

## **Summary - Northern Labour Market Committee (NLMC) meeting**

**June 2 and 3, 2010 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 2009 to Autumn 2010 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**

- Dumont Technical Institute (DTI) held regional training needs assessment meetings at Métis communities around the province in the winter, prioritized training needs based on available budgets, and produced the 2010-11 calendar. Gabriel Dumont Institute Training and Employment (GDITE) received federal funding from the Aboriginal Skills and Training Strategic Initiative Fund (ASTSIF) for GDITE and DTI to deliver health training programs across the province from September 2009 until March 2011. Programs include Health Entry Level at Buffalo Narrows, Nipawin, and Prince Albert, Medical Laboratory Assistant in Prince Albert, and Office Education in La Ronge.
- Community Development is a process that builds confidence and facilitates communities' and people's development. Positive lifestyles influence educational attainment. In response to concerns raised at the Community Development conference in June 2009, several projects were implemented including the Career Promotion program under which four youth leadership sessions were coordinated and health career presentations to 1,000 students. As well, a non-profit corporation - the Northern Saskatchewan Community Network Inc. - was established to act as an information and facilitation hub. This non-profit corporation is developing a Community Development handbook and planning to deliver youth leadership workshops in conjunction with the South Bay youth conference this summer.
- The deadline to apply for scholarships from northern mine operators is June 30. This year Cameco is providing \$100,000 and AREVA is providing \$87,500 under their Northern Saskatchewan scholarship programs.
- Several initiatives are underway with goals to increase the successes of northern Saskatchewan students in math and sciences.

- Northern Lights School Division (NLSO) employs a Career Transitions Coordinator to make connections with external partners (small and large businesses, health and post-secondary agencies) who would like to work with NLSO students. He also makes connections with teachers to help them incorporate teaching methods that make school, science, and math more interesting to students in order to retain them. Some initiatives include: a health symposium with the University of Saskatchewan in autumn 2010 for students interested in health careers; placement of nurse interns at schools to work with students and teachers on diabetes education and health career awareness; and a social housing construction project where students gain practical skills and school credits. In another example, 18 students in La Loche are linked to a water specialist at the University of Saskatchewan to expand their environmental awareness as part of science class.
  - Over the next two summers, NORTEP/PAC will offer Mathematics II and III, each three weeks long, to enable students to gain prerequisites or upgrade their marks in order to enter first year university courses. Free tuition and books are available to northern residents and eligible out-of-town students will receive accommodation. In summer 2011, NORTEP/PAC plans to add Grade 12 equivalent courses in chemistry and physics. This spring, 19 students graduated with Bachelor of Education degrees and 24 graduated with Master of Education degrees in Curriculum. Twenty-one students are halfway through a Master of Education in Administration.
  - The NLMC Education and Training Subcommittee was re-activated this spring to enable agencies to work together on concrete efforts to increase the successes of northern students. The first project, in autumn 2010, will be a math and science curriculum in-service workshop for senior math and science teachers in both northern provincial and First Nations systems in an effort to increase the effectiveness of the teaching and increase the interest and retention of students.
  - Northlands College and NORTEP/NORPAC have made a joint submission for funding for a joint facility for math and science university programming for the north to address the need for professionals in the mining and health sectors. Phase 1 of the submission proposes a northern university centre of 2,200 square feet housing two labs, offices, and classrooms. The facility would be used jointly with other agencies.
- Service Canada's Aboriginal Human Resource Development Agreements (AHRDA) with Saskatchewan Indian Training Assessment Group (SITAG) and Gabriel Dumont Institute Training and Employment (GDITE) are transitioning after September to Aboriginal Skills and Employment Training Strategy (ASETS). Both organizations are well on their way to completing their strategic plans by October 1. The strategic plans will include training plans linked to regional labour force activity, private sector partnerships, accountability and reporting.

