



SUSTAINABLE EMPLOYMENT department

ACTIVITY REPORT SEPTEMBER TO NOVEMBER 2021

The mission of the Sustainable Employment Department is to provide tools for employment in the context of Inuit economic and social development. This mission has progressively led the Department to assume responsibility for the delivery of related federal and provincial government programs. The Department's activities are divided into three sections:

- Employment and income support.
- Childcare.
- Workforce and youth programs.

STAFF

Merilyn Whiteley resigned from her position as the Youth Employment Officer in Kuujuaq September 25, 2021.

Marriane Perron has been on medical leave since October 5.

Local Employment Officer position is still vacant in Akulivik along with the two Employment Counselor positions.

Maggie Shea has returned from her leave on October 13th.

Employment Section

Administrative Services from: August 01, 2021 to October 21, 2021

Community Employment Offices	Client intervention	Client Questionnaire	Referred Employment	Employment Insurance	Last Resort (IS)	S.I.N	Civil Status (QC)	Old age pension	R.R.Q.	Q.P.I.P	Family Allowance	C.N. E.S.S.T	Can. Tax Info	Quebec Tax Info	R.A.M.Q	Bank Inquiries	Other Services
Kangiqsualujuaq	229	1	13	132	16	1	14	1	11	8	6	6	2	5	7	1	5
Kuujuaq	55	2	0	10	3	9	9	3	7	3	3	0	1	1	0	0	4
Tasiujaq	24	0	1	0	0	0	7	0	2	4	1	0	0	0	0	0	9
Aupaluk	7	0	2	2	1	0	0	0	0	0	0	0	0	0	0	2	0
Kangirsuk	33	1	4	8	0	2	5	0	0	0	0	0	1	0	1	2	9
Quaqtaq	22	1	0	7	1	2	1	4	1	0	0	0	1	0	0	0	4
Kangiqsujuaq	118	48	23	25	2	2	0	3	0	1	8	0	2	2	0	0	2
Salluit	112	0	31	7	21	3	14	3	14	3	4	0	2	1	1	5	3
Ivujivik	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Akulivik	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Puvirnitug	21	0	0	2		5	6	2	3	0	1	2	0	0	0	0	0
Inukjuak	63	8	3	11	0	4	10	3	0	2	14	0	0	0	0	0	8
Umiujaq	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1
Kuujjuaraapik	64	4	6	12	15	1	5	3	2	0	1	0	2	2	0	4	6
Montreal	2	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
TOTAL	754	65	84	218	59	30	71	22	40	22	39	8	11	11	9	14	51

Source : Alain Thurber

Last Resort Financial Assistance

Activity Report September and October 2021

September 2021

Community	Number of files	No limitations	With limitations	Severe limitations	Number of recipients
Kuujjuaraapik	41	22	13	7	42
Umiujaq	22	14	5	6	25
Inukjuak	127	91	21	26	138
Puvirnitug	65	28	10	30	68
Akulivik	25	18	3	4	25
Ivujivik	8	4	2	3	9
Salluit	32	24	5	8	37
Kangirsujuaq	21	12	3	6	21
Quartaq	4	1	2	1	4
Kangirsuk	16	12	2	3	17
Aupaluk	10	6	4	0	10
Tasiujaq	1	0	0	1	1
Kuujuaq	36	20	7	10	37

Kangirsualujaq	52	32	7	17	56
Total	460	284	84	122	490

October 2021

Community	Number of files	No limitations	With limitations	Severe limitations	Number of recipients
Kuujjuaraapik	40	22	11	8	41
Umiujaq	22	14	5	6	25
Inukjuak	124	89	19	26	134
Puvirnituaq	65	30	8	30	68
Akulivik	24	17	3	4	24
Ivujivik	8	4	2	3	9
Salluit	32	24	5	8	37
Kangirsujaq	20	11	3	6	20
Quartaq	4	1	2	1	4
Kangirsuk	15	12	1	3	16
Aupaluk	10	7	3	0	10
Tasiujaq	1	0	0	1	1
Kuujjuaq	36	20	7	10	37
Kangirsualujaq	52	33	6	17	56
Total	453	284	75	123	482

Mary-Joy Nayoumealuk

PROGRAMS SECTION

Youth Employment Services (YES)

Youth Employment Services (YES) Nunavik targets youth between the ages of 16 and 35 in all 14 communities and offers a wide variety of services, such as job-search support, pre-employment workshops, and innovative projects that promote youth success and integration into the labour market.

