

Summary - Northern Labour Market Committee (NLMC) meeting

March 21 to 22, 2007, 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 in 2007-2008 by

1. Saskatchewan Northern Affairs for the provincial government;
2. Athabasca Economic Development and Training Corporation representing Aboriginal training and economic development agencies; and
3. Northlands College, Western Region, 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 and Training Initiatives

- Northlands College's 2007-8 calendar represents only half of what the College will deliver – more programs will be delivered as training needs emerge through the year. In late 2006, the department provided an additional \$3M to the College for program delivery and \$1.5M for capital purchases. The College used this capital to purchase a heavy equipment operator simulator that will be delivered in April and is searching for a diamond drill rig to purchase – both of which will help the College meet labour market demand. The College will pilot in September a licensed practical nurse program in Pelican Narrows and Southend, delivered entirely by distance. The College offers four options for university programming: Certificate of Continuing Education - Administration; Bachelor of Arts in Sociology; 2 years of credits towards a Bachelor of Education; and completion of Bachelor of Arts in Northern Studies. The 2007-8 Regional Training Needs Assessment Report is produced in partnership and aims to identify regional employment opportunities, identify employers' skill needs, and link to training opportunities.
- Saskatchewan Indian Institute of Technologies (SIIT) is funded by the federal government, however, this past year the province provided \$.6M for additional programs and \$1M for institutional capacity building. SIIT is negotiating with the province for funding support for 2007-8 and for access to Quickskills program dollars to deliver short-term programs. Some tentative programs planned for 2007-8 include process operator at Meadow Lake (confirmed); teacher assistant at La Ronge; information technician I, office management I and II, and teacher assistant in Prince Albert; welding in Saskatoon; and heavy equipment operating training utilizing communities' equipment.
- SIIT also supports the Construction Careers project in Regina, Saskatoon, and Prince Albert. The project is a Joint Training Committee through Saskatchewan Apprenticeship and Trade Certification Commission. In the next month, the project will determine the skills needed in

the communities and will tailor the housing maintenance-training program to their requirements. They have found that many of the communities are interested in components rather than the whole program; SIIT is looking at setting up one centre in Saskatoon to deliver the components.

- The northern regional offices of Advanced Education and Employment and Learning worked together on the following projects:
 - ◊ A workshop in March for 64 career counselors from across the northern region to make them aware of various career tools and resources.
 - ◊ Pre-trades classes in northern high schools. A second component has been added in 4 schools to link students to Alberta's Job Horizons program. If it is successful, it will be expanded to other schools next year.
 - ◊ Oil fields safety programs delivered to high school students, in partnership with Northlands College.
 - ◊ Plans for a project similar to that of the Oil Sands Committee to place workers in jobs in Saskatchewan and the northern region.
- Gabriel Dumont Institute Training and Employment Inc. (GDITE), an arm of GDI, was formed in November to administer the new Aboriginal Human Resource Development Agreement (AHRDA) between the Federal Government and the Métis Nation of Saskatchewan. (The previous agreements were administered by METSI – Métis Employment and Training Saskatchewan Inc.). GDITE is administered from the central Saskatoon office and has 10 local delivery offices, each with an employment counselor and office clerk, in La Ronge, La Loche, Ile a la Crosse, Beauval, Regina, Prince Albert, Yorkton, North Battleford, Nipawin, and Meadow Lake. The three program services for clients are student training sponsorships, wage subsidies, and student (summer) work experience wage subsidy. To apply for GDITE funding, clients meet with an employment counselor and complete an action plan. The approval process takes about four weeks.
- The federal government reorganized its Service Canada regions in the province and has merged La Ronge and Prince Albert areas. The department is establishing a new sub-office at Stony Rapids and staff has already been selected. Canada Summer Jobs is a new program that provides wage subsidies to help employers create career-related summer jobs for students between the ages of 15 and 30. Priority is given to proposals that employ students living in rural and remote communities or areas of high youth unemployment; and students with disabilities, visible minorities, and Aboriginal heritage. Last year, Saskatchewan received \$2M for wage subsidies of which the northern region received about 10%.

