

Summary - Northern Labour Market Committee (NLMC) meeting

November 4-5, 2009 in La Ronge, Saskatchewan

Mandate

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

Chaired jointly from Autumn 2008 to Autumn 2009 by

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

Attended by

Decision-makers in training, planning, and economic development including representatives from federal and provincial governments, school divisions, training institutions, training funders, economic development agencies, local and Aboriginal authorities, and private industry.

Agenda

1. Education, Training, and Employment Initiatives

- Northlands College has started the program planning process for 2010-11. Regional meetings with communities and agencies will be held in Creighton, La Ronge, Stony Rapids and Buffalo Narrows during November and funding agencies will be consulted on their priorities in January. In February, the Board will approve the training plan and the allocation of funding among the four college regions. The calendar will be printed and distributed to agencies and to every grade 12 student in the north. This year, the College's allocation from the province was \$5.12M; however, the College delivers about \$10M in training with additional partnership funding. Some of the funding partners are Multi-Party Training Plan, Northern Career Quest and First Nations and Métis agencies. Last year, 1,515 students were enrolled. The College is in the process of putting together a full Bachelor of Social Work degree program and will have fourth year classes available next year. The College is part of the University of the Arctic and undertakes its registrations – about 1,000 each year. Northlands College is part of a steering committee with the 7 communities in the Athabasca basin and the mining industry to look at options for a training facility in the Athabasca basin. With the current economic climate of fiscal restraint, the Steering Committee will look at community rather than regional options for a facility.
- Northern Health Strategy's (NHS) mission is to work cooperatively to improve the health status of all residents in northern Saskatchewan. Its members include federal, provincial, and First Nations health service authorities. The NHS Career Promotion program coordinated four youth leadership training sessions, visited high schools for health careers presentations, and is coordinating a School Guidance Counselor Gathering in December 2009. NHS contracted a report on strategies to support science and math education for health careers in northern Saskatchewan schools.

- Job Horizons II is an employment referral project administered by Aboriginal Human Resource Council. Funding for the program was due to expire on September 2009 but has been extended to March 31, 2010. Job Horizons, with three staff located in Ile a la Crosse, La Loche, and Stanley Mission, is recruiting to fill a vacant position in Meadow Lake which is crucial to connecting people to employment in the area as well as Alberta. Job Horizons is holding an employer showcase in Meadow Lake on November 25.
- Northern Career Quest is a partnership funded by the Government of Canada and supported by the Province, Aboriginal, and industry partners to train and support Aboriginal people in the northern half of the province to resource sector employment. The goal is to train 1,500 people and link 750 to employment from 2008 to 2012. Despite the economic slow down, Quest has seen employment opportunities increase: 229 clients have gained employment to date. Quest will announce approved projects next week from its latest call for proposals. The next proposal deadline will be in January. Training so far this year includes safety officer, emergency medical technician, women in trades, underground miner, Uranium Mining Employment Training (UMET), and 3 intakes into a trades training program for the oil sector.
- The Ministry of Education's Northern Regional Office is staffing several vacant positions in order to play a role in the development and implementation of new approaches to address low student achievement levels in northern Saskatchewan. Many exciting initiatives are already underway in northern schools and there are opportunities to expand upon their delivery. The Ile a la Crosse School Division is assisting students who are stalled at the Grade 10 level to move forward by tying math and science instruction to real life situations and providing more supports such as keeping students in home rooms. The Ministry of Education is planning a major curriculum renewal of Mathematics in 2010, which will be of particular interest in the north. Students will choose from among two math options in Grade 10 and three options in Grade 11 and 12 depending on whether their career interests require a math focus; a strong application of math; or a practical application of mathematics. The Ministry of Education is involved in Continuous Improvement Framework to advance provincial priorities of student achievements, student transitions, and accountability. Under this Framework, every school division must have plans in place to meet these goals and report to government on progress as a means of accountability and tracking.
- Prince Albert Grand Council (PAGC) - Education Services provides support to 29 First Nations schools and over 6,400 students. They have developed a 5-year strategic plan that includes creating innovative schools, being inclusive of parents and elders, and reducing violence. All new initiatives will fall under this plan. The schools are using the Ministry of Education's Assessment for Learning tools in order to collect baseline data on the current status of students in attendance, subjects, language, graduation, boys and girls achievements, and drop out rates. These will be assessed next June. PAGC is undertaking the First Nations Student Success Program in its schools - a federal initiative that supports First Nation schools on reserve in their efforts to respond to their students' needs and improve student and school results. Education Services is working with the Directors of Education to develop priorities and projects for this Program. PAGC will assess its successes in 2013. PAGC is currently delivering Phase 2 of a Math 30 pilot for young adults in the Athabasca basin. Phase 1 of the pilot in Fond du Lac in July had a success rate of 73%. A third Phase is planned at another Athabasca community.