Starting in September, the YES team in Kuujjuaq has been working in partnership with teachers at Jaanimmarik School on a couple of initiatives. Firstly, YES is collaborating with the Career and Community Development (CCD) teacher to offer our VR and Career workshops to Cycle 2 classrooms. YES visited 2 classrooms before the school was shut down in October. As well, YES is working with the CCD teacher to expand on the YES Explore project. YES Explore, which started over the summer, aims to introduce interested youth to job opportunities that exist locally by bringing them to various worksites. Through these visits, youth have the opportunity to learn about the jobs available, meet and ask questions to working professionals, learn about educational and training requirements, and potentially experience a few aspects of the jobs highlighted. YES hopes that these visits inspire youth to re-imagine their own futures and perhaps even find a mentor. For October, YES planned visits to 2 Makivik Construction sites to learn about the construction industry as well as with Nunavik Rotors to learn about aviation and aircraft mechanics. YES is also working with 2 upper secondary teachers to organize a local job and post secondary fair for students. But with the rise in the number of Covid-19 cases in the region and the ensuing lockdowns in several communities, YES has had to postpone these initiatives until it is safe to resume.

The Hudson coast team assisted the Innalik Hydro dam project with recruitment for the dam set to be functioning in 2022. We went on the radio with the president of the Landholding Corporation

offering our services. YES was able to recruit 6 interested participants and 4 more have since reached out to Innavik.

Services and client information	Kuujuuaq	Inukjuak
Walk-in visits	12	37
Facebook response	8	5
E-mail response	4	-
Telephone response	9	3
Job search support	2	14
Interview preparation	2	1
CV making/review	15	28
Referrals	5	-
Equipment use (Internet, fax, phone and printer)	15	2
International information	1	-
Other services	4	5
Total day-to-day provided services	77	95
Total day-to-day clients	22	45
Special presentations/projects/partnerships with YES Nunavik	2	2
Youth reached through special presentations/projects/partnerships	10	6
Total of youth who have been in contact with YES Nunavik	32	51
New Facebook members	84	
Total Facebook members	2171	

Source: Charlene Williams and Tukai Weetaluktuk

Program Section

The Program Section of the Sustainable Employment Department includes the Programs team; which include a Team Leader, 7 Program Officers (2 located in Inukjuak, 1 in Quaqtaq and 4 in Kuujuuaq), Programs Clerk, and a Student Project Officer. The team is continually working on receiving program funding applications and making recommendations based on program criteria depending on the nature of the project. It is encouraged that all inquiries be directed to the Program Section employees to have clear and continued support and information regarding program funding. All Program section employees can be contacted by email at etprograms@krg.ca. The programs team would also like to express the importance of communicating and reporting back to the Program Officers in a timely manner as the Programs Section of the department is responsible to report to KRG funders (Emploi-Quebec and Service Canada).

Funding Amounts over \$150,000 and under \$350,000 approved since August 2021

1	Taqramiut Nipingat Inc.	Win Media Radio System Training	\$102,916
2	Kativik Ilisarniliriniq	Stay-In-School 2021-2022 Projects	\$108,000
3	Makivik Corporation	Makivik Construction 2021 OJT (Salluit)	\$114,024
4	Canadian Royalties Inc.	Assistant Environmental Technician	\$114,537
5	Kativik Regional Government	VR Storytelling (Orphan)	\$118,970
6	Canadian Royalties Inc.	Concentrator Operator	\$119,542
7	Canadian Royalties Inc.	Apprentice Plumber	\$119,542
8	Kativik Ilisarniliriniq	Nunavik Sivunitsavut (Francais)	\$125,927
9	Kativik Regional Government	VR Storytelling (Wolfs)	\$153,000
10	Northern Village of Salluit	Aquimaniq 2021	\$156,576

11	Saturviit Inuit Women's Association	Women in Politics Workshops	\$166,610
12	Makivik Corporation	Makivik Construction 2021 OJT (Inukjuak)	\$180,860
13	Northern Village of Kuujjuaq	Homeless Shelter Employees 2021	\$242,320
14	Air Inuit Ltd.	Part-time Challenge	\$259,800
15	Inuulitsivik Health Center	Midwifery Education Program	\$261,884
16	Canadian Royalties Inc.	Coreshack Helper	\$263,669
17	Canadian Royalties Inc.	Wash Bay Labourer	\$263,669
18	FCNQ	Part-time Challenge	\$348,626
Total			\$3,220,472