2. Subcommittees' Training and Employment Work Plans

- Athabasca Economic Development and Training Corp. (AEDTC) continues to lobby the federal government to match the provincial commitment of \$28M for roads in the Athabasca basin. AEDTC has a family of for-profit companies. Its new mineral exploration services company has been doing line-cutting projects. Another branch continues to manufacture pre-cast cement tunnel liner segments at Points North for Cigar Lake mine. Points North Freighting, of which AEDTC owns 50%, is busy serving the exploration industry. Points Athabasca Construction will be building housing units for a 150-person camp for Rabbit Lake mine, utilizing carpenter apprentices from Basin communities. The Board has identified a need for more economic development officers in the region and for more local people in managerial jobs in its family of companies.

- The Northern Apprenticeship Committee (NAC) is a Joint Training Committee through Saskatchewan Apprenticeship and Trade Certification Commission and it has the ability to directly indenture apprentices and link clients to employment and training. Three projects were funded through the Northern Development Agreement: Wage Subsidy Phase I (completed), Wage Subsidy Phase II (12 apprentices sponsored to a maximum of \$17,600 each), and Ile a la Crosse Construction project (5 recent apprentices). Instead of a Trades Task Force that NAC requested at the last meeting, NAC now will approach Interprovincial Association for Native Employment (IANE) and Northern Affairs to organize a trades forum. Although AEE Career Services and AEE Northern Regional Office provide funds to support NAC staff and services on an annual basis, the problem of finding long-term funding for NAC staff continues. In 2006, 84 northern apprentices attended technical training.
- Despite uncertainty in the forestry sector, things are still happening in the industry and the Forestry Training Subcommittee has already received two requests for funding from the Forestry Multi-Party Training Plan for 2007-2008.
- The new Health Sector Training Committee identified priority training needs such as registered nurse, licensed practical nurse, continuing care assistant, addiction counselors, environmental and food service technicians, and first responders. The focus has been on the development of the Health Career Access program which will be piloted in September. The program is intended to prepare students with course prerequisites and career awareness so that they can enter a variety of health-related training programs. The committee has begun development of, and negotiating for, a longer-term training strategy based on the model of the multi-party training plan for the mineral sector.
- Traditional Economies membership from Saskatchewan Cooperative Fisheries Ltd. (SCFL) hired a consulting firm to continue to study options for the commercial fishing industry. The study identified needs for the lakeside fishing facilities, worked with University of Saskatchewan Food Centre to develop food products, and surveyed users of fish products to determine their product preferences. The messages for the industry are that wild fish and a sustainable stock are desired, our season is longer than many competitors', technology can be used to transport fish quickly, and fish temperature must be monitored to ensure quality. The Cooperative received new quotes for buildings and equipment for a proposed fish plant in Prince Albert but it all hinges on obtaining an export license.
- Traditional Economies trappers held their 37th annual Northern Trappers Association convention with over 200 participants. The Association is negotiating for funding to develop a business plan for a value-added industry. Specifically, they are interested in becoming partners in fur buying, establishing a fur tannery, and producing garments in cottage industries in northern communities. The European Union's ban on imported fur caught by leg hold traps came into effect April 1, 2007, and Northlands College, Northeast Region, has been holding trapper training for the past three years to prepare the trappers in humane trapping methods. The Association has identified the following training needs which they estimate would cost about \$150,000 to \$200,000: humane trap-setting techniques; field training; training youth in wild fur preparation, and pelt stretcher building.
- The Economic Development Subcommittee's proposed Economic Development Conference has been postponed to late May or June in La Ronge. Organizers are awaiting Ministers' responses on the dates that they are available to attend. The intent of the conference is to

identify issues that hinder expansion in four major northern sectors: tourism, oil and gas, forestry, and mining.

- In 2007-2008, Northlands College will continue to deliver academic upgrading programs for the Mineral Sector Steering Committee's Multi-Party Training Plan (MPTP). Workplace education is currently in a one-year review process to determine if the program needs any changes. MPTP will offer more technical programs than ever, including new intakes into Northlands College's radiation technician, geological technician, instrumentation technician, and mine engineering technologist programs as well as SIIT's process operator technician. The College is searching for a diamond drill to purchase but, in the meantime, will offer driller helper training through a contract with a drilling company. The new MPTP university scholarship provides \$5,000/year as well as summer employment and a job after graduation.