- The Program Innovation Branch of Advanced Education, Employment and Labour now includes the AEEL staff in the Northern Office. The Branch is responsible for the development and implementation of training and employment programs to respond to the basic education, work experience, and skill training needs of employers and workers. Programs include ABE, GED, JobStart/Future Skills, Quick Skills, Recognizing Prior Learning, and Employability Assistance for People with Disabilities. The Branch has contracts with industry for work-based training and has commitments to the Mineral Sector Multi-Party Training Plan and to Northern Career Quest.
- Human Resources and Skills Development Canada (HRSDC) has two Aboriginal Skills and Employment Partnership (ASEP) Programs underway in Saskatchewan: Northern Career Quest started in 2008 and Saskatoon and Region Home Builders Association started in May. Five new proposals are now in the assessment phase. ASEP projects are multi-year training-to-employment strategies that are developed and managed by formal partnerships between Aboriginal organizations, major employers, and HRSDC. HRSDC also has Aboriginal Human Resource Development Agreements in place with Saskatchewan Indian Training Assessment Group (SITAG) for \$32M/yr and with Gabriel Dumont Institute Training and Employment (GDITE) for \$10M/yr. These Agreements will sunset March 31, 2010, and be replaced with the Aboriginal Skills and Employment Training Strategy (ASETS) in April 2010. ASETS has 3 priorities: demand driven skills development; private sector partnerships; and accountability and results. SITAG and GDITE are now developing their 5-year plans and priorities. The local levels will continue to be the driver for the types of programming delivered and funding will continue to devolve to the local levels.

2. Subcommittees' Training and Employment Work Plans

- Last year, the Northern Health Sector Training Subcommittee commissioned a report that outlined the current health human resources situation and identified and gave direction to training priorities. Based on the Report recommendations, the Sub-Committee developed a proposal for a northern training initiative and human resource strategy, which was presented to three Saskatchewan government Ministries and the Saskatchewan Federal Council. Some funding was provided for 2009-10 and negotiations are ongoing for a full, five-year, multi-party agreement. Events in 2009 included funding commitments of \$150,000 from Health Canada, \$320,000 from the Ministry of Health, and \$75,000 from the Saskatchewan Academic Health Sciences Network. Projects being funded include a two year, 14 seat Licensed Practical Nursing Program in La Ronge and development of a refined training plan proposal to be presented at a Federal-Provincial funders' meeting in December 2009. The proposal is for \$10M over five years to train 400 people in a multi-year, multi-party agreement.
- Keewatin Career Development Corp. (KCDC) is negotiating a contract renewal to deliver career services in the north, hire a career coordinator, and fund the Career Services Subcommittee activities. KCDC had \$1M in wages last year and employs 16 staff. Activities include developing and delivering Breaking Barriers videos in which career information was conveyed to 2,000 northern students; developing virtual mine tour videos; and delivering Cisco Systems training to 40 Aboriginal youth. KCDC also has a commercial sector that sells and services computers and is an authorized SaskTel Mobility dealer.
- The Mineral Sector Steering Committee administers funding and plans training for the Multi-Party Training Plan IV (MPTPIV), a fourth 5-year agreement that was recently signed. Five