Source: Bridget Saunders

Sanarrutik 2021

Community	Budget 2021	Application received/approved
Kangiqsualujuaq	\$367,623	2021-353
Kuujjuaq	\$792,600	2021-283
Tasiujaq	\$157,174	2021-133
Aupaluk	\$110,936	2021-456
Kangirsuk	\$242,509	2021-282
Quaqtaq	\$187,432	2021-48
Kangiqsujuaq	\$314,245	2021-47
Salluit	\$585,551	2021-241
Ivujivik	\$189,132	2021-448
Akulivik	\$276,507	2021-321
Puvirnituq	\$672,246	2021-286
Inukjuak	\$680,746	2021-285
Umiujaq	\$206,471	2021-354
Kuujjuaraapik	\$284,327	2021-284

Source: Sheila Gordon

The Challenge program

The Challenge program is to help students acquire work experience, improve their understanding of the labor market and stimulate the development of good working habits, through part-time employment opportunities, who are attending school on a full-time basis.

The program section of the department is taking into consideration, and making recommendations based on if the student is a rehire from the previous year or a new hire for the same position. It is important to provide equal opportunities to all students in Nunavik, so as many students can gain work experience in their communities before graduating high school, and to help them decide what post-secondary studies to pursue, as these experiences are the beginning of their own career paths for their future.

As response to the affects of COVID-19, the Sustainable Employment Department had increased the contribution rate to 100%, up to \$15 per hour for the students. The criteria of the program must respect that students hired are a minimum of 13 years old (as per Quebec Labor standards,

with parent consent) and not to have students (under 16 years old) working more than 15 hours per week, to avoid interfering with the time the students need to focus on their school and homework.

As of October 21, there were 39 approved projects with 2 cancellations for the summer challenge program (June to August), and 5 part-time challenge (September to May) projects approved for funding. The total amount recommended for challenge projects is \$2,510,042 as of October 21; mostly with various promoters such as, Northern Villages, FCNQ, Air Inuit, KRG, KI, daycare centres, Landholding Corporations, and various business and smaller community based organizations.

Source: Mary-Elena Annatok

ESUMA

ESUMA is a working group that supports school perseverance and educational success through the mobilization of stakeholders and the development initiatives aimed at increasing the graduation and qualification of Nunavimmiut. It also raises awareness among all Nunavik residents about the importance of their contribution to educational success.

Creation of a Virtual Reality experience of Books:

ESUMA has teamed up with GénieLab and Aleo for the creation of an interactive virtual reality experiences based on the stories *The Little Orphan and the Polar Bear* by Sakiasi Qaunaq and *The Fox wife* by Beatrice Deer.

The production of these VR experiences of 10 to 15 minutes will allow participants to experience the stories from the point of view of the main character, putting them in the middle of the action.

These initiatives will help promote Literacy in a fun and innovative way for the youth.

Creation of a Virtual Reality tour of the Post secondary experience:

In collaboration with *Origins* and Kativik Ilisarniliriniq, ESUMA is working on creating a virtual tour of Montreal and more specifically the John Abbott College so students and parents across the region can make an informed choice about attending post-secondary. The Interactive VR tour will replicate and provide instruction, detail and supporting content to inform students and parents alike on making the journey to Montreal. The educational tool will serve as an information session and be available in English, French and Inuktitut. There will need to be 3 versions/files created for each language and all 3 would be installed on any/each VR headset.

ESUMA Table meeting:

The ESUMA Table meeting took place on September 27-28, 2021. Other than the regular items like project approval and updates, The ESUMA Table reviewed and approved the New Terms of References proposed. Mainly what needs to be modified is the Board of Directors' composition in such a way that it will be comprise of supportive members helping ESUMA to implement its mission. Other Organizations will be invited to sit on the Table and letters will be sent to the management to invite them to select a candidate that is available and interested to be an ESUMA representative.

Source: Elias Moukannas

Pijunnaqunga

Pijunnaqunga is an internship program that aims to empower Inuit from Nunavik to develop their skills through hands-on work experience. The program includes in-depth interviews, an intensive training session, and paid internships with mentoring support within Nunavik organizations.

