessed at a reading level and they work in small groups to increase their reading levels in incremental

steps. If students have difficulty learning, the team and even other students will “intervene” to assist them. Next year, NLSD will implement a plan to ensure that all schools are delivering the same units to facilitate students transferring within the division. All schools must have a 3-year plan for their high school subjects so that students have the opportunity to continue a subject the following year. NLSD tries to ensure high school delivery in small schools by utilizing SCN televised courses and on-line delivery. Every school of a certain size also has a career education person. A traveling career staff person visits smaller schools. NLSD has started a new Career Transitions initiative this year at high schools with a goal of helping youth identify their career interests and engaging them in continuing their schooling. A staff member develops partnerships with various industries and businesses to provide practical application of schooling. His role also involves encouraging schools to overcome barriers so that students have opportunities to learn about their career interests first hand from skilled workers in the community.

- The federal government is investing \$75M over 2 years in Aboriginal Skills and Training Strategic Investment Fund. The Fund will support short-term initiatives designed to help Aboriginal people get the specific skills they require to benefit from economic opportunities. It will include partnerships with employers for training to employment, literacy and essential skills training, and innovative approaches to Aboriginal programming. Deadline for applications is on June 19.
- Job Horizons II is a federally-funded project administered by Aboriginal Human Resource Council. It employs three job placement staff to match job seekers with jobs. It placed 280 in jobs last year. It expires in September. Aboriginal Human Resource Council, a national council of business, labour, and Aboriginal groups, and partners are proposing to extend and expand Job Horizons to “stimulate large, federally-regulated businesses to increase their recruitment and retention of aboriginal people”. It would encompass job referral, forums for businesses, and workshops for contractors. The three-year project would be operated out of Saskatchewan but have a pan-western reach.
- Northern Career Quest is a partnership funded by the Government of Canada and supported by the Province, Aboriginal, and industry partners to train and support Aboriginal people to employment in the northern half of the province. The goal is to train 1500 people and link 750 to employment from 2008 to 2012. Quest purchases training from existing colleges and institutes as well as funds training proposals. It assists students with tuition and book costs and may fund student allowances. Training proposals are evaluated on the criteria of employment connections and partnership funding. Upcoming programs in 2009-2010 include ready to work, welding, women in trades, camp services, office education, oil field safety, underground mining, as well as mine engineering technologist and radiation technician in conjunction with Multi-Party Training Plan for the Mineral Sector. To date, Quest has funded almost 700 training seats and employment opportunities and sponsored 160 allowances.
- There are three mobile training labs in the province, enabling Saskatchewan Institute of Applied Science and Technology (SIAST) and its training sector partners to deliver trades training to students across the province. The northern and SIIT labs have been well utilized. The northern lab is in Sandy Bay delivering a heavy duty mechanic program and then will move to Cumberland in the autumn until March 2010.

2. Subcommittees' Training and Employment Work Plans

- The Administration Subcommittee sets the direction of the NLMC. Its members are the chairpersons of the NLMC and its subcommittees. It met in April to have a broad discussion about northern school achievement levels and ways NLMC could work to address the challenge. The members of the subcommittee are completing a survey to get some feedback about what each subcommittee is doing as well as what they could implement quickly as a first step to address the issue.
- The Health Training Subcommittee has a mandate to assess the employment and training needs and develop a long-term training strategy to train northerners for a broad range of occupations in the northern health sector. A working group was formed that includes four federal departments and three provincial ministries to develop a health multi-party training plan (MPTP) strategy for the north. The initial framework is complete. A formal agreement of \$10M over 5 years is expected to be finalized next year. The top priorities for 2009-2010 include: coordination and communication strategy - the subcommittee is working to find resources and staff; a Licensed Practical Nurse (LPN) program in La Ronge and another with Meadow Lake Tribal Council which has distance education delivery and preparatory base in Year 1 so students can enter LPN program in Year 2; wellness; and Nurse Career Pathing.
- Career Services Subcommittee's goals are to support an integrated and collaborative approach to career and employment service delivery and information sharing in the north. Many participants attended the last meeting to rejuvenate the committee: Advanced Education, Employment and Labour's Career Services, Gabriel Dumont Institute Training and Employment, NORTEP, Gary Tinker Federation, Northern Career Quest, Northern Industrial Career Centre, Northern Lights School Division, and Keewatin Career Development Corporation (KCDC). The focus of efforts will be youth. All agreed that the main task is to compile a calendar of career activities that will be undertaken by partner agencies in the region. Another task will be to undertake public awareness using the KCDC website.
- Athabasca Economic Development and Training Corporation (AEDTC) is a non-profit organization created and directed by 7 communities around Lake Athabasca. It has been funded for another 5 months pending the creation of Northern Enterprise Regions which will take the place of the northern CREDOs (Community-based Regional Economic Development Organization). Over the winter, AEDTC developed an Athabasca Strategy with its leadership, health and education agencies, and the development corporation with a goal of making the Athabasca basin workforce one of the best in the world. AEDTC is working with Northlands College to bring an economic development working group together and to finalize the strategy and a communications plan that stresses the need for education. A feasibility study was completed for a training facility in the Basin. The region's consensus is that the facility be located in Stony Rapids. AEDTC is involved in the new Northern Transportation Advisory Committee that has been formed to advise government and guide development of the transportation network for northern Saskatchewan.
- The Mineral Sector Steering Committee received an extension of funding for Multi-Party Training Plan III (MPTPIII) for one year to June 30, 2009, so that the committee has time to develop a fourth 5-year phase that would start on July 1. The draft agreement is in the process of being approved by each of the proposed partners. MPTPIV would offer a professional career scholarship to help address the shortage of northern residents with