students recently graduated from the Geological technician program and nine students completed the Radiation Environmental Monitoring program. Another Radiation Environmental Monitoring program and a Mine Engineering Technician program have commenced. MPTPIV has a stronger focus on professional careers than previous phases. It will fund a new scholarship for 8 students in math/science related university programs this fall. Students will receive tuition and training allowances of up to \$20,000. Next year, 10 more students will be offered the scholarship. The Committee, with help from Cameco and AREVA communications staff, is developing campaign material to advertise the scholarship after Christmas.

- The Northern Apprenticeship Committee (NAC) operates like an employer by indenturing apprentices as a way to help them progress to journey status. NAC is holding its annual general meeting this month where nominations will be received for new co-chairs. In September, NAC recruited a new Manager and filled a new Job Coach position. Along with the Apprenticeship Commission and Northlands College, the Manager will identify carpenters from Creighton, Pelican Narrows, and Sandy Bay for Journey person Upgrader and Level 1 training. The Job Coach will meet with apprentices and their employers, in follow up of a mass mail out, in an effort to update their information and training plans. NAC is updating its website and developing a communications plan. Five new apprentices were indentured since July and NAC now supports about 260 apprentices at various levels and in a variety of trades.
- The role of the Gary Tinker Federation (GTF) NLMC Subcommittee is to build a representative workforce focusing on people with disabilities. Gary Tinker recently sky dived to promote GTF's services and advertise the 20th anniversary conference that was held this autumn. Conference participants recommended that GTF become a one-stop shop for all services for people with disabilities in the north and a 5-year plan was developed to act on this. GTF is involved in several other projects including: a 3-year contract to provide career services to disabled people; a job coaching course that teaches career coaches to address disability barriers; and an on-line project with Keewatin Career Development Corp.
- The Youth Town Council program is now in its third year with funding in place until March 31, 2010. Initiated by New North – Saskatchewan Association of Northern Communities, the program aims to help build self esteem in young people and promote positive behaviors. Under the program, northern youth participate in junior town councils and social development activities in their communities. Councils have been established in La Loche, Sandy Bay, Buffalo Narrows, Beauval, Cumberland House, and Pinehouse. The La Loche Council participated in a Suicide Prevention Forum this summer. The Pinehouse Council raised \$2,000 towards a youth centre and is starting a Big Brother and Sister program. Five conferences for the councils have been held to date and a sixth conference is being planned for February in Saskatoon.

3. Economic Development

- The Provincial Government's Enterprise Region (ER) program was launched last year. Thirteen Regions have been formed in the southern half of the province and are managed and administered by Enterprise Saskatchewan. First Nations and Métis Relations (FNMR) is supporting the development of Enterprise Regions in the northern half of the province. The Mandate for Northern Enterprise Regions is to assist the north to increase business and

industry competitiveness, realize its economic potential and compete globally. FNMR engaged northern Saskatchewan stakeholders in five public meetings held from April to July 2009, with a purpose of explaining the new initiative, gathering feedback and determining how to proceed to implementation. From these public meetings, about 50 people volunteered in the development of ERs in the north. A joint meeting of representatives from all northern regions was held in July where participants identified priorities focusing on enhanced regional communication and collaboration; transportation and infrastructure needs; training and employment; social issues; and development of new business opportunities. After listening to the stakeholders of the north, it was decided that the development of three Enterprise Regions was the most appropriate for success. Each Region will receive a funding base of \$100,000, additional funds based on population and geographic calculations, and up to \$100,000 in matching funding. Working groups for each of the three regions have been established and they will select facilitators/contractors to assist them from January to March in developing the structures, priorities, strategic plan, board membership structure, and final application for funding to the Ministry of FNMR. The Ministry hopes to see funding for the northern Enterprise Regions in place in the 2010-11 budget.

