



SUSTAINABLE EMPLOYMENT department

ACTIVITY REPORT DECEMBER 2020 TO FEBRUARY 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

Lisa Kulula returned to work in Inukjuak on December 7th, 2020 from her maternity leave. Stephanie Agosta remains in the temporary position, till November 1st, 2021 to continue to replace Christina Kleist, who is still on a leave of absence. Stephanie is based in Kuujjuaq.

Mr. Jocelyn Benoit started his position in Kuujjuaq as the Sanajit Employment Service Counselor on January 11th, 2021. This particular position is to direct contractors that have construction projects in the Nunavik to hire more Inuit workers.

Marie-Claude Bélanger resigned as YES Coordinator for the Kuujjuaq office, her last day of work was February 5th, 2021.

Mina Kenuajuak, LEO from Purvinituq retired in early January and her position has been posted.

Mary Joy Nayoumealuk, team leader socio-economic agents, is on preventative leave since end of December in Inukjuak. Temporary replacement for her position is in the process until July 2022.

Andrée Langlois is the new LEO hired in Inukjuak and started at the beginning of January.

The Socio-economic Agent position in Kuujjuaq and the local employment officer positions in Ivujivik are still vacant.

Employment Section

Administrative Services from: December 01, 2020 to January 22, 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 | 101 | 2 | 3 | 43 | 5 | 2 | 11 | 3 | 11 | 6 | 7 | 1 | 0 | 0 | 3 | 0 | 4 |
| Kuujuaq | 24 | 3 | 4 | 4 | 3 | 1 | 4 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Tasiujaq | 5 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Aupaluk | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Kangirsuk | 11 | 0 | 1 | 3 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Quaqtaq | 16 | 6 | 1 | 3 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Kangiqsujuaq | 60 | 38 | 0 | 5 | 0 | 1 | 3 | 0 | 0 | 0 | 2 | 0 | 6 | 4 | 0 | 1 | 0 |
| Salluit | 50 | 1 | 8 | 20 | 8 | 3 | 3 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 3 |
| Ivujivik | 4 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Akulivik | 5 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Puvirnituq | 6 | 3 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Inukjuak | 43 | 4 | 7 | 10 | 1 | 2 | 8 | 1 | 2 | 0 | 4 | 0 | 0 | 0 | 0 | 1 | 3 |
| Umiujaq | 11 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 4 |
| Kuujuaaraapik | 16 | 1 | 0 | 1 | 5 | 0 | 3 | 2 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 1 |
| Montreal | 9 | 4 | 1 | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 364 | 62 | 30 | 93 | 27 | 11 | 41 | 10 | 17 | 8 | 15 | 1 | 8 | 4 | 4 | 5 | 28 |

Source : Alain Thurber

PROGRAMS SECTION

Youth Employment Services (YES)

On November 18th and 19th, Marianne Perron, Youth Employment Officer (YEO), and Marie-Claude Bélanger, Coordinator in Kuujuaq, participated in Sanajit's tour to offer YES Nunavik services (professional resume creation, job search and application support, interview coaching) to Quaqtaq residents. Unfortunately, no one showed up despite the efforts of the YES team and Bobby Putulik, Local Employment Officer (LEO) from Quaqtaq, to publicize the event. During this time, we took the initiative to meet the principal of Isummasaqvik School, and the Youth Fusion coordinator, to discuss possible collaborative opportunities for 2021.

On November 30th, Marianne Perron participated in Sanajit's tour in Kangirsuk. Lizzie Putulik, LEO from Kangirsuk, was helpful in publicising the event and Randy Gordon was present. Despite those efforts, we had no participants. For this reason YES Nunavik team decided to focus its efforts to working with youth in school.

On November 25th, Marianne Perron and Álvaro González, Employment Service Counselor, offered a one-day workshop on self-knowledge, job search and CV creation to 7 students at the Qaunnaq Adult Education & Vocational Centre in Salluit. All participants expressed their appreciation for the workshop.

On December 2nd, Marilyn Whiteley, YEO, and Álvaro González repeated the same workshop to 6 participants at the Kajusivik Adult Education & Vocational Centre. It was also well received by them. For this reason, YES would like to repeat this project in 2021 and visit the remaining adult education centres in Nunavik.