Due to the pandemic and travel restrictions to the region, the Pijunnaqunga team has adapted their functioning to provide employability services by remote work to Nunavimmiut. In the last months, the team has worked on the Nunavik Employment Needs Assessment survey and the launching the pilot project in Inukjuak in close collaboration with the Local Employment Officer, Andree Langlois. Presentations about the program and the survey have been made by the team at the last KRETC meeting on October 13, 2021.

A training in Nunavik was planned for November 2021, however due to the recent outbreaks in various communities, it will unfortunately be postponed to a later time, most likely in 2022. This will allow the team time to recruit and integrate new members to the team due to recent turnover. Similarly, the team was planning to participate in the local Kuujjuaq career fair hosted by YES and local Kativik IIsarniliriniq employees which won't be possible either due to the cancellation of events and travel restrictions. That said, the team remains open to exploring the possibility of participating virtually if this option becomes available.

The first internship of 2021 has started on October 18 at Youth Fusion in Montreal. This project management internship was postponed in 2020 due to the pandemic but both parties maintained their interest in the program and have both made themselves available to participate at this time. The team assured the intern's integration into their new dwellings and workplace.

Finally, it is with enthusiasm that Pijunnaqunga will be joining forces with YES to partner on the development of the Explore program. This program, while still being defined, aims to provide participants with the opportunity of meeting local employers to learn about their job responsibilities and the qualifications needed to hold such positions, and possibly allowing them to do some hands-on learning. A one-day immersive career exploration is also under discussion with a KI employee.

Source: Isabelle Picard

Ivirtivik (Montreal)

Ivirtivik's main objective is to ensure the continuation of counseling and employability services to Inuit living in the urban area.

Ivirtivik is strictly adhering to the health measures recommended by the INSPQ and the CNESST. The measures apply to staff, participants and any outside visitors to the Centre.

Since the schedule is back to normal, all their workshops and group activities in the training room took place in the morning and afternoon and were animated by one counselor and one Inuk staff member. Once a week, there are learning of basic computer skills, hands-on activities and games, combined with individual counseling with each participant.

After the summer time, the French class resumed on September 8, and is taking place virtually once a week every Wednesday afternoon from 1 to 4 PM. The team helps the participants to connect online with the teacher using individual tablettes, headphones and microphones.

Certain group activities are still on hold due to the pandemic (exploratory visits, volunteering, cultural days, elders visit, speed jobbing, etc.). The team started to do more job hunting outside by accompanying the participant mostly individually and not in group.

In spite of the restrictions related to COVID-19, the participants adapted extremely well to the sanitary measures that are in effect at the Centre.

Over the summer, they had three Inuit students who worked full-time as animators, two started on June 2 and the third one on June 21. They finished work earlier, one on August 5, one on

August 16 and one on August 17. Of these, two students came back to work 15 hours a week after they received funding, on September 17 and September 20. On August 2 they hired a fourth counselor to replace an employment counsellor on maternity leave. They hired a new Inuk urban employment officer full-time on August 17 as the previous one resigned to move to Ottawa.

The team has seven members presently: four employment counselors (full-time), one Inuk urban employment agent (full-time) and two Inuit students (15 hours a week).

Since the beginning of Ivirtivik in 2010 until September 30, 2021, 463 different participants officially registered with Ivirtivik. Of this number, 64 returned to school or undertook some form of training and 235 obtained employment.

Source: Julie Després

Kativik Iisarnilliriniq (KI)

We continue to collaborate with KI with various programs, including the regional trainings such as Class 5 and Class 3 driver's license courses. Other trainings include, first aid, custodial training, welding accreditation, accounting and secretarial studies, nutrition training for childcare centers, childcare educators and managers training, home care assistance, etc.

Class 5

The new driving school in Kangiqsujuaq officially opened in early October. The driving instructor was in Kangiqsujuaq, registering new clients and started the first class. The Nunaturlik LHC of Kangiqsujuaq team has been instrumental in establishing this school, including funding the purchase of the simulator, which was scheduled to be installed end of October, however must now wait until travel restrictions lift due to the recent outbreak of Covid-19 in the communities.