- Athabasca Economic Development and Training Corp (AEDTC) will transition, with additional key stakeholders in the region, to an Enterprise Region. Another of its roles is that of a Transportation Planning Committee which works with Saskatchewan Highways and Transportation to prioritize road work for the region. A third role is that of a Regional Training Committee to the NLMC: as part of this role, AEDTC will look at other options for a regional training facility. A report on the strategic employment and training plan for the region will soon be released, an outcome of the May forum. Athabasca Basin Development Limited Partnership (ABDPL), the investment arm, owns 50% of TEAM Drilling which recently won the Saskatchewan Chamber of Commerce ABEX award. It has a multi-year agreement with Saskatchewan Highways and Transportation to do annual maintenance of the Athabasca Seasonal Road. It also has a contract for the new Wollaston road construction: almost 10 Km have been completed to grade and the company is looking at undertaking another 40 Km of clearing. ABDLP holds an interest in the Mudjatik Thyssen Mining Joint Venture at Cigar Lake and at Rabbit Lake as well as a contract to construct cement tunnel liners for Cigar Lake mine.
- Creighton Regional Development Corp. is supplying products to a health food entrepreneur from Chicago. With this company's support, the Corp. recommenced a burbot liver oil project as a way to revitalize commercial fishing and processing in northern Saskatchewan. Burbot fillets are filleted and processed and the oil from the livers is extracted in a project with Creighton Community School students. The Corp. has set up as a buying depot in eastside communities to supply the health food company with up to 1,000 pounds of rosehips.
- In 2003, the Saskatchewan Commercial Fisheries Ltd. (SCFL) raised money from the fishermen and government agencies to build a fish processing plant in Saskatchewan. However, plans for the processing plant did not proceed and the fishermen's \$600,000 has been kept in trust. In early 2009, the Freshwater Fish Marketing Corporation (FFMC) informed them that it was not supportive of providing a dual marketing system for Saskatchewan. In consequence, Saskatchewan Ministry of Environment sent a letter to the Federal Minister stating Saskatchewan's intent to withdraw from FFMC marketing system by April 1, 2011. SCFL anticipates that, by the end of November, it will have raised the extra funding needed to proceed with construction of a processing plant in spring 2010. Buyers continue to contact SCFL to see when product will be available.

- Shore Gold Inc.'s properties are located approximately 60 kilometres east of Prince Albert. The Star Diamond Project is operated by Shore and includes Shore's 100% owned Star deposit and the Star West deposit, held by the joint venture of Shore (60%) and Newmont Mining (40%). In November 2008, Shore Gold filed a Project Proposal with the Ministry of Environment and federal agencies to commence the Environmental Impact Assessment (EIA). This process will examine: the impact of a possible open-pit mine at the Star property; potentially a second open-pit mine at the Orion South property; mining method; and processing facilities and associated infrastructure to commercially extract diamonds. The project description forms the basis for discussion with the public. This quarter, Shore announced the positive results of the Pre-feasibility Study and the Mineral Reserve estimate. Shore plans to complete a detailed feasibility study by March 31, 2010, and submit the Environmental Impact Study. Shore will make a final decision on whether to proceed to production after regulatory approvals are received. If the project proceeds, pre-operations could start in the 4th quarter of 2010. Construction could create 1000 jobs. Production would employ 400 to 500 from mid-2014 to 2026. The project would be open pit mining requiring jobs like equipment operators, mechanics, process operators, security, and millwrights. The property has the benefit of being road accessible and close to power, water, and a labour force.
- Cameco Corporation employees and long-term contractors at mine sites total 2,220 with 1,200 (54%) of them being Residents of Saskatchewan's North. The company is on the cusp of expanding its workforce after 2 years of economic slow down. Cameco continues to work towards achieving a goal of 67% northern participation in its workforce. However, it will be a challenge to reach this goal in the near term, despite growth in the size of the workforce, because of the need for workers with skills gained from higher education and training. Cameco will hold a northern information tour in November and December to discuss its operations and activities with communities. Cameco staff are visiting many primary impact communities to hear concerns and share information about employment and procurement opportunities and the Credenza on-line high school.
- At AREVA Resources sites, 337 employees and contractors were working at McClean Lake site: 45% of its employees are Northerners and 79% of contractors are Northerners. At Cluff Lake site, there are 22 employees and contractors of whom 67% are Northerners. McClean Lake continues to mill, although mining is now complete which resulted in lay-offs of some heavy equipment operators. AREVA is proposing to haul ore from McArthur mine to McClean's mill. It has filed application for regulatory approvals, completed a risk assessment and anticipates holding public open houses starting in January. This year, 18 northern students received scholarships from AREVA totaling \$74,000. AREVA is delivering a supervisory training course for its employees and has a workplace education coordinator and two training advisors at site. Forty people from the Athabasca region were tested with TOWES to identify and address any gaps in their workplace essential skills. Plans are in place to test applicants from other regions also. AREVA participated in the South Bay Youth Conference and donated over \$325,000 to the North this year.
- The Environmental Quality Committee (EQC) ensures a voice for community members in the protection of the environment and information sharing in the sphere of uranium mining. The manager and three EQC members attended the Canadian Aboriginal Minerals Association meeting in Toronto and are now in Saskatoon presenting at the Canadian Nuclear Safety Commission hearings. Throughout the year, EQCs visited all the uranium mine sites. The members' two-year terms are up at the end of the year and nominations are underway.

