

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

**March 11 to 12, 2009 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 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**

- Northlands College typically receives about \$4.4M in funding from the province that, with partnerships, becomes about \$8M in delivered training. The College delivers about 120 programs each year. The College calendar has a new format consisting of a Program Overview that will be in effect for 2 to 3 years and an annual Calendar of scheduled programs. About 5,000 calendars are distributed each year across the north and to high schools for grade 12 students. The deadline for applications is May 22.
- For Métis students, Dumont Technical Institute plans to deliver ABE levels 1 and 2 (Literacy), 3 (Grade 10) and 4 (Grade 12) in La Loche. ABE 3 and 4 will be delivered in Ile a La Crosse, and an ABE level in Cumberland House. In skill training, Construction Readiness is planned for Ile a la Crosse, Office Education at Pinehouse, Industrial Mechanic at Cumberland, and Fireline Cooking at Buffalo Narrows. Gabriel Dumont Institute Training and Employment Services (GDITES) may assist students through tuition support, living allowances, and employer wage subsidies where eligible. There are 10 regional offices. Eligible clients are Métis; 18 years of age or older; and unemployed or under-employed. GDITES can now fund students right out of high school (previously they had to be out of school for one year).
- Saskatchewan Indian Institute of Technologies (SIIT) operates construction career centres in Prince Albert, La Ronge (Northlands College partnership), Saskatoon, Regina, North Battleford, Meadow Lake, and Yorkton. The La Ronge centre is busy with driver training and is planning to work with partners to deliver Workplace Essential Skills in the Athabasca basin. Saskatchewan Tourism Education Council (STEC) will pilot its Ready to Work in Construction program at the Prince Albert centre and then in La Ronge in May. SIIT's Uranium Mining Employment Training (UMET) program will be piloted in March at

McClellan Lake mine for residents of the Athabasca basin. SIIT is advertising for applicants to the process operator program in Meadow Lake: graduates are in demand by Suncor and other resource employers. SIIT is delivering Construction Worker preparation at Montreal Lake and Adult 10/12 in La Ronge for Woodland Cree Enterprises.

- First Nations University of Canada, northern Campus in Prince Albert offers a variety of programs such as Bachelor degrees in Arts, Indigenous Education, Indian Social Work, and Nursing; certificates in Administration, Hospitality, and Indian Communication Arts; and diplomas in Dental Therapy, Administration, Justice, Cultural Development and Health. They also deliver the Northern Health Sciences Access program for people interested in entering health-related training. In the autumn, 139 students were enrolled in nursing of the total 552 registered.
- Service Canada provided an additional \$25M in funding for 2009-2010 for Aboriginal Human Resource Development Agreements (AHRDAs) with First Nations and Métis agencies until the successor agreement is in place in April 2010. The focus will be literacy, Essential Skills, partnerships, and ties to jobs. Canada's Economic Action Plan also includes an additional \$100M over 3 years for Aboriginal Skills and Employment Partnerships (ASEP) to increase training linked to employment opportunities in Aboriginal communities and the private sector (example Northern Career Quest); and a new Aboriginal Skills and Training Strategic Investment Fund of \$75M over two years that will focus on employer partnerships and training-to-employment programs related to concrete job opportunities, and will assist individuals facing barriers to employment from low literacy and essential skills.
- Saskatchewan Apprenticeship and Trade Certification Commission has 8,851 apprentices registered of whom about 10% are female. The Commission has been working with its Joint Training Councils to update their regulations and procedures. The youth apprenticeship initiative is being delivered in 196 schools to over 3,000 students. The Commission and the Saskatchewan Institute of Applied Science and Technology (SIAST) enrolled 64 carpenters in a pilot on-line carpenter program for people who have been working in the carpenter trade but have not followed the apprenticeship training route. This new online option allows eligible candidates to live and work in their home communities while they train. To be eligible, tradespersons must have a minimum of six years of experience in the carpenter trade as assessed by the Commission. The program must be completed within 26 weeks.
- The Job Horizons II, a two-year project that ends September 2009, has a goal of linking workers from across the north to employment opportunities in oil, gas, and mining in both Alberta and Saskatchewan. The project employs 3 job placement staff to assist clients with the initial travel costs to the workplace; help with resumes; employer links; and interview costs. In the last 9 months, Job Horizons made 261 job placements (the 2-year target is 300 job placements).
- Northern Teacher Education Program/Professional Access College (NORTEP/PAC) delivers programs for a Bachelor of Education and some Bachelor of Arts programs. After undertaking a feasibility study last year, the Board has now submitted a proposal to the Province requesting \$30M in funding for a facility. NORTEP plans to provide classes that students require to pursue health and engineering careers and will expanding delivery of math and science university classes utilizing the Northern Lights School Division labs.