On January 25th – 27th and February 1st – 3rd, YES Nunavik staff participated virtually in the 15th annual Cannexus Conference, a career development conference. During this time, staff will also take part in team building and local training opportunities to develop important skills in counselling techniques, online tools and technologies, and leadership development in order to better serve our clients.

The YES Nunavik offices have been preparing for the February 2021 launch of both the YES Nunavik website and the Virtual Reality career exploration system to coincide with the start of the School Perseverance Days campaign and the Nunavimmiut Futures Fair.

| Services and clientele information | Kuujuuaq | Inukjuak |
|-------------------------------------------------------------------|-----------------|-----------------|
| Walk-in visits | 9 | 2 |
| Facebook response | 6 | 3 |
| E-mail response | - | 1 |
| Telephone response | 1 | 4 |
| Job search support | 2 | 6 |
| Interview preparation | - | - |
| CV making/review | 9 | 16 |
| Referrals | 1 | - |
| Equipment use (Internet, fax, phone and printer) | 7 | 14 |
| International information/others | 6 | - |
| Total day-to-day provided services | 41 | 46 |
| Total day-to-day clients | 15 | 16 |
| Special presentations/projects/partnerships with YES Nunavik | 4 | - |
| Youth reached through special presentations/projects/partnerships | 13 | - |
| Total of youth who have been in contact with YES Nunavik | 28 | 16 |
| New Facebook members | 15 | |
| Total Facebook members | 2011 | |

Source: Marie-Claude Bélanger and Charlene Williams

Sanajit Project

The Sanajit Project, for Nunavik apprentices and journeypersons construction workers is focused on developing a strong and autonomous regional construction workforce through the delivery of work placement and training services.

Sanajit Trainings

It is important to take note that, following Kativik Ilisarniliriniq's regulations, only 6 people can participate to each of the trainings this year because of COVID-19 limitations.

Footing and Concrete Foundation

New in 2020, this training is taken from the vocational study program. Footing and concrete foundation took place in Inukjuak between November 19th to December 2nd with a total of 6 participants. This training course was developed for seasonal construction workers who want to develop their skills around footing and concrete foundations. It involves in-class and on-site elements such as the construction of footings, foundation walls, concrete walls, forms, etc.

Carpentry Skills Level 2 (CS2)

This training took place in Kuujuaq from October 30th to December 11th with a total of 5 participants. CS2 was developed for new or beginner construction workers who want to develop their skills in carpentry. It provides an introduction to carpentry trade with in-class and on-site components. CS1 skills are reviewed as well as other components such as insulation and window framing, while participants construct a shelter.

On the job training

On the job training is a program that helps Inuit construction apprentices find jobs and develop their skills in the construction trades. Usually, throughout the construction season, the apprentices are paired with certified journeymen who provide instruction on the diverse skills required to become a good construction worker. Approaching the end of the year, 11 new referrals were done since November.

Collaborative Approach to the Inclusion of First Nations and Inuit in the Construction Industry

Consultations for a collaborative approach between First Nation and Inuit organizations and the CCQ have started in the region. The Sanajit team were mobilized in 9 different communities to consult with local construction workers. The objectives of the consultations are:

- To provide an overall structural response to the recurrent FNI demands to encourage inclusion of FNI people in the construction industry
- To establish a collaborative approach with the main FNI partners in order to identify exemplary practices favoring long-term inclusion and the sharing of responsibilities among all key stakeholders
- To propose recommendations for concrete actions following preliminary studies

More consultations were done at the end of January between CCQ, the Sanajit project and other Nunavik organisations who have construction projects in the region including KI, KRG, FCNQ, KMHB and Health services.

Source: Pascal Anctil

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 Kuujuaq), 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 important to understand that although Local Employment Officers can provide a reference to the program section, only the Program Officers are able to work on program files and make recommendations.