## **2. Subcommittees' Training and Employment Work Plans**

- The Health Sector Training Subcommittee continues to be committed to the idea of a coordinated Northern Health Human Resource Strategy for health careers in northern Saskatchewan. Northern Health Strategy will lead efforts this year to gain full support for a multi-year, multi-party agreement. Current programs include Licensed Practical Nurse which is just finishing and Mental Health and Addictions planned for autumn. Other activities include delivery of four sessions across the north this fall with funding from Agriculture Canada to discuss strengthening successes of communities and increasing capacity for community-based health career training. The subcommittee's focus for 2010-11 is the

development of a northern nurse training strategy. To this end, a joint planning committee was established in February comprised of the three universities, SIAST, Gabriel Dumont Institute (GDI), Saskatchewan Indian Institute of Technologies (SIIT), and Northlands College. A consultant will work with this group to determine the logistics of a northern-based nurse training initiative and identify infrastructure requirements. A report will be ready before autumn and will be used as the basis for a funding application. The subcommittee hopes to deliver four-year nurse training in the north by 2011-12. The subcommittee submitted a proposal for funding for career awareness which will address two pillars of the Northern Health Strategy – upstream development and training.

- The Northern Apprenticeship Committee (NAC) is acting as the selection committee for the scheduling of the Northern Mobile Training Lab. Typically, one program has been delivered in the northern lab each year. NAC is encouraging applicants to look at multiple uses and partnerships to maximize the use of the lab throughout the day and evenings. NAC is delivering a wage subsidy with funding from Northern Career Quest to support up to 12 full-time or 24 part-year positions. The criteria for wage subsidy applicants is Northern Saskatchewan small businesses working in the resource sector who hire new apprentices. The NAC Job Coach position ends on June 30; however, NAC has applied for funding to continue the position for another year. NAC is moving its office into the Northlands College Administration Building in Air Ronge in early July. NAC submitted proposals for 2010-11 to fund two ABE-related programs to assist apprentices. NAC has 198 active clients indentured to the committee.
- The Gary Tinker Disabilities Subcommittee is currently looking for funding to continue its initiatives. Gary Tinker Federation (GTF) found funding as a community development organization and expects to announce two projects next week. Gary Tinker and staff toured ten communities with Advanced Education, Employment and Immigration to deliver Youth Transitioning information. GTF supported a 12-week on-line program for career exploration for 32 people with disabilities with a local tutor. Job Coach training for the disabilities sector is also needed.
- Under Keewatin Career Development Corp.'s (KCDC) new services agreement, KCDC was able to recruit a staff person to co-ordinate career services across the north. Some initiatives include organizing a Career Services Subcommittee meeting to bring career service providers together; visiting career fairs to show students how to do career searches; and updating the website to ensure it is user friendly.
- New funding was found for the Youth Town Council program, a group that has acted as the youth link to NLMC. Initiated by New North (Saskatchewan Association of Northern Communities) the program aims to help build self esteem in young people and promote positive behaviors through youth town councils. New North will work with northern municipalities to define the project for 2010-11.
- The Mineral Sector Steering Committee plans training and administers funding for the Multi-Party Training Plan IV (MPTPIV). Last year, MPTPIV offered the Mineral Sector Professional Scholarship in math/science related university programs to eight students. Funding is provided by the Ministry of Advanced Education, Employment and Immigration. Program Plans for 2010-11 include a second intake of up to 10 students into the Scholarship program, continued scholarships for five students from last year, as well as two students from the original MPTPIII professional scholarship. Other program plans include completion of

the two-year Mine Engineering Technician program, Adult 12 and Basic Education, Workplace Education at mine sites, Underground Mining, and a new program – Environmental Protection Technology – that will provide up to 60 credits that students can transfer towards an Environmental Science degree.