3. Economic Development Initiatives

- To date, 44 projects have been approved or recommended for funding under the Northern Development Agreement at a cost of \$15M. There is \$5M remaining for the last year of this 5-year Federal/Provincial initiative. These projects were recently recommended for funding: \$50,000 for construction of a workshop for Pinehouse village, \$134,700 for heavy equipment operator training and \$143,250 for drill rig training with Meadow Lake Program Services, and \$211,457 for Amisk-Atik (Peter Ballantyne Cree Nation) to develop a 20-year forest management plan. A consulting firm reviewed the success of the agreement and recommended that, if a second phase were to proceed, funds should be dedicated to the agreement rather than proposals having to meet each contributing Department's criteria. The consultant also recommended that the approval process be completed more quickly.
- Creighton Regional Development Corporation just completed its final report on the arbor chemical project in Creighton. In another project, burbot fish oil was recently turned into a powder form and is ready for test marketing. The corporation is putting together a brochure that the Northern Tourism Association will take to trade shows.
- Northwest communities and interested parties will meet in April to discuss the establishment of a Northwest Regional economic development corporation to replace the Northwest Economic Council. If there is enough support, a working group will be established to set up the corporate structure.
- Several initiatives are underway as part of the provincial government's \$65.5M, 5-year Northern Economic Infrastructure Strategy for new and improved roads in northern Saskatchewan. On the Garson Road upgrade, a northern contractor was recently awarded the final clearing contract to the Alberta border. The department will soon advertise for an expression of interest for grading the entire road which could begin in late 2007 or early 2008. Building of the new Wollaston road will take three full construction seasons with completion planned for 2009. Grading could begin this spring if the Environmental Impact Study is approved soon. Upgrading of the Athabasca seasonal road to all-weather is scheduled to start in late summer with completion in fall 2010. For the Stony Rapids road west to Fond du Lac, the department plans to hire a consultant soon to prepare a project proposal report for the fall. An Environmental Impact Study will be commissioned in summer 2008 and construction is planned for winter 2008 to 2010. Ile a la Crosse, Patuanak, and Deschambault are determining the priority projects to be undertaken near them in 2007.

4. Industrial Sectors' Initiatives

- Saskatchewan Construction Association (SCA) entered into a partnership with Keewatin Career Development Corporation to provide 8 free internet access sites in the north to the Electronic Plans Room. The Electronic Plans Room is a website for SCA members that advertises tenders to contractors, allows contractors to see tender details, provides links to information on training, job advertisements, and links for job seekers to post resumes. Northern contractors now have the option of becoming either fee-paying SCA members with access to the Plans Room website from their own computers or utilizing the free computers that will be set up by end of May in La Ronge, Buffalo Narrows, Ile-a-la-Crosse, Beauval, Pelican Narrows, Creighton, Cumberland House, and Stony Rapids.
- The Northern Saskatchewan Tourism Association encompasses an area from Meadow Lake to Prince Albert to Cumberland House and northward. Its mandate is to promote, improve, and develop tourism and convention businesses to the best of their abilities. Members of the Association include business associations, employers, and tourist attractions. It has three staff located in La Ronge, Shell Lake, and Meadow Lake. The total marketing budget is \$70,000. Marketing efforts include attending trade shows, producing print material, and producing an annual Visitor Guide. Tourism Saskatchewan, corporate sponsors, and fees from over 300 members fund the marketing activities, staff, and office space.
- Cameco's four mining operations in northern Saskatchewan employ 1,620 company and long-term contract workers of whom 870 (54%) are Residents of Saskatchewan's North. 47% of all long-term contract and company employees are of Aboriginal heritage. To promote higher education, Cameco provided work placements for students in process operator, power engineer, and heavy equipment training programs; will provide summer jobs for post-secondary students; provided four mine tours for students in high schools and post-secondary training; and is offering university and technical institute scholarships. The deadline for the scholarship program is June 30. AREVA and Cameco will hold their annual community awareness meetings around the north this spring.
- AREVA's two operations in northern Saskatchewan employ 406 company and long-term contract workers of whom 222 (55%) are Residents of Saskatchewan's North. Decommissioning of Cluff Lake is nearing completion and only 17 workers are at the site.
- The Northern Mines Monitoring Secretariat supports mine-related Environmental Quality Committees (EQC) and the Community Vitality Committee. The EQC is involved in several initiatives. This month, the EQC made an intervener presentation for the review of the Key Lake mine amendment with Canadian Nuclear Safety Commission in Ottawa. On March 13, some members attended a meeting at Uranium City to kick off the uranium mine clean-up initiative to which the provincial and federal governments have recently allocated funding. Clean up work will start in 2007 on the 34 sites that do not require licensing and towns in the area will prioritize the work. The Community Vitality Monitoring Committee will start a new project to identify barriers to post-secondary education.