- The Community Vitality Monitoring Partnership, formed 10 years ago, consists of northern people through their health authorities, Northern Mines Monitoring Secretariat, and Cameco and AREVA mining companies with a goal to monitor and mitigate any detrimental impacts on northern communities from uranium mining. Some of the partnership's past projects include: youth events; studies on mine worker mobility, northern food costs, the fly in mine work schedule, and, most recently, challenges to post-secondary education for the residents of the Athabasca basin. The partnership is implementing a project to address some of the recommendations including a new award program that will be held every 2 to 3 years and the Career Ambassador project that will begin in autumn 2009. The Career Ambassador will work with students and teachers to promote mine and health careers, develop interactive career tools, do class presentations, and help with resumes and job searches.
- Northern Career Quest, a four-year, \$33M partnership funded by the Government of Canada and supported by the Province, Aboriginal and industry partners, aims to help Aboriginal people gain skills and link them to jobs in the resource sector. Since starting one year ago, Quest has provided \$1M for training that resulted in 88 jobs with three resource sector employers. Quest is currently working with Meadow Lake Oil and Gas Secretariat and Northern Alberta Institute of Technology (NAIT) in an innovative pre-trades initiative in welding, electrical, and plumbing. The program includes 7 weeks of preparation for a pre-trades exam and a 12 week NAIT program delivered at a mobile lab near Fort McMurray. This month, Quest will begin 8 more programs with 150 training seats. Quest issued a call for program proposals that closes on March 24. Proposals can be made by training agencies, individuals, or businesses with the criteria that there are partnership funds and jobs attached.
- AREVA and Cameco mining companies are visiting schools to advertise their scholarship programs – deadline for application is June 30. Both are supporting the Career Ambassador project at schools in autumn 2009 and providing summer jobs for post-secondary students. Cameco is providing a northern representative for NASA - Northern Administration Students Association - at University of Saskatchewan to support northern students. Cameco's career awareness activities include visiting northern high schools to let students know about mine careers; partnering with other agencies to produce "day in the life" videos; providing a graduate student to Wollaston school to help with math and science programs; and providing student work placements. AREVA has plans in place for SIIT to deliver a Uranium Mining Employment Training (UMET) Program at McClean Lake site for 12 students from the Athabasca basin. The course content includes Ready to Work, math basics, radiation and environmental safety, introduction to camp life, and some work experience.
- The role of the Saskatchewan Labour Market Commission (SLMC), incorporated in 2007, is to prepare a labour market strategy for the province. SLMC estimates that, despite the current economic slowdown, the province will grow at a modest 2.5% a year and, by 2020, will have a shortage of 120,000 workers (or 10,000 new workers needed each year for next 12 years). To meet this demand, the province must grow its labour force to meet this demand by increasing the participation rates of Aboriginal people; increasing immigration; and drawing workers from other provinces. Actions to address the expected labour shortage includes: 1) communicating the problem to the schools and training institutes; 2) improving both the education achievements and the size of the labour force; and 3) retaining and attracting new workers. The key challenges are education (jobs in the future will require higher education) and mobility (many jobs may require workers to move).