### 3. Economic Development

- Ministry of First Nations and Métis Relations (FNMR) is supporting the development of three Northern Enterprise Regions in the northern half of the province. Athabasca, Boreal West and Churchill River Enterprise Regions were approved and allocated budgets totaling \$1.1M for 2010-11. The Ministry has also allocated \$300,000 for a “Tools and Training” budget for project management and board training: board training is planned for January after the first Annual General Meeting. FNMR held a conference call with the working boards and CEO to identify a common set of issues to tackle collectively: each region will identify funds to address the issues. FNMR is leading the development of a Regional Economic Data Intelligence Depot. This data will provide a base on which to measure performance. On June 18, the Minister will hold a grand opening for the start of the Northern Enterprise Regions. In November, the three regions are planning to hold a Northern Enterprise Summit for agencies in the north involved in economic development.
- Athabasca Economic Development and Training Corp. transitioned with the current Board and CEO to the Athabasca Enterprise Region Corporation, a non-profit Northern Enterprise Region. The new corporation will look for five more Board members from industry and non-government organizations to total 12 persons. The corporation already has \$100,000 to be eligible to receive matching funds from the Province. Athabasca Basin Development Limited Partnership (ABDLP), the investment arm owned by the seven Athabasca communities, is currently working with Sakitawak at Key Lake, running a safety training program for 36 Points North Construction employees of the Athabasca region, and delivering a program for its employees at Cigar Lake to increase their academic levels so that they can qualify for apprenticeship. The company will tour the Athabasca communities to take resumes and do interviews for jobs.
- Oilsands Quest Inc.’s exploration permit for oil sands projects in northwest Saskatchewan expired in March and the company has filed for a second one-year extension. On May 4, the company also filed two regulatory submissions to advance the development of its Axe Lake project. The first is a proposal to the Ministry of Environment for approval to produce up to 30,000 barrels per day of bitumen using steam-assisted gravity drainage (SAGD). The second submission is for approval of a SAGD test. The results of this test will provide information essential for the engineering design of a commercial development.
- The Buffalo Narrows Economic Development Corp. is manufacturing candles and cosmetic products from bees’ wax in Buffalo Narrows. Three young people, hired to assist in making the products, are gaining entrepreneurial and marketing experience as well. The products will be available to northern gift shops and the Northern Stores.
- The goal of the La Ronge Chamber of Commerce is to work with small businesses and agencies to promote business in northern Saskatchewan. The group meets every second Tuesday of each month at the La Ronge Hotel and Suites.

- Employment at Cameco Corporation mine sites totals 2,671 employees and contract workers, of whom 1,313 (49%) are from the northern region. At Cigar Lake, dewatering of the underground workings was completed and safe access was established in February 2010. Plans for 2010 include re-commencement of construction this autumn and drilling to upgrade mineral resources. Initial production is targeted for mid-2013. Cameco recently hired 66 summer students of whom 43 were Residents of Saskatchewan's North. Cameco will hold its annual community information tour in October. The Northern Manager will begin a new position as Manager of Aboriginal Engagement: he will share Cameco's Northern Saskatchewan model of Aboriginal engagement with other Cameco sites in Nunavut, northern Quebec, North Dakota and Wyoming.
- At AREVA Resources sites, 284 employees and contractors were working at McClean Lake site with 50% defined as Residents of Saskatchewan's North. At Cluff Lake site, there are 18 employees and contractors with 72% of them from the North. Although McClean Lake will temporarily close until one year prior to Cigar Lake production, the site will still be active in advancing regulatory approvals, exploration, and environmental monitoring. About 120 workers will be laid off from June until October, however, AREVA has a strategy in place to retain as many northern workers as possible using methods such as retraining and job-sharing. AREVA will offer mill training in the interim with the understanding that the trainees will have employment when the mill re-starts. AREVA is proposing to haul ore for a limited time from McArthur mine to McClean's mill.

#### **4. Government Initiatives**

- The Environmental Quality Committee (EQC) was established as a result of recommendations of the Federal-Provincial Uranium Review Panel in 1997. The role undertaken by the members, who are nominated from their northern communities, is advisory to the province and communication to their communities. At the May meeting, EQC members heard a presentation from AREVA's vice president on the proposal to haul ore from McArthur mine to McClean mill. EQC is involved in reviewing several Environmental Impact Assessments and has visited several mine sites. EQC members will attend a mining conference in Winnipeg in the autumn to discuss socio-economic aspects of mining with other countries.
- The CLEANS Project is a \$47.9M project to assess and reclaim the Gunnar mine and mill site, the Lorado mine and mill site, and 36 satellite mine and mill sites in northern Saskatchewan. Funding is provided by the Saskatchewan Ministry of Energy and Resources and Natural Resources Canada. Saskatchewan Research Council (SRC) is managing the project. Work began in 2008 with the clean up of three small satellite sites by local contractors and in 2009 another nine sites were cleaned up. Now SRC is tendering for 10 sites to be cleaned up in summer 2010. Two sites – Gunnar and Lorado mines – are larger cleanup projects requiring environmental assessments to determine the most efficient and effective clean up options. The Gunnar environmental assessment is underway and contracts are expected to be tendered in 2012 for cleanup work. The Lorado environmental assessment will begin soon with clean up anticipated to begin in 2013. Some contracting opportunities for 2010-2011 include preparation of the environmental assessments, radiation monitoring, water sampling, and transportation services. Opportunities from 2012 to 2014 include actual mine site cleanup such as building demolition, excavation and earth moving, camp support, and transportation.