5. Member Agencies and Interested Parties

AGENCY	Community	AGENCY	Community
ABORIGINAL SKILLED WORKERS ASSOCIATION	SPRUCE HOME SK	NORTHERN SASK TRAPPERS ASSOCIATION	LA RONGE SK
AREVA RESOURCES CANADA INC.	LA RONGE SK		AIR RONGE BUFFALO NARROWS CREIGHTON
ATHABASCA ECONOMIC DEV. & TRAINING CORP.	WOLLASTON LAKE	NORTHLANDS COLLEGE	
ATHABASCA HEALTH AUTHORITY	BLACK LAKE SK	NORTHWEST COMMUNITIES WOOD PRODUCTS	BEAUVAL SK
AURORA COMMUNICATIONS	AIR RONGE SK	OIL SANDS SUBCOMMITTEE	LA LOCHE SK
BEAUVAL FOREST INDUSTRIES	BEAUVAL SK	PETER BALLANTYNE CREE NATION	PRINCE ALBERT SK
BEAVER RIVER COMMUNITY FUTURES CORPORATION	BUFFALO NARROWS SK	PRINCE ALBERT GRAND COUNCIL	PRINCE ALBERT SK
BUFFALO NARROWS ECONOMIC DEVEL CORP	BUFFALO NARROWS SK	SAKITAWAK DEVELOPMENT CORPORATION	ILE A LA CROSSE SK
BUFFALO NARROWS, VILLAGE/NEW NORTH CHAIR	BUFFALO NARROWS SK	SASK. APPRENTICESHIP & TRADE COMMISSION	LA RONGE PRINCE ALBERT REGINA
CAMECO CORPORATION	LA RONGE SASKATOON SK	SASK. BUILDING/CONSTRUCTION TRADES COUNCIL	REGINA SK
CENTRAL CREE ECONOMIC DEVELOPMENT CORP.	WEYAKWIN SK	SASK. INDIAN INSTITUTE OF TECHNOLOGIES	PRINCE ALBERT SK
CLAUDE RESOURCES INC.	SASKATOON SK		LA RONGE/ NORTH BATTLEFORD/PRINCE ALBERT/REGINA
CREIGHTON REGIONAL DEVELOPMENT CORP.	CREIGHTON SK	SASKATCHEWAN ADVANCED EDUCATION & EMPLOYMT	
CREIGHTON SCHOOL DIVISION #111	CREIGHTON SK	SASKATCHEWAN AGRICULTURE AND FOOD	LA RONGE SK
CROWN INVESTMENTS CORPORATION OF SASK.	SASKATOON SK		LA RONGE/MEADOW LAKE/PRINCE ALBERT
DUMONT TECHNICAL INSTITUTE	SASKATOON SK	SASKATCHEWAN COMMUNITY RESOURCES	
FEDERATION OF SASKATCHEWAN INDIAN NATIONS	SASKATOON SK	SASKATCHEWAN CONSTRUCTION ASSOCIATION	REGINA SK
FIRST NATIONS UNIVERSITY OF CANADA	PRINCE ALBERT	SASKATCHEWAN COOPERATIVE FISHERIES LIMITED	CUMBERLAND HOUSE
GABRIEL DUMONT INSTITUTE TRAINING & EMPLOY	PRINCE ALBERT/ SASKATOON	SASKATCHEWAN CULTURE, YOUTH AND RECREATION	LA RONGE SK
GARY TINKER FEDERATION FOR THE DISABLED	LA RONGE SK	SASKATCHEWAN ENVIRONMENT	LA RONGE/ REGINA SK
GOLDEN BAND RESOURCES INC.	SASKATOON SK	SASKATCHEWAN ENVIRONMENT - FOREST SERVICES	PRINCE ALBERT SK
HUDSON BAY MINING AND SMELTING	FLIN FLON MB	SASKATCHEWAN FIRST NATIONS/METIS RELATIONS	REGINA SK