Since KI has opened 2 new driving schools in 2021, bringing the total number of schools to 4 in the region (Kuujuuaq, Inukjuak, Salluit, Kangiqsujuaq), the SAAQ has informed KI that they will now come to the region to offer testing 4 times per year, as soon as it is possible.

The SAAQ went to Salluit October 4-7 to offer testing and 12 people successfully obtained their Class 5 license while 12 others registered in PESR and obtained their learner's permit. The next SAAQ visit is scheduled for Inukjuak November 22-26, however this may be delayed due to current COVID travel restrictions. Following that, the SAAQ will visit Kuujuaq in April/May 2022. Currently, there is only one driving instructor in Nunavik who is planning to travel and stay 5 weeks to deliver training. However, these plans are tentative and pending new announcements regarding COVID travel restrictions.

Winter 2022 Class 5 Training Schedule (tentative):	
Kangiqsujuaq	January 10 – February 13
Salluit	February 14 – March 20
Kuujuuaq	March 21 – April 28

KI is currently recruiting community members interested in becoming driving instructors and offers instructor training. KI has two portable drive training simulators and, in the future, may visit communities with no driving school to offer training where there is enough interest.

Driving Under the Influence (DUI) Project

Between September and October, the DUI consultant visited 5 communities and met with 50 new clients, and 4 existing clients. The tour was cut short due to COVID travel restrictions announced in October.

Summary Report of DUI file Phase 2 from September to October 2021					
Community	No Sanction	PERRCCA Program Stage		Renewing	Total
		Summary Assessment	Complete Assessment		
Inukjuak	5	4	2	0	11
Akulivik	7	0	1	1	9
Ivujivik	4	3	1	1	9
Salluit	1	2	1	0	4
Kangiqsujaq	4	4	5	1	14
Puvirnituq	0	3	1	3	7
Total	21	16	10	7	54

Definitions:

- No Sanction = SAAQ file clear/no DUI charge; can apply for a Territorial License, Class 5 License or is eligible for training.
- PERRCCA = Program for the Evaluation and Reduction of the Risk of Impaired Driving
- Renewing = no DUI, individual simply owes fees to the SAAQ to renew their license.

Of the 159 clients confirmed to have an impaired driving file with the SAAQ since the start of this project in November 2020, 6 have paid the fees required by the CIUSSS de Montréal for their Summary Assessment.

In summer, one client successfully passed the Summary Assessment stage and is the first since the program launched last December. They will now receive the ALCOFRIEN training session from the DUI Consultant as the final step in recovering their license.

In addition to helping clients in the process of recovering their driving license, the DUI consultant assists people by encouraging: responsible and safe driving, finding employment, and by encouraging clients to share their experience and inspire others to benefit from these services. The DUI consultant also uses these meetings to identify individuals who may be interested in becoming a future driving instructor, monitor or youth leader in the road safety education program (PESR).

Nunavik Arctic Guide

KI is currently in recruitment, as the Nunavik Arctic Guide (NAG) teacher is not returning. Additionally, renovations to the school’s residence have postponed student’s ability to come for the program. The next NAG may begin mid-November, but plans are still to be determined.

Source: Stephanie Agosta

Nunavik Scholarship Funds (NSF)

The objective of the Nunavik Scholarship Funds is to encourage individuals to pursue their education at post-secondary levels. Eligible participants are those funded by Kativik Iisarniliriniq Post-Secondary department, or permanent residents of Nunavik. In order to be eligible for NSF, students must be accepted by a recognized full time post-secondary institution in studies that will lead to an accredited degree or certificate program of at least 2 years. Certain vocational training and technical trade schools are accepted.

The criteria of the NSF program has been changed to reflect the reality of what the students are challenged with at the post-secondary level; no prerequisites are required other than that the

student maintains passing grades and/or have a good standing with their educational institution and Kativik Ilisarniliriniq.

	2020-21 Applied	2020-21 paid 1 st semester, including paid in full	2019-20 paid 1 st Semester Including paid in full	2020-21 Paid in full	2019-20 Paid in full
Full-time college/CEGEP: \$2,000/year	64	49	6	39	54
Full-time university: \$2,800/year	20	20	13	19	10
TOTAL	84	69	73	58	63

The payments given to the students in the first semester are made once the students sign the program file contract, in the second semester the students can obtain the second payment after submitting their grades to the Student Project Officer. The Student Project Officer is continuing efforts to inform the students through their academic counselors at Students Services of the Nunavik Scholarship Funds.

