

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

**November 5-6, 2008 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**

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### **1. Education, Training, and Employment Initiatives**

- Northern Career Quest is a four-year, \$33M partnership among the Governments of Canada and Saskatchewan, Aboriginal and industry partners to help approximately 1,500 Aboriginal people gain skills and link 750 to jobs in the resource sector. Quest's industry partners are preparing a forecast of their skill needs. Quest training subcommittee will use this information to develop its proposal-driven training program for 2008 and 2009. Proposals for wage subsidies for supernumerary or apprentice positions are capped at \$10,000/trainee. Currently, 70 students are enrolled in radiation technician, geological technician, heavy equipment mechanic, welding, office education and adult basic education programs. Upcoming programs include truck driver 1A, heavy equipment operator, job readiness, mill operator, and pipe fitter. In 2009-2010, Quest plans to deliver diamond driller, welding, oil field safety, heavy equipment operator, and office education programs. The Province provided funds for training allowances that Quest directly administers.
- Northlands College annual training program planning process is underway with meetings in the Athabasca, northwest, northeast, and central regions scheduled in October and November. The calendar will be available in March.
- Twenty-four students enrolled in a Masters program from the Northern Teacher Education Program (NORTEP) will complete their northern-focused projects this winter. Many of the students are employees with Northern Lights School Division and other education partners. NORTEP will deliver a Masters in Education Administration from the University of Saskatchewan for another 24 students starting spring 2009. NORTEP has funds in place to begin construction in spring 2009 of 8 family units at the Norplace apartment complex in La Ronge. Staff are starting the annual program planning process with a focus on determining how to link Arts and Science programming to careers in mining and health sectors.

- The Job Horizons 2, a two-year project to September 2009, works to link workers from across the north to employment opportunities in oil as well as gas and mining in both Alberta and Saskatchewan. The project employs four job placement staff. The project assists its clients by paying for the initial travel costs to the workplace; mandatory drug tests; and for interview costs. Staff meets with high school students to promote the trades. Staff have noted some barriers such as a lack of accommodation at Alberta projects; lack of safety tickets; no year-round road link to Fort McMurray; and lack of high school prerequisites. Staff are on track to meet the project's target of 300 job placements over two years.
- Aboriginal Employment Development Program (AED) and its Aboriginal Representative Workforce Strategy is a long-term sustainable approach to increasing First Nations and Métis employment, career development and economic development. Since 1995, the number of AED agreements has grown to 93 and partnerships have expanded beyond the original health sector agreements to private sector employers, the education sector (K-12), the First Nations and Métis supply side sector, as well as municipal governments. AED collaborates with its partner employers to prepare the workplace in a variety of ways for the inclusion of Aboriginal people. Partners identify potential barriers and gaps and collaborate on solutions to address these challenges. The program links employers (demand) with Aboriginal communities and training institutes (supply). The employers' role is to identify current and future jobs and skill requirements and prepare their workplaces to increase retention. Community partners look at ways to meet the demand. The first agreements with the health sector identified a lack of math and science as a barrier and this was addressed by development of a Health Access program which provided math and science prerequisites for those wishing to pursue health careers. AED supports the development and delivery of Myth and Misconception training. To date, over 32,000 employees have participated in this training across the province to ensure a welcoming workplace. Such partnership agreements have led to the hiring of Representative Workforce Coordinators, Career Pathing Advisors and Aboriginal Awareness trainers, graduates of the Train-the-Trainer initiative. Service Canada provided \$3M in funding for seven pilot CP projects over 3 years. A conference will be held in March to link employers, policy makers, and Aboriginal agencies; identify barriers; and deliver a Myth and Misconception workshop.
- The role of the Saskatchewan Labour Market Commission, incorporated in 2007, is to prepare a labour market strategy for the province.
- The \$20M Canada-Saskatchewan Northern Development Agreement (NDA) is now complete. Projects were delivered over 6 years in the areas of economic infrastructure, innovation, employment, and capacity building.

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

- Administration Subcommittee approved funding for seven subcommittees' small projects during 2008-09. After a discussion about inactive subcommittees, the Subcommittee decided to assess further the value of contracting an outside consultant in 2009-2010 to evaluate the effectiveness of NLMC, reviewing its mandate, structure, funding, and membership.
- The Mineral Sector Steering Committee administered the 5-year Multi-Party Training Plan III (MPTP) that ended in June. Partners hired a consultant to undertake a review of MPTPIII, which will form the basis of a proposed MPTPIV. The Committee requested an extension of funding for one year from Advanced Education, Employment and Labour to allow time for a

Phase IV partnership to be developed that would address the recommendations made in the review. Under the extension, MPTP will fund Construction Safety Officer Level 1, 2 and 3; a university MPTP scholarship; radiation and geological technician with Northern Career Quest; basic education; and Workplace Education for mine employees.