professional qualifications, an issue identified in the Review of MPTPIII. For 2009-2010, student selections have been completed for the radiation technician and mine engineering technologist programs and instructors have been hired. To date, other planned programs include workplace education for mine employees and pre-technologies in La Ronge, Buffalo Narrows, and Creighton.

- The Northern Apprenticeship Committee (NAC) is a subcommittee of NLMC and a Joint Training Council of the Saskatchewan Apprenticeship and Trade Certification Commission helping northern apprentices progress to journey status. NAC has a temporary manager in place while a new manager is recruited. NAC recently removed 120 inactive apprentices from its client list and currently has 264 clients of whom 93% are Aboriginal. NAC is signing up apprentices for a new wage subsidy program funded by Northern Career Quest. NAC members will vote on the revisions drafted to its bylaws at the November general annual meeting. NAC will be involved in selecting a new member for the Board of Saskatchewan Apprenticeship and Trade Certification Commission to fill a northern representative seat.
- Gary Tinker Federation (GTF) is a not-for-profit corporation that has a goal of making long-term improvements in the lives of disabled persons in the northern region. GTF has three staff and administers services and a wage subsidy to help people access employment. The subcommittee will hold “Breakfast of Champions” meetings with employers to create links between staff and potential workplaces for clients. GTF received \$38,000 to deliver a Ready To Work pilot project involving 8 trips to communities around the north over the next year. A one-month Job Coach training program will start August 12 for career counsellors and job referral workers to help their clients get and keep jobs. GTF will be asking agencies and industries for help in funding a conference in September to celebrate the 20th anniversary of Gary Tinker’s walk to Regina.
- For the past two years, New North operated the Youth Town Council program in five northern Saskatchewan municipalities; however, funding from Public Safety Canada expired on March 31. The program has interim funding until New North’s application for funding from each of four Provincial Ministries is approved. Under the program, northern youth participated in junior town councils and social developments in their communities, supported by a coordinator and adult mentorship, as a way to increase self esteem and promote positive behaviours. The La Loche youth council held 2 radio shows to discuss gangs and other issues. The Buffalo Narrows youth council held a radio show of local talent to fund raise \$2,500 for a youth centre. Northern youth councils will attend a conference this summer at a ranch near Swan Plain, focusing on leadership and public speaking.

3. Economic Development

- In April, Cameco had 1304 employees with 654 of them being Residents of Saskatchewan’s North and long-term contractors employed 749 workers with 412 of them Residents of Saskatchewan’s North, for a total of 52% of the workforce from northern Saskatchewan. Sixty summer students have been hired with 6 of them from the Athabasca basin and 30 from the rest of the north.
- As of May 31, AREVA had 280 employees at McClean Lake with 119 of them being Residents of Saskatchewan’s North and 11 employees at Cluff Lake of whom 6 were northern. Long-term contractors employed 58 workers at McClean Lake with 47 of them

Residents of Saskatchewan's North and 9 workers at Cluff of whom 7 were northern workers. 49 people from the Athabasca basin are employed by AREVA. The company is no longer mining ore and does not anticipate the restart of mining for at least a couple of years. The company was unable to keep the mining team employed: 85 employees were laid off this spring, including 52 from the north. Efforts were made to minimize the number of lay-offs. Six have since been rehired by AREVA and a number have been recruited by Cameco and contractors. McClean Lake has sufficient ore stockpiled to keep the mill operating through 2010. Beyond that, additional ore will need to be found to feed the mill until Cigar Lake begins production. AREVA is offering \$84,000 in Scholarships; the company has awarded \$1M in scholarships in the last 30 years.