Source: Sheila Gordon

Nunavik Regional Board of Health and Social Services (NRBHSS)

The Sustainable Employment Department continues being a major funding partner to the Nunavik Regional Board of Health and Social Services for their training programs of their employees through the KRETC; which involves various sectors of health and social services including the regional health board, social services, the health centers, rehabilitation centers, group homes, women shelters, and first responders.

The NRBHSS has been working closely with College Marie-Victorin and McGill University to develop and offer credited programs titled: *Social work Diplomas, Communication in Administration & Supervision in Human resources and Inuit management Training* to Inuit staff in the health and social services network.

This year, they decided to upgrade the training offer to the students in helping relationships by stepping up the level of the training and by offering what they refer now as the ACS-DEC-BAC gateway program in Social Work. The idea is to offer students the opportunity to further their education by allowing them to access a full DEC diploma and if wanted a BAC diploma, both in social work, all while being employed in the health and social services network and stay in Nunavik.

The continuum of the training will offer smooth transition to students who will be able to navigate from an ACS to a DEC and then into the BAC, if they wish, while reducing the number of courses needed in the following program by having completed the previous training. It also allows the student to reach a milestone – and get a diploma at different points during his journey.

There were no training activities between the months of July and September 2021. Communication in helping relationships trainings (AEC and DEC programs) will resume in October. Trainers Émilie Thibeault, Émilie Labrie, Camille Chabot-Demers and Malorie Comtois assisted by Lizzie Alaku will give individual training sessions and follow-ups by Messenger video, emails and phone calls. Communication in Administration and the Supervision in HR trainings will also resume in October. Trainer Éric Duchesneau, assisted by Pasha Keelan will give individual and group training sessions on TEAMS or ZOOM platform.

Given the pandemic situation, recruitment of new students was difficult. In order to have more students enrolled in the program, the NRBHSS postponed the beginning of the semester to October. They have experienced virtual trainings in 20-21 and they were satisfied because the AEC students who showed interest, attended the trainings even if they prefer the face-to-face option. Since the start of the program, forty-four students have an AEC diploma in Communication in Psychosocial Interventions. More AEC students are expected to graduate in 2022. To improve all the trainings, the Health Board wish to offer the face-to-face training option as soon as they receive the authorization from Public Health.

Source: Nadejda Yao

Mining Sector

As of November 3, the programs section received 37 applications from the mines and 9 applications from the mining contractor's for the fiscal year 21-22. With significant program funding, the Sustainable Employment department is able to provide funds so Nunavimmiut can have more employment opportunities and develop skills in the mining sector. The number of participants recorded in our system as of November 3, are the following: Canadian Royalties Inc. has 37 participants, Raglan Mine Glencore has 39 participants and Contractors has 34 participants for total of 110.

Source: Mary Unatweenuk

Raglan Mine - % Inuit employees - 2021

Month	Total Inuit employees		Total non-inuit employees		Total employees - Raglan site	
	#	%	#	%	#	%
December 2020	219	18.7%	954	81.3%	1173	100.0%
January	212	18.2%	952	81.8%	1164	100.0%
February	214	18.4%	952	81.6%	1166	100.0%
March	214	18.4%	952	81.6%	1166	100.0%
April	212	18.3%	945	81.7%	1157	100.0%
May	214	18.6%	939	81.4%	1153	100.0%
June	215	18.7%	936	81.3%	1151	100.0%
July	224	19.3%	935	80.7%	1159	100.0%
August	222	19.1%	939	80.9%	1161	100.0%
September	216	18.6%	944	81.4%	1160	100.0%

CRI Mine - % Inuit employees - 2021

Month	Total Inuit employees		Total non-Inuit employees		Total employees - CRI site	
	#	%	#	%	#	%
2021						
January	36	7%	486	93%	522	100%
February	43	8%	494	92%	537	100%
March	37	7%	508	93%	545	100%
April	35	6%	513	94%	548	100%
May	40	7%	507	93%	547	100%
June	37	7%	531	94%	568	100%
July	36	6%	525	94%	561	100%
August	43	8%	515	92%	558	100%
September	45	8%	516	92%	561	100%