- The Northern Apprenticeship Committee (NAC) hired a new manager in the summer and this autumn selected two new co-chairs represented by Northern Career Quest and Northlands College. The function of the Executive is to pursue projects and funding. The NAC manager undertakes the daily duties: as a Joint Training Council, NAC can indenture apprentices directly to the committee and can pay for exams, registration fees, accommodation, and tutoring. NAC has two wage subsidy projects that will be completed in March. Several of its clients are involved in hospitality training at the La Ronge Motor Inn; Saskatchewan Tourism Education Council (STEC) waiter and kitchen helper training in several communities; Carpentry Level 4 in January; and cook journeyman upgrader. NAC is considering resurrecting a math/science trades transition upgrader for high schools. NAC has 381 apprentices and this year indentured 90 new apprentices and had eight clients achieve journeyman status.
- The Health Training Subcommittee contracted a review of the northern health sector, which will form the basis of a multi-party training strategy. The report identified that the health sector has about 1,300 positions of which 10% are vacant. The northern health workforce will require 170 new hires each year over the next 3 to 5 years, or 14% of the workforce each year. Those surveyed identified registered nurses and managers as the main skill shortages. Their top training priorities are community health worker, mental health worker, training for managers, and nurse career pathing. The report identified four principles for a training plan: 1) build employment and training capacity at the community level; 2) standardize training with local flexibility; 3) base training where people live, where feasible; 4) undertake a multi-party training plan partnership (MPTP). Now the subcommittee will hold broader consultations among the committee and federal and provincial agencies. It anticipates a decision by parties of their support by March. Northlands College submitted a request to the Province for \$2M for health-related training in 2010.
- Athabasca Economic Development and Training Corporation (AEDTC) gave a presentation on its Aboriginal partnership on November 3 to a delegation of ambassadors from 24 countries that were on an economic trade mission to the province. AEDTC also participated with other chairpersons of Area Transportation Planning Committees in a meeting in Yorkton. The company completed a contract to clear the first 40 km of the new roadway to Wollaston – about halfway. The corporation renewed its 3-year agreement with the K1 Potash mine, near Esterhazy, to provide security to the site.
- 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. Staff administers a wage subsidy to help people access employment and works with employers to increase opportunities through other funding programs. Staff also helps with assessments for students transitioning to employment. GTF reactivated its NLMC subcommittee that has a goal of linking businesses to workers with disabilities and assisting disabled workers in the workplace. The work plan for 2008-9 includes setting up a planning committee to arrange a conference in 2009 of the 20<sup>th</sup> anniversary of Gary Tinker's walk to Regina; forming a business advisory group; and increasing businesses' awareness of barriers to disabled workers and clients. The subcommittee is looking for a representative from the Athabasca

region as well as funding to assist that person in travel costs to four board meetings each year.

### **3. Economic Development**

- Northern Affairs Division continues to deliver services and programs in the north under the Ministry of First Nations and Métis Relations (FNMR). Staff continue to be involved in several partnerships such as: the NLMC; the Northern Municipal Roundtable; the multi-province Northern Ministers' Forum to identify northern challenges and best practices; provincial regulatory agencies through the Northern Mines Monitoring Secretariat; and in supporting the Environmental Quality Committee. The Division leads the Surface Lease negotiations among provincial Ministries and mining operations. It has approval to provide up to \$2M in commercial and primary production loans. This winter, the Division will meet with Saskatchewan Cooperative Fisheries Ltd. to continue to advance their proposal for a new Saskatchewan fish processing plant and marketing opportunities. Over the past few years, Northern Affairs funded regional development corporations across the north; however, funding is scheduled to expire on March 31, 2009. Northern Affairs' staff are working with Enterprise and Innovation colleagues to look at how such northern corporations could evolve and better reflect the kind of Enterprise regions that are emerging in the south.

### **4. Industrial Sectors' Initiatives**

- At its mine sites in September, Cameco had 1308 employees of whom 664 were Residents of Saskatchewan's North and 598 were Aboriginal. Long-term contractors employed 894 workers of whom 519 were Residents of Saskatchewan's North and 416 Aboriginal. There were 321 indirect contractors with 45 Residents of Saskatchewan's North. Cameco's Community Relations Coordinator will visit all the schools in the northwest and central areas before Christmas to raise awareness of mine-related careers. Elder advisors employed at Cameco and AREVA mine sites attended the Canadian Aboriginal Mining Association conference in Saskatoon. Cameco and AREVA's northern offices undertake background investigations to verify criteria are met before applicants are designated as Residents of Northern Saskatchewan.
- In September, AREVA Resources had 354 employees of whom 173 were Residents of Saskatchewan's North. Contractors employed 102 workers of whom 59 were Residents of Saskatchewan's North. AREVA awarded 18 scholarships valued at \$74,000 to students from across the north in nursing, medicine, pharmacy, and education. Annually, AREVA and Cameco jointly award school awards to students in Grades 7 to 12 in the Athabasca basin to promote staying in school. Last week, 66 school students received the awards in Uranium City, Fond du Lac, Wollaston, Black Lake, and Stony Rapids. AREVA donated \$250,000 to northern community projects such as "jaws of life" at La Loche; a concrete floor in the Hatchet Lake First Nation arena; South Bay Youth workshop; Sandy Bay community youth centre; and an outdoor rink at Stony Rapids.
- Cameco and AREVA employ Business Managers to maximize opportunities for northern contractors at their mine sites. These managers held northern contractor workshops in two northern communities last month to assist companies in the tendering process.
- Golden Band Resources, a gold explorer, continues to move closer to becoming a gold producer. The company has 12 gold deposits, 4 former mines and the licensed Jolu mill near