4. Government Initiatives

- First Nations and Métis Relations, Northern Affairs Division, Industry and Resource Development Branch provides input into resource policy decisions as well as initiatives in the northern commercial fishing, trapping, forestry, and mining sectors. The unit provides support to the board of the SCFL in its attempts to revitalize commercial fishing in the North and has reviewed FNMR fish transportation subsidy to ensure it can support northerners if fish processing is re-established in the province. In trapping, the unit supports the Trappers Association with core funding for board capacity and governance. In mining, the unit manages mine surface leases, provides community and mining industry liaison, and supports the Environmental Quality Committees (EQC). The Division plans to have a review of EQCs completed by June 2010 since the mandate for EQCs is up for renewal in September 2010.

5. Participants and Interested Parties

Agency	Community	Agency	Community
ABORIGINAL SKILLED WORKERS ASSOCIATION	SPRUCE HOME SK	GOLDEN BAND RESOURCES INC.	SASKATOON SK
AREVA RESOURCES CANADA INC.	LA RONGE SK	ILE A LA CROSSE SCHOOL DIVISION	ILE A LA CROSSE SK
ATHABASCA ECONOMIC DEV. & TRAINING CORP.	WOLLASTON LAKE SK	INDIAN AND NORTHERN AFFAIRS CANADA	REGINA SK
ATHABASCA HEALTH AUTHORITY	BLACK LAKE SK	JOB HORIZONS 2	ILE A LA CROSSE SK
AURORA COMMUNICATIONS	AIR RONGE SK	KEEWATIN CAREER DEVELOPMENT CORP.	AIR RONGE SK
BEAVER RIVER COMMUNITY FUTURES CORPORATION	BUFFALO NARROWS SK	KEEWATIN YATHE HEALTH DISTRICT	BUFFALO NARROWS SK
BOREAL REGIONAL DEVELOPMENT CORP.	BEAUVAL SK	KITSAKI MANAGEMENT LIMITED PARTNERSHIP	LA RONGE SK
BUFFALO NARROWS ECONOMIC DEVEL CORP	BUFFALO NARROWS SK	LA RONGE CHAMBER OF COMMERCE	LA RONGE SK
BUFFALO NARROWS, VILLAGE/NEW NORTH CHAIR	BUFFALO NARROWS SK	LAC LA RONGE INDIAN BAND, EDUCATION BRANCH	LA RONGE SK
CAMECO CORPORATION	LA RONGE SK, Saskatoon	MAMAWETAN CHURCHILL RIVER HEALTH DISTRICT	LA RONGE SK
CLAUDE RESOURCES INC.	SASKATOON SK	MEADOW LAKE MECHANICAL PULP INC.	MEADOW LAKE SK
CREIGHTON REGIONAL DEVELOPMENT CORP.	CREIGHTON SK	MEADOW LAKE OSB LIMITED PARTNERSHIP	MEADOW LAKE SK
CREIGHTON SCHOOL DIVISION #111	CREIGHTON SK	MEADOW LAKE TRIBAL COUNCIL	MEADOW LAKE SK
DUMONT TECHNICAL INSTITUTE	SASKATOON SK	METIS NATION OF SASKATCHEWAN	BUFFALO NARROWS SK
FIRST NATIONS UNIVERSITY OF CANADA	PRINCE ALBERT SK	METIS NATION OF SASKATCHEWAN	CUMBERLAND HOUSE, ILE A LA CROSSE, LARONGE
GABRIEL DUMONT INSTITUTE TRAINING & EMPLOY	PRINCE ALBERT, SASKATOON	MINISTRY ADVANCED ED, EMPLOYMENT & LABOUR	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, REGINA
GARY TINKER FEDERATION FOR THE DISABLED	LA RONGE SK	MINISTRY CORRECTIONS, PUBLIC SAFETY, POLIC	REGINA SK
GLR RESOURCES INC.	REGINA SK	MINISTRY FIRST NATIONS AND METIS RELATIONS	BUFFALO NARROWS, LA RONGE, REGINA