CHILDCARE SECTION

Community	Number of places	Registered	Waitlist 0-17 mts	Waitlist 18+ mts	Employees
Kangiqualujuaq	105	60	9	13	6
Kuujuaq	160	147	75	60	47
Tasiujaq	30	30	18	6	6
Aupaluk*	30	29*	15	2	7
Kangirsuk*	30	14	0	0	2
Quaqtaq	30	29	13	12	7
Kangijsujuaq	45	42	18	2	13
Salluit	140	55	10	12	11
Ivujivik	30	26	6	1	8
Akulivik *	30	16	0	0	7
Puvirnituq	160	82	2	1	35
Inukjuak	145	112	8	11	31
Umiujaq	30	26	7	13	10
Kuujjuaraapik	40	36	21	3	6
Pairitsivik Home daycare	49	0	0	0	0
Total	1054				

*Did not provide the numbers in time for the report

Childcare

In September, The Childcare section planned some travels to the communities to do a surprise Fire drill in the Childcare centres. The purpose of the fire drill was to see how prepared the childcare centres really are and to see if they have a plan of evacuation. Before going to the communities, we were in contact with the fire chiefs to prepare a surprise fire call. This was done in collaboration with the civil security department.

When the red alert came to the communities, the childcare centres were asked to stay closed except for the Kuujuaq Childcare centre, who were told to remain open for the essential workers.

Source Julie-Ann Berthe

SUSTAINABLE EMPLOYMENT STAFF

Kuujuaq

Department Director:	Lydia Watt
Accounting Manager	Julie Despres
Executive Secretary	Susie Munick
Department Clerk	Linda Gordon

Employment

Assistant Director	Maggie Shea (leave)
Ungava Coast Coordinator	Alain Thurber
Employment Advisor	Two vacant
Local Employment Officer	Sapina Annanack
Income Support Officers	two positions vacant
Information Officer	Stephanie Jacques

Programs Section

Assistant Director	Victoria Gordon
Team Leader	Bridget Saunders
Program Officers	Ina Saunders, Mary Unatweenuk, Christina Kleist (leave), Nadedja Yao, Stephanie Agosta

Student Project Officer	Sheila Gordon
Construction Coordinator	Pascal Anctil (leave)
Sanajit Employment Counselor	Jocelyn Benoit
Construction Program Officer	Randy Gordon
YES Coordinator	Charlene Williams
YES Officer	Marianne Perron, one vacant

Childcare

Assistant Director	Julie-Ann Berthe
Childcare Counselors	Qullik Sequaluk, Jana Lingard, Cassandra Tabor, one vacant
General Accountant	Vacant
Coordinator Projects	Maryse Turcot

Kangiqsualujuaq

Local Employment Officers	Jessie Etok-Stewart and Lucina Etok
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Tasiujaq

Local Employment Officer	Lucina Cain
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Aupaluk

Local Employment Officer	Minnie Akpahatak
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Kangirsuk

Local Employment Officer	Lizzie Putulik
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Quaqtaq

Local Employment Officer	Bobby Putulik
Program Officer	Mary-Elena Annatok

Kangiqsujaq

Local Employment Officer	Ettuk Sakiagak
Mining Employment Officer	Qalingo Saviadjuk

Salluit

Local Employment Officers
Receptionist

Charlie Saviadjuk, Ajia Cameron
Elisapee Uqauya Kuannanack

Ivujivik

Local Employment Officer

Susan Matt

Akulivik

Local Employment Officer

Vacant

Puvirnitug

Local Employment Officers

Viola Novalinga, Jacqueline Amamatuak

Inukjuak**Employment Section**

Hudson Coast Coordinator
Secretary
Local Employment Officer
Income Support Team Leader
Income Support Agents
Income Support Office Clerk

Geela Echalook
Vacant
Andree Langlois
Mary-Joy Nayomealuk
Sarah Inukpuk and one vacant
Alacie Elijasiapik

Programs Section

Program Officers

Rynee Kokiapik, Lisa Kulula

Sanajit Project Officer

Natalie Echalook

Yes Coordinator
Yes Officer

Tukai Weetaluktuk
Elsie Kasudluak and Lindsey Annanack

Umiujaq

Local Employment Officer

Mary Cookie Crow

Kuujjuaraapik

Local Employment Officers
Childcare Counselor

Minnie Tookalook, Susie Tulugak
Jeannie Aragutak and Lizzie-Anne Esperon

Montréal

Liaison Officer

Solange Loiselle