Brabant. Last year, the company and Lac La Ronge Indian Band signed a Memorandum of Understanding to maximize employment and business opportunities. The general services agreement attached to the MOU provides for the company and Kitsaki Management to work together to maximize opportunities in underground mining, open pit mining, catering, environmental, and trucking services. Last year, Kitsaki and Procon formed a joint venture to undertake the \$10M underground mine exploration project. In October, Golden Band submitted an Environmental Impact Statement for the mining/milling project to the regulators. The company is now preparing a pre-feasibility study of its Jolu gold mill, acquiring financing, and obtaining approvals and permitting. The company anticipates a mine life would be 10 years or more.

- On November 3, Shore Gold announced that it submitted a project proposal for the joint Star-Orion South Diamond Project, east of Prince Albert, to provincial and federal regulators.

## 5. Government Initiatives

- Northern Mines Monitoring Secretariat (NMMS) is a group of provincial and federal Ministries/agencies whose primary purpose is to share information about the mining industry and offer support to the Environmental Quality Committee (EQC). The EQC monitors uranium mining activity in the north and shares information between representatives' home communities and the mine operations. The EQC will participate in these upcoming events: Saskatchewan Research Council meeting in Uranium City next week; Community Vitality Conference in La Ronge this month on ways to promote math and sciences in high schools; a combined EQC meeting in late November/December; and a Canadian Nuclear Safety Commission review of Beaverlodge in Ottawa on January 14.
- The Ministry of Environment's role is the management, allocation, and protection of renewable resources and the environment. As well as managing the land for wilderness and natural values, some land is available through leases and permits for recreational cottages, outfitters, wild rice growers, sand and gravel removal, and oil, gas and mineral exploration. The Duty to Consult is triggered whenever a Ministry is contemplating a use or allocation of Crown land when the use has the potential to adversely affect an Aboriginal Right as defined in Section 35 of the Constitution Act of 1982, or a Treaty Right. The objectives of the Duty to Consult are respect and relationship building with Aboriginal people through information and consultations. The Province's interim guidelines begin with a project submission to the Ministry. Staff performs a pre-consultation assessment of the project to determine if the activity could have any impacts; if so, copies of the proposal are provided to the designated contact in the local First Nations and Métis community and meetings are held between the proponent for the project, the Aboriginal group, and Environment to share information. If concerns are brought forward, Environment determines if any conditions to the lease/permit are required to address them. Environment then issues the permit to the proponent and informs the Aboriginal group of any conditions. The Ministry awarded the highest volume of permits in 2007-8 with 5,500 oil and gas permits and 479 mineral exploration permits, mostly in northern Saskatchewan. The Ministry's review time now is longer because of the review and consultation process - about 25 days for oil and gas, 45 days for mineral exploration, and over 40 days for new long-term leases. Government has developed a Best Practices guide to assist project proponents in the consultation process and Ministry of First Nations and Métis Relations established a \$3M fund to assist Aboriginal groups in the process.

- To follow up on Premier Wall's commitment to fully engage First Nations and Métis people in developing the province's new duty to consult and accommodate policy, Government held a *Seeking Common Ground Roundtable Conference on First Nations and Métis Consultation and Accommodation* in May in Saskatoon. Four hundred and fifty representatives from industry, Aboriginal groups, and observers attended. The goal was to find common ground, which will provide the framework of the new policy regarding First Nations and Métis consultation and accommodation when government activities have the potential to adversely affect First Nations and Métis rights. The roundtable identified the main interests of the groups - the Province, industry, First Nations and Métis. Common ground among all parties focused on respect for Treaty and Aboriginal rights and environmental protection; a need for clear rules, timelines and procedures; adequate consultation capacity for Aboriginal people; and the benefits everyone would experience from having a map clearly showing traditional territories and related land uses. Timeline for the development of the process: A policy forum was held in September, followed in October with a Forum of Northern Leaders to clarify further the process, and a meeting with the Premier. In November, Treaty 4 and 6 will hold a summit. From December to February, a draft discussion paper on the new policy will be available for review by key stakeholders and the public. In the meantime, the interim guidelines will be in effect with business continuing as usual.
- To expedite passport applications, Service Canada opened a passport office in Prince Albert and is considering a passport office in La Ronge in the future. The Minister of Human Resources and Social Development approved a one-year extension of the Aboriginal Human Resources Development Program and all current Aboriginal Human Resource Development Agreements (AHRDAs) from April 1, 2009, to March 31, 2010, to allow time for development of new training funding agreements with First Nations and Métis agencies.

## 6. Participants and Interested Parties

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