Agency	Community	Agency	Community
MINISTRY OF EDUCATION	LA RONGE SK	PRINCE ALBERT GRAND COUNCIL	PRINCE ALBERT SK
MINISTRY OF ENERGY AND RESOURCES	REGINA SK	SAKITAWAK DEVELOPMENT CORPORATION	ILE A LA CROSSE SK
MINISTRY OF ENVIRONMENT	REGINA SK	SASK. APPRENTICESHIP & TRADE COMMISSION	PRINCE ALBERT, REGINA
MINISTRY OF ENVIRONMENT- FOREST SERVICES	PRINCE ALBERT 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
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	SERVICE CANADA	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, SASKATOON
NORTHERN CAREER QUEST	LA RONGE SK	SHORE GOLD INC.	SASKATOON SK
NORTHERN HEALTH STRATEGY	PRINCE ALBERT SK	SIAST, PALLISER CAMPUS	MOOSE JAW SK
NORTHERN HUMAN SERVICES PARTNERSHIP NHSP	LA RONGE SK	SIAST, WOODLAND CAMPUS	PRINCE ALBERT SK
NORTHERN LIGHTS SCHOOL DIVISION	LA RONGE, SANDY BAY	SKILLS CANADA SASKATCHEWAN	SASKATOON SK
NORTHERN MINES MONITORING SECRETARIAT	LA RONGE SK	TOURISM SASKATCHEWAN- STEC	REGINA SK
NORTHERN RESOURCE TRUCKING	SASKATOON SK	VISIONS NORTH COMMUNITY FUTURES	LA RONGE SK
NORTHERN SASK TOURISM INC.	LA RONGE SK	WESTERN ECONOMIC DIVERSIFICATION CANADA	SASKATOON SK
NORTHERN SASK TRAPPERS ASSOC	LA RONGE SK	WOODLAND AND WATERWAYS REGIONAL DEV. CORP.	LA RONGE SK
NORTHLANDS COLLEGE	BUFFALO NARROWS , CREIGHTON, LA RONGE	WOODLAND CREE ENTERPRISES INC.	AIR RONGE SK
OILSANDS QUEST INC.	ALBERTA	ZELENSKY BROTHERS SAWMILL	LA RONGE SK
PINEHOUSE BUSINESS NORTH CORP.	PINEHOUSE LAKE SK		