## 2. Subcommittees' Training and Employment Work Plans

- The Administration Subcommittee met in January in response to the Motion made at the last NLMC meeting to undertake an evaluation to determine whether the NLMC continues to be relevant and on-track. About 15 participants reviewed and discussed the terms of reference and achievements. They agreed that the NLMC has an open door, is responsive to emerging issues, and has a collaborative focus. Participants do not feel a formal evaluation is necessary at this time. Instead, the subcommittee must meet more frequently and commit to setting the direction of NLMC with a strategic agenda, structure, and services. NLMC membership must be maintained at the senior administrator level and must include K-12 systems.
- The Mineral Sector Steering Committee administered the 5-year Multi-Party Training Plan III (MPTP) which was extended to 2009 so that the committee has time to develop a fourth phase.
  - ◇ Programs being delivered in 2008-9 include Adult 12; GED+; Developmental Studies; Construction Safety Officer; Workplace Education; radiation and geological technician; diamond drill helper; and “Making the Connection”, a new on-line program for Athabasca basin grade 12 students to help them build a skill profile and learning plan. Two MPTP scholarships of \$10,000 each were awarded to northern students.
  - ◇ The Mineral Sector Steering Committee had a review of MPTPIII completed to determine whether the commitments were met and to develop some recommendations for a fourth Phase. MPTPIII had 14 partners who shared \$19 million dollars in expenditure over 5 years. MPTP met its objective of fostering the development of northern business: there has been steady growth in purchases of goods and services from northern enterprises since 1991. The objective of training northerners to take advantage of employment opportunities was also achieved: partners sponsored 1,621 trainings seats in a variety of training programs and the mine workforce doubled from MPTP1 to III. Generally, however, the northern mine workforce has met a plateau in size and skill levels – in order to expand, the labour force must be prepared with the academic proficiencies to enter technical and professional training and jobs. Recommendations for MPTPIV include increasing northern participation in technical, trades, and professional careers and working with partners to find ways to increase the proficiencies of northern high school graduates.
- The Northern Apprenticeship Committee (NAC) will meet in May to develop a work plan, review the Strategic Plan and By-Laws, and look at ways to move apprenticeship ahead in the north. AEEL has committed funds to Northlands College to support the NAC manager on a longer-term basis rather than year-by-year and Apprenticeship and Trade Certification Commission provides funds for clerical assistance. NAC will begin to deliver a new subsidy program with funding from Northern Career Quest. Currently, NAC has 393 apprentices (of whom 9% are female) although it will omit some inactive apprentices this year. NAC is looking at ways to increase success levels – 30 to 40% of its apprentices do not pass their levels because of academic problems. One idea is to provide tutors.
- The Health Training Subcommittee has a mandate to assess the employment and training needs and develop and oversee implementation of a long-term training strategy to train northerners for a broad range of occupations in the northern health sector. As a first step, the Subcommittee determined the human resource needs and gaps. Then they developed a 5-year training strategy framework based on community development pillars including a new

concept of a community health worker; training for mental health and addictions workers with a whole-community approach; training managers; and developing career pathing for nursing occupations. The subcommittee is now developing a Multi-Party Training Plan (MPTP) with financial commitments although the large number of participants makes negotiations more challenging. The subcommittee hired a consultant to look at ways to get more participation from the K-12 agencies because improving math and science proficiencies in the north is crucial for northerners to progress to health related training and careers.

- Athabasca Economic Development and Training Corporation (AEDTC), a non-profit organization created and directed by 7 communities around Lake Athabasca, held its 10-year anniversary celebration. AEDTC is involved with Northlands College in a feasibility study for a training facility in the Basin and a draft report was reviewed recently that contained options for a location for the facility. Athabasca Basin Development Limited Partnership is the investment arm with a family of companies. In January, Athabasca Basin Security Services was awarded a new contract for services to potash mines near Esterhazy through to 2011. In 2008, Points Athabasca Construction completed a contract to clear 44 km of centre line and right of way and was recently awarded a second contract for another 34 km for centre line clearing. To reach the goal of employing 90% of workers from Wollaston, Northlands College is training residents as equipment operators.
- Volunteers came forward at the meeting to revitalize the Career Services Subcommittee. Keewatin Career Development Corp. (KCDC) will deliver a career counselor workshop on April 2 with counselors from schools, industry and other agencies to share information and make connections. KCDC updated its website with links to sites that explain career options, training and funding, and job searches. Other recent activities include: creating a website for Northern Career Quest; making a video of Skills Canada competition to promote trades; working with Churchill High School students on a video to promote sciences; and preparing information videos for NORTEP and Northlands College.
- 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. With Saskatchewan Tourism Education Council (STEC), GTF put on a Ready to Work program at La Loche for about 27 students. As well as the GTF scholarship of \$1000 that was jointly awarded with industry, GTF established a new “Lawrence Yew” award for an exceptional individual who has helped disabled persons. The subcommittee will be holding “Breakfast of Champions” meetings with employers to create links between staff and potential workplaces for clients. The Subcommittee is planning a 20<sup>th</sup> anniversary conference in September and is applying for partnership funding for the conference, video, booklet, and travel.
- For the past two years, New North operated the Youth Town Council program in five northern Saskatchewan municipalities as a way for youth to participate in their communities, increase self esteem, and promote positive behaviour. In an evaluation, the program was deemed a success. Funding from Public Safety Canada is finished; however, the group has applied for funding from four Provincial Ministries. No interim funding is in place.