- The Environmental Quality Committee (EQC) was set up in 1995 in response to recommendations made by the Joint Federal-Provincial Panel on Uranium Mining in Saskatchewan. The members become community experts in uranium mining who share information between their home communities and the mine operations. One general meeting has been concluded and another will be held later this month. The Future of Uranium in Saskatchewan Consultation will be in La Ronge and three communities in the Athabasca Basin in June.
- Enterprise Regions are being formed across the province including in the north. The Mandate for Northern Enterprise Regions is to assist the region to increase business and industry competitiveness, realize its economic potential and compete globally. Enterprise Regions in the North will be new not-for-profit entities or acceptable equivalent existing organizations, with representation from diverse regional economic stakeholders in key sectors of the economy, communities, and other organizations. As a first step, Multi-Stakeholder Working Groups are being formed to develop the structure of the Enterprise Region/s. An awareness campaign, community stakeholder visits, and public meetings were completed in April and May to recruit Multi Stakeholder Working Group volunteers. About 60 people are interested so far. In late June the three Working Groups will get together to recommend boundaries for Northern Enterprise Regions and fill in any membership gaps. In step 2, the Groups will hire a consultant to assist in the development of a strategic plan, identify a governance model and the term of the board, determine the membership model, and prepare an application for an Enterprise Region. Step 3 will see the start-up of the Northern Enterprise Region/s.

4. Participants and Interested Parties

Agency	Community	Agency	Community
ABORIGINAL SKILLED WORKERS ASSOCIATION	SPRUCE HOME SK	DUMONT TECHNICAL INSTITUTE	SASKATOON SK
AREVA RESOURCES CANADA INC.	LA RONGE SK	FIRST NATIONS UNIVERSITY OF CANADA	PRINCE ALBERT SK
ATHABASCA ECONOMIC DEV. & TRAINING CORP.	WOLLASTON LAKE SK	GABRIEL DUMONT INSTITUTE TRAINING & EMPLOY	PRINCE ALBERT, SASKATOON
ATHABASCA HEALTH AUTHORITY	BLACK LAKE SK	GARY TINKER FEDERATION FOR THE DISABLED	LA RONGE SK
AURORA COMMUNICATIONS	AIR RONGE SK	GLR RESOURCES INC.	REGINA SK
BEAVER RIVER COMMUNITY FUTURES CORPORATION	BUFFALO NARROWS SK	GOLDEN BAND RESOURCES INC.	SASKATOON SK
BOREAL REGIONAL DEVELOPMENT CORP.	BEAUVAL SK	ILE A LA CROSSE SCHOOL DIVISION	ILE A LA CROSSE SK
BUFFALO NARROWS ECONOMIC DEVEL CORP	BUFFALO NARROWS SK	INDIAN AND NORTHERN AFFAIRS CANADA	REGINA SK
BUFFALO NARROWS, VILLAGE/NEW NORTH CHAIR	BUFFALO NARROWS SK	JOB HORIZONS 2	ILE A LA CROSSE SK
CAMECO CORPORATION	LA RONGE SK, Saskatoon	KEEWATIN CAREER DEVELOPMENT CORP.	AIR RONGE SK
CLAUDE RESOURCES INC.	SASKATOON SK	KEEWATIN YATHE HEALTH DISTRICT	BUFFALO NARROWS SK
CREIGHTON REGIONAL DEVELOPMENT CORP.	CREIGHTON SK	KITSAKI MANAGEMENT LIMITED PARTNERSHIP	LA RONGE SK
CREIGHTON SCHOOL DIVISION #111	CREIGHTON SK	LA RONGE CHAMBER OF COMMERCE	LA RONGE SK
		LAC LA RONGE INDIAN BAND, EDUCATION	LA RONGE SK

Website: <http://career.kcdc.ca/nlmc/>

For copies of minutes or information, call Ministry of Advanced Education, Employment and Labour, 425-4395.