ILE A LA CROSSE FRIENDSHIP CENTRE	ILE A LA CROSSE SK	SASKATCHEWAN FOREST CENTRE	PRINCE ALBERT SK
ILE A LA CROSSE SCHOOL DIVISION	ILE A LA CROSSE	SASKATCHEWAN HEALTH	LA RONGE SK
INDIAN AND NORTHERN AFFAIRS CANADA	REGINA SK	SASKATCHEWAN HIGHWAYS AND TRANSPORTATION	LA RONGE PRINCE ALBERT SK
JIM BRADY DEVELOPMENT CORPORATION	LA RONGE SK	SASKATCHEWAN INDUSTRY AND RESOURCES	REGINA SK
KEEWATIN CAREER DEVELOPMENT CORP.	AIR RONGE SK	SASKATCHEWAN LABOUR	REGINA SK
KEEWATIN YATHE HEALTH DISTRICT	BUFFALO NARROWS SK	SASKATCHEWAN LABOUR FORCE DEVELOP. BOARD	REGINA SK
KITSAKI MANAGEMENT LIMITED PARTNERSHIP	LA RONGE SK	SASKATCHEWAN LEARNING	LA RONGE SK
LA RONGE CHAMBER OF COMMERCE	LA RONGE SK	SASKATCHEWAN MINING ASSOCIATION	REGINA SK
LAC LA RONGE INDIAN BAND, EDUCATION BRANCH	LA RONGE SK		BUFFALO NARROWS LA RONGE REGINA
MAMAWETAN CHURCHILL RIVER HEALTH DISTRICT	LA RONGE SK	SASKATCHEWAN NORTHERN AFFAIRS	
MEADOW LAKE MECHANICAL PULP	MEADOW LAKE SK	SASKPOWER CORPORATION	REGINA PRINCE ALBERT
MEADOW LAKE OSB LIMITED PARTNERSHIP	MEADOW LAKE SK	SASKTEL, ABORIGINAL UNIT	SASKATOON SK
MEADOW LAKE TRIBAL COUNCIL	MEADOW LAKE SK		LA RONGE PRINCE ALBERT SASKATOON SK
MILLAR WESTERN PULP LTD.	MEADOW LAKE SK	SERVICE CANADA	
NATURAL RESOURCES CANADA, CAN. FOREST SERV	PRINCE ALBERT SK	SIAS, KELSEY CAMPUS	SASKATOON SK
NEW NORTH - SANC SERVICES INC.	LA RONGE SK	SIAS, PALLISER CAMPUS	MOOSE JAW SK
NORTEP/NORPAC	LA RONGE SK	SIAS, WOODLAND CAMPUS	PRINCE ALBERT SK
NORTHEAST DEVELOPMENT CORPORATION	DESCHAMBAULT	SKILLS CANADA SASKATCHEWAN	SASKATOON SK
NORTHERN APPRENTICESHIP COMMITTEE	LA RONGE SK	TOURISM LABOUR MARKET PARTNERSHIP	SASKATOON SK
NORTHERN DEVELOPMENT BOARD CORP.	LA RONGE SK	TOURISM SASKATCHEWAN	REGINA SK
NORTHERN HUMAN SERVICES PARTNERSHIP	LA RONGE SK	WOODLAND AND WATERWAYS REGIONAL DEV. CORP.	LA RONGE SK
NORTHERN LIGHTS SCHOOL DIVISION	LA RONGE SK	WOODLAND CREE ENTERPRISES INC.	AIR RONGE SK
NORTHERN MINES MONITORING SECRETARIAT	LA RONGE SK	WOODLAND CREE LOGGING	SASKATOON SK
NORTHERN RESOURCE TRUCKING	SASKATOON SK	ZELENSKY BROTHERS SAWMILL	LA RONGE SK
NORTHERN SASK TOURISM INC.	LA RONGE SK		

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

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