### 3. Economic Development

- Saskatchewan Ministry of Highways and Infrastructure has a plan in the final stages of the environmental assessment process for upgrading the Athabasca seasonal road to a year-round road, approximately 180 km from Points North Landing to Black Lake and Stony Rapids. Tenders will be advertised in May for an environmental impact study (EIS) for the Fond du Lac access road and for root proofing of the selected route. An EIS for an extension of Highway 914 from McClean Lake to Points North is in process. The Ministry recently awarded centre line clearing contracts for the new Wollaston Road to Points Athabasca Construction for 34 km and Hard Rock Contracting from Stanley Mission for 24 km. In addition, an expression of interest for the grading project on the Wollaston road was sent out and is awaiting responses from contractors.
- In January, Cameco mine sites employed 2,230 long-term workers with 1,123 of them being Residents of Saskatchewan's North of whom 922 were Aboriginal. In addition, there were 330 indirect contractors employing 40 Residents of Saskatchewan's North. AREVA's sites employed 443 long-term workers with 230 of them being Residents of Saskatchewan's North. The tough economic times are being felt in the northern mineral sector with a decline in exploration employment and mine contracting opportunities. In 2007, Cameco purchased \$179M in services from northern businesses and joint ventures, representing 71% of total expenditures for services. AREVA's draft expenditures for 2008 are \$45M in expenditures to over 40 northern companies. Cameco's and AREVA's managers of northern business held two northern contractor workshops last autumn in Buffalo Narrows and La Ronge.
- Shore Gold, a diamond exploration company, has two properties about 60km east of Prince Albert – Star property (owned by Shore) and Fort a la Corne property (owned by Shore and Newmont). The company filed a project proposal with the Province in November for Star and Orion South and plans to have the EIS completed in early 2010. In early February, the company held consultations with neighbouring towns such as Nipawin, Melfort, Prince Albert, Smeaton, and Tisdale. About 1,100 people participated and were generally very supportive.
- 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. Activities include visiting mine sites regularly and reviewing information from mining companies and the regulators - provincial and Canadian Nuclear Safety Commission. The members are interested in having youth participate on the Committee.

### 4. Participants and Interested Parties

Agency	Community	Agency	Community
ABORIGINAL SKILLED WORKERS ASSOCIATION	SPRUCE HOME SK	BOREAL REGIONAL DEVELOPMENT CORP.	BEAUVAL SK
AREVA RESOURCES CANADA INC.	LA RONGE SK	BUFFALO NARROWS ECONOMIC DEVEL CORP	BUFFALO NARROWS SK
ATHABASCA ECONOMIC DEV. & TRAINING CORP.	WOLLASTON LAKE SK	BUFFALO NARROWS, VILLAGE/NEW NORTH CHAIR	BUFFALO NARROWS SK
ATHABASCA HEALTH AUTHORITY	BLACK LAKE SK	CAMECO CORPORATION	LA RONGE SK, Saskatoon
AURORA COMMUNICATIONS	AIR RONGE SK	CLAUDE RESOURCES INC.	SASKATOON SK
BEAVER RIVER COMMUNITY FUTURES CORPORATION	BUFFALO NARROWS SK	CREIGHTON REGIONAL DEVELOPMENT CORP.	CREIGHTON SK