Agency	Community	Agency	Community
BRANCH		NORTHERN RESOURCE TRUCKING	SASKATOON SK
MAMAWETAN CHURCHILL RIVER HEALTH DISTRICT	LA RONGE SK	NORTHERN SASK TOURISM INC.	LA RONGE SK
MEADOW LAKE MECHANICAL PULP INC.	MEADOW LAKE SK	NORTHERN SASK TRAPPERS ASSOC	LA RONGE SK
MEADOW LAKE OSB LIMITED PARTNERSHIP	MEADOW LAKE SK	NORTHLANDS COLLEGE	BUFFALO NARROWS , CREIGHTON, LA RONGE
MEADOW LAKE TRIBAL COUNCIL	MEADOW LAKE SK	OILSANDS QUEST INC.	ALBERTA
METIS NATION OF SASKATCHEWAN	BUFFALO NARROWS SK		
METIS NATION OF SASKATCHEWAN	CUMBERLAND HOUSE, ILE A LA CROSSE, LARONGE	PINEHOUSE BUSINESS NORTH CORP.	PINEHOUSE LAKE SK
		PRINCE ALBERT GRAND COUNCIL	PRINCE ALBERT SK
MINISTRY ADVANCED ED, EMPLOYMENT & LABOUR	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, REGINA	SAKITAWAK DEVELOPMENT CORPORATION	ILE A LA CROSSE SK
MINISTRY CORRECTIONS, PUBLIC SAFETY, POLIC	REGINA SK	SASK. APPRENTICESHIP & TRADE COMMISSION	PRINCE ALBERT, REGINA
MINISTRY FIRST NATIONS AND METIS RELATIONS	BUFFALO NARROWS, LA RONGE, REGINA	SASK. BUILDING/CONSTRUCTION TRADES COUNCIL	REGINA SK
MINISTRY OF EDUCATION	LA RONGE SK	SASK. INDIAN INSTITUTE OF TECHNOLOGIES	LA RONGE, PRINCE ALBERT, SASKATOON
MINISTRY OF ENERGY AND RESOURCES	REGINA SK	SASKATCHEWAN COMMERCIAL FISHERIES LTD.	LA RONGE SK
MINISTRY OF ENVIRONMENT	REGINA SK	SASKATCHEWAN CONSTRUCTION ASSOCIATION	REGINA SK
MINISTRY OF ENVIRONMENT- FOREST SERVICES	PRINCE ALBERT SK	SASKATCHEWAN FOREST CENTRE	PRINCE ALBERT SK
MINISTRY OF HEALTH	LA RONGE SK	SASKATCHEWAN LABOUR MARKET COMMISSION	REGINA SK
MINISTRY OF HIGHWAYS AND INFRASTRUCTURE	LA RONGE, PRINCE ALBERT	SASKATCHEWAN MINING ASSOCIATION	REGINA SK
		SASKPOWER CORPORATION	PRINCE ALBERT, REGINA
		SASKTEL, ABORIGINAL UNIT	SASKATOON SK
MINISTRY OF SOCIAL SERVICES	LA RONGE, MEADOW LAKE, PRINCE ALBERT		LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, SASKATOON
MONTREAL LAKE TRAINING AND EMPLOYMENT	MONTREAL LAKE	SERVICE CANADA	
NATURAL RESOURCES CANADA, CAN. FOREST SERV	PRINCE ALBERT SK	SHORE GOLD INC.	SASKATOON SK
NEW NORTH - SANC SERVICES INC.	LA RONGE SK	SIAST, PALLISER CAMPUS	MOOSE JAW SK
NORTEP/NORPAC	LA RONGE SK	SIAST, WOODLAND CAMPUS	PRINCE ALBERT SK
NORTHEAST DEVELOPMENT CORPORATION	DESCHAMBAULT LAKE SK	SKILLS CANADA SASKATCHEWAN	SASKATOON SK
NORTHERN APPRENTICESHIP COMMITTEE NAC	LA RONGE SK	TOURISM SASKATCHEWAN- STEC	REGINA SK
NORTHERN CAREER QUEST	LA RONGE SK	VISIONS NORTH COMMUNITY FUTURES	LA RONGE SK
NORTHERN HEALTH STRATEGY	PRINCE ALBERT SK	WESTERN ECONOMIC DIVERSIFICATION CANADA	SASKATOON SK
NORTHERN HUMAN SERVICES PARTNERSHIP NHSP	LA RONGE SK	WOODLAND AND WATERWAYS REGIONAL DEV. CORP.	LA RONGE SK
NORTHERN LIGHTS SCHOOL DIVISION	LA RONGE, SANDY BAY	WOODLAND CREE ENTERPRISES INC.	AIR RONGE SK
NORTHERN MINES MONITORING SECRETARIAT	LA RONGE SK	ZELENSKY BROTHERS SAWMILL	LA RONGE SK