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 at the email of etprograms@krq.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 \$50,000 and under \$200,000 approved since November 2020

| | | | |
|----------|---------------------------------|--------------------------------------|-----------------|
| <u>1</u> | <u>Nurrait Jeunes Karibus</u> | <u>Tuttuit and Ikaartuit Program</u> | <u>\$50,613</u> |
| <u>2</u> | <u>Makivik Corporation</u> | <u>Training of Trainers</u> | <u>\$53,443</u> |
| <u>3</u> | <u>Kativik Ilisarniliriniq</u> | <u>Development of a DUI Program</u> | <u>\$54,849</u> |

| | | | |
|--------------|--------------------------------------------|----------------------------------------------------|--------------------|
| <u>4</u> | <u>Unaag Men's Association of Inukjuak</u> | <u>Cabin Making, Youth Camp, Summer Excursions</u> | <u>\$56,174</u> |
| <u>5</u> | <u>Canadian Royalties Inc.</u> | <u>Mechanic Operator Class 4</u> | <u>\$60,602</u> |
| <u>6</u> | <u>Northern Village of Kangiqsujuaq</u> | <u>Traditional Skills and Knowledge Program</u> | <u>\$61,606</u> |
| <u>7</u> | <u>Esuma</u> | <u>Inuttitut Capsules</u> | <u>\$69,000</u> |
| <u>8</u> | <u>Qaqqaliik Landholding Corporation</u> | <u>Certified Maintenance Training</u> | <u>\$71,403</u> |
| <u>9</u> | <u>Air Inuit Ltd.</u> | <u>Flight Operations Training</u> | <u>\$75,000</u> |
| <u>10</u> | <u>Canadian Royalties Inc.</u> | <u>Welder Class 3</u> | <u>\$85,195</u> |
| <u>11</u> | <u>Nayumivik Landholding Corporation</u> | <u>Fiberglass Boar Repair</u> | <u>\$86,057</u> |
| <u>12</u> | <u>Canadian Royalties Inc.</u> | <u>Tire Repairer</u> | <u>\$86,075</u> |
| <u>13</u> | <u>Kativik Ilisarniliriniq</u> | <u>Gunsmith Training</u> | <u>\$91,017</u> |
| <u>14</u> | <u>Canadian Royalties Inc.</u> | <u>Assistant Environmental Technician</u> | <u>\$97,770</u> |
| <u>15</u> | <u>Raglan Mine Glencore</u> | <u>Building Capacity – Recruitment</u> | <u>\$105,000</u> |
| <u>16</u> | <u>Canadian Royalties Inc.</u> | <u>Concentrator Laborer</u> | <u>\$113,622</u> |
| <u>17</u> | <u>Nurrait Jeunes Karibus</u> | <u>Snowmobile Guides</u> | <u>\$119,780</u> |
| <u>18</u> | <u>Kativik Ilisarniliriniq</u> | <u>Stay-In-School 2020-2021 Projects</u> | <u>\$134,000</u> |
| <u>19</u> | <u>Canadian Royalties Inc.</u> | <u>Mechanic Maintenance Attendant</u> | <u>\$138,016</u> |
| <u>20</u> | <u>Canadian Royalties Inc.</u> | <u>Warehouse Clerk Class 4</u> | <u>\$138,441</u> |
| <u>21</u> | <u>Canadian Royalties Inc.</u> | <u>Concentrator Operator</u> | <u>\$149,564</u> |
| <u>22</u> | <u>Canadian Royalties Inc.</u> | <u>Heavy Equipment Operator (HEO)</u> | <u>\$152,870</u> |
| <u>23</u> | <u>Northern Village of Inukjuak</u> | <u>Part-Time Challenge</u> | <u>\$178,769</u> |
| <u>24</u> | <u>Raglan Mine Glencore</u> | <u>Heavy Equipment Mechanic Class 3</u> | <u>\$183,722</u> |
| <u>25</u> | <u>Raglan Mine Glencore</u> | <u>Heavy Equipment Operator (HEO) Class 3,2,1</u> | <u>\$199,538</u> |
| <u>Total</u> | | | <u>\$2,612,126</u> |