## 5. Participants and Interested Parties

Agency	Community	Agency	Community
ABORIGINAL SKILLED WORKERS ASSOCIATION	SPRUCE HOME SK	MINISTRY OF HIGHWAYS AND INFRASTRUCTURE	LA RONGE, PRINCE ALBERT
AREVA RESOURCES CANADA INC.	LA RONGE SK, Saskatoon	MINISTRY OF SOCIAL SERVICES	PRINCE ALBERT
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 HUMAN CAPITAL	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	NORTHERN SASK TRAPPERS ASSOC	LA RONGE SK
CREIGHTON REGIONAL DEVELOPMENT CORP.	CREIGHTON	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
FIRST NATIONS UNIVERSITY OF CANADA	PRINCE ALBERT SK	PINEHOUSE BUSINESS NORTH CORP.	PINEHOUSE LAKE SK
GABRIEL DUMONT INSTITUTE TRAINING & EMPLOY	PRINCE ALBERT, SASKATOON	PRINCE ALBERT GRAND COUNCIL	PRINCE ALBERT SK
GARY TINKER FEDERATION FOR THE DISABLED	LA RONGE SK	SAKITAWAK DEVELOPMENT CORPORATION	ILE A LA CROSSE SK
GOLDEN BAND RESOURCES INC.	SASKATOON SK	SASK. APPRENTICESHIP & TRADE COMMISSION	PRINCE ALBERT, REGINA
ILE A LA CROSSE SCHOOL DIVISION	ILE A LA CROSSE SK	SASK. BUILDING/CONSTRUCTION TRADES COUNCIL	REGINA SK
INDIAN AND NORTHERN AFFAIRS CANADA	REGINA SK	SASK. INDIAN INSTITUTE OF TECHNOLOGIES	LA RONGE, PRINCE ALBERT, SASKATOON
KEEWATIN CAREER DEVELOPMENT CORP.	AIR RONGE SK	SASKATCHEWAN CONSTRUCTION ASSOCIATION	REGINA SK
KEEWATIN YATHE HEALTH DISTRICT	BUFFALO NARROWS SK	SASKATCHEWAN MINING ASSOCIATION	REGINA SK
KITSAKI MANAGEMENT LIMITED PARTNERSHIP	LA RONGE SK	SASKPOWER CORPORATION	PRINCE ALBERT, REGINA
LA RONGE CHAMBER OF COMMERCE	LA RONGE SK	SASKTEL, ABORIGINAL UNIT	SASKATOON SK
LAC LA RONGE INDIAN BAND, EDUCATION BRANCH	LA RONGE SK	SERVICE CANADA	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, SASKATOON
MAMAWETAN CHURCHILL RIVER HEALTH DISTRICT	LA RONGE SK	SHORE GOLD INC.	SASKATOON SK
MEADOW LAKE MECHANICAL PULP INC.	MEADOW LAKE SK	SIAS, PALLISER CAMPUS	MOOSE JAW SK
MEADOW LAKE OSB LIMITED PARTNERSHIP	MEADOW LAKE SK	SIAS, WOODLAND CAMPUS	PRINCE ALBERT SK
MEADOW LAKE TRIBAL COUNCIL	MEADOW LAKE SK	SKILLS CANADA SASKATCHEWAN	SASKATOON SK
METIS NATION OF SASKATCHEWAN	ILE A LA CROSSE, BUFFALO NARROWS	TOURISM SASKATCHEWAN- STEC	REGINA SK
MINISTRY ADVANCED ED, EMPLOYMENT & LABOUR	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, REGINA	VISIONS NORTH COMMUNITY FUTURES	LA RONGE SK
MINISTRY FIRST NATIONS AND METIS RELATIONS	BUFFALO NARROWS, LA RONGE, REGINA	WESTERN ECONOMIC DIVERSIFICATION CANADA	SASKATOON SK
MINISTRY OF EDUCATION	LA RONGE SK	WOODLAND AND WATERWAYS REGIONAL DEV. CORP.	LA RONGE SK
MINISTRY OF ENERGY AND RESOURCES	REGINA SK	WOODLAND CREE ENTERPRISES INC.	AIR RONGE SK
MINISTRY OF ENVIRONMENT	Prince Albert, REGINA SK	ZELENSKY BROTHERS SAWMILL	LA RONGE SK