Agency	Community	Agency	Community
CREIGHTON SCHOOL DIVISION #111	CREIGHTON SK	NORTHEAST DEVELOPMENT CORPORATION	DESCHAMBAULT LAKE SK
DUMONT TECHNICAL INSTITUTE	SASKATOON SK	NORTHERN APPRENTICESHIP COMMITTEE NAC	LA RONGE SK
FIRST NATIONS UNIVERSITY OF CANADA	PRINCE ALBERT SK	NORTHERN CAREER QUEST	LA RONGE SK
GABRIEL DUMONT INSTITUTE TRAINING & EMPLOY	PRINCE ALBERT, SASKATOON	NORTHERN HEALTH STRATEGY	PRINCE ALBERT SK
GARY TINKER FEDERATION FOR THE DISABLED	LA RONGE SK	NORTHERN HUMAN SERVICES PARTNERSHIP NHSP	LA RONGE SK
GLR RESOURCES INC.	REGINA SK	NORTHERN LIGHTS SCHOOL DIVISION	LA RONGE, SANDY BAY
GOLDEN BAND RESOURCES INC.	SASKATOON SK	NORTHERN MINES MONITORING SECRETARIAT	LA RONGE SK
ILE A LA CROSSE SCHOOL DIVISION	ILE A LA CROSSE SK	NORTHERN RESOURCE TRUCKING	SASKATOON SK
INDIAN AND NORTHERN AFFAIRS CANADA	REGINA SK	NORTHERN SASK TOURISM INC.	LA RONGE SK
JOB HORIZONS 2	ILE A LA CROSSE SK	NORTHERN SASK TRAPPERS ASSOC	LA RONGE SK
KEEWATIN CAREER DEVELOPMENT CORP.	AIR RONGE SK	NORTHLANDS COLLEGE	BUFFALO NARROWS , CREIGHTON, LA RONGE
KEEWATIN YATHE HEALTH DISTRICT	BUFFALO NARROWS SK	OILSANDS QUEST INC.	ALBERTA
KITSAKI MANAGEMENT LIMITED PARTNERSHIP	LA RONGE SK		
LA RONGE CHAMBER OF COMMERCE	LA RONGE SK	PINEHOUSE BUSINESS NORTH CORP.	PINEHOUSE LAKE SK
LAC LA RONGE INDIAN BAND, EDUCATION BRANCH	LA RONGE SK	PRINCE ALBERT GRAND COUNCIL	PRINCE ALBERT SK
MAMAWETAN CHURCHILL RIVER HEALTH DISTRICT	LA RONGE SK	SAKITAWAK DEVELOPMENT CORPORATION	ILE A LA CROSSE SK
MEADOW LAKE MECHANICAL PULP INC.	MEADOW LAKE SK	SASK. APPRENTICESHIP & TRADE COMMISSION	PRINCE ALBERT, REGINA
MEADOW LAKE OSB LIMITED PARTNERSHIP	MEADOW LAKE SK	SASK. BUILDING/CONSTRUCTION TRADES COUNCIL	REGINA SK
MEADOW LAKE TRIBAL COUNCIL	MEADOW LAKE SK	SASK. INDIAN INSTITUTE OF TECHNOLOGIES	LA RONGE, PRINCE ALBERT, SASKATOON
METIS NATION OF SASKATCHEWAN	BUFFALO NARROWS SK CUMBERLAND HOUSE, ILE A LA CROSSE, LARONGE	SASKATCHEWAN COMMERCIAL FISHERIES LTD.	LA RONGE SK
METIS NATION OF SASKATCHEWAN	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, REGINA	SASKATCHEWAN CONSTRUCTION ASSOCIATION	REGINA SK
MINISTRY ADVANCED ED, EMPLOYMENT & LABOUR	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, REGINA	SASKATCHEWAN FOREST CENTRE	PRINCE ALBERT SK
MINISTRY CORRECTIONS, PUBLIC SAFETY, POLIC	REGINA SK	SASKATCHEWAN LABOUR MARKET COMMISSION	REGINA SK
MINISTRY FIRST NATIONS AND METIS RELATIONS	BUFFALO NARROWS, LA RONGE, REGINA	SASKATCHEWAN MINING ASSOCIATION	REGINA SK
MINISTRY OF EDUCATION	LA RONGE SK	SASKPOWER CORPORATION	PRINCE ALBERT, REGINA
MINISTRY OF ENERGY AND RESOURCES	REGINA SK	SASKTEL, ABORIGINAL UNIT	SASKATOON SK
MINISTRY OF ENVIRONMENT	REGINA SK	SERVICE CANADA	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, SASKATOON
MINISTRY OF ENVIRONMENT- FOREST SERVICES	PRINCE ALBERT SK	SHORE GOLD INC.	SASKATOON SK
MINISTRY OF HEALTH	LA RONGE SK	SIAS, PALLISER CAMPUS	MOOSE JAW SK
MINISTRY OF HIGHWAYS AND INFRASTRUCTURE	LA RONGE, PRINCE ALBERT	SIAS, WOODLAND CAMPUS	PRINCE ALBERT SK
		SKILLS CANADA SASKATCHEWAN	SASKATOON SK
		TOURISM SASKATCHEWAN- STEC	REGINA SK
MINISTRY OF SOCIAL SERVICES	LA RONGE, MEADOW LAKE, PRINCE ALBERT	VISIONS NORTH COMMUNITY FUTURES	LA RONGE SK
MONTREAL LAKE TRAINING AND EMPLOYMENT	MONTREAL LAKE	WESTERN ECONOMIC DIVERSIFICATION CANADA	SASKATOON SK
NATURAL RESOURCES CANADA, CAN. FOREST SERV	PRINCE ALBERT SK	WOODLAND AND WATERWAYS REGIONAL DEV. CORP.	LA RONGE SK
NEW NORTH - SANC SERVICES INC.	LA RONGE SK	WOODLAND CREE ENTERPRISES INC.	AIR RONGE SK
NORTEP/NORPAC	LA RONGE SK	ZELENSKY BROTHERS SAWMILL	LA RONGE SK