Source: Bridget Saunders

Sanarrutik 2020

| Community | Budget 2020 | Application received/approved |
|------------------------|--------------------|--------------------------------------|
| Kangiqsualujuaq | \$361,816 | 2020-208 |
| Kuujuaq | \$783,127 | 2020-212 |
| Tasiujaq | \$152,494 | 2020-211 |
| Aupaluk | \$109,496 | Received, 2020-12-18 |
| Kangirsuk | \$238,156 | 2020-348 |
| Quaqtaq | \$184,826 | 2020-206 |
| Kangiqsujuaq | \$306,486 | 2020-207 |
| Salluit | \$561,806 | 2020-210 |
| Ivujivik | \$183,159 | Received, 2020-11-23 |
| Akulivik | \$269,821 | Received, 2021-01-07 |
| Puvirnituq | \$645,468 | 2020-209 |

| | | |
|----------------------|-----------|----------|
| Inukjuak | \$654,467 | 2020-394 |
| Umiujaq | \$202,491 | 2020-396 |
| Kuujjuaraapik | \$272,821 | 2020-205 |

Sanarrutik 2021

| Community | Budget 2021 | Application received/approved |
|------------------------|--------------------|--------------------------------------|
| Kangiqsualujuaq | \$367,623 | Received 2021-01-25 |
| Kuujjuaq | \$792,600 | Not received yet |
| Tasiujaq | \$157,174 | Not received yet |
| Aupaluk | \$110,936 | Not received yet |
| Kangirsuk | \$242,509 | Not received yet |
| Quaqtaq | \$187,432 | Received 2021-01-20 |
| Kangiqsujuaq | \$314,245 | Not received yet |
| Salluit | \$585,551 | Not received yet |
| Ivujivik | \$189,132 | Not received yet |
| Akulivik | \$276,507 | Not received yet |
| Puvirnituaq | \$672,246 | Not received yet |
| Inukjuak | \$680,746 | Not received yet |
| Umiujaq | \$206,471 | Not received yet |
| Kuujjuaraapik | \$284,327 | Not received yet |

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.

There are two (2) categories of the Challenge Program; summer challenge and part-time challenge. The Part-time challenge duration can be up to 35 weeks, between the period of time when school begins in August and ends in June.

As response to the affects of COVID-19, the Sustainable Employment Department has 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) 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.

To date there are 7 applications received for part time challenge program funding in Nunavik; the following promoters are Northern Village of Kuujjuaq, Air Inuit, Northern Village of Puvirnituaq, FCNQ, and the Northern Village of Inukjuak.

Source: Mary-Elena Annatok

Pijunnaqunga

Pijunnaqunga is an internship program that aims to empower Inuit from all over 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.

Since March 2020, travel restrictions have been limiting the team's access to Nunavik, which implies not being able to do in person recruitment or training in the communities. The team also cannot meet the organizations to develop internships. Circumstances of COVID-19 and remote work makes it complicated to carry out usual internship activities. Despite it all, the team has shown innovation and creativity in the ways to offer the program services during the pandemic.

In November 2020, the Pijunnaqunga team was able to host its first training down south, in Montreal. The office space used at Ivirtivik, had to be configured to respect social distancing measures. All the activities usually carried out during the training had to be reviewed in order to respect the measures and the space and material available. The training had 7 participants that confirmed their presence (which was way above expected) where 6 participated and 4 completed the entire training.

The team also completed a 4-day training in best practices in suicide intervention, given by the NRBHSS. This excellent training will allow the team to be better equipped for future interactions if there are distress situations lived by the participants.

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.

Since July, the Center has been open to the public, welcoming regular participants and customers without an appointment. The health instructions recommended by the CNESST are in effect and mandatory for everyone. During the month of December, the counselors continued to create new workshops better suited to Inuit culture and to improve the activities that are part of our programming.

In December 2020, the following workshops were offered to participants: Weekly Schedule, Weekly Goals, Allowances, Cleaning Team, Transportation, Health measures and rules – 2 times

- Job Search – 5 times
- Basic computer Skills – 3 times
- Hands-on, Creative activities Games – 3 times
- Procedures for personal and professional Objectives – 3 times
- Be the one employers hire
- Communication with authorities
- Emotions and feelings
- Reach my dreams
- How to find a job in Montreal
- Conflict resolution at the workplace
- Job benefits

- Your qualities and your interests
- Looking for a job is like... (metaphor)
- How to make a great first impression
- Face my fears

Ivrtivik’s participants usually search for jobs in person, visiting businesses and community organizations, shopping and dining. They also visit adult education centers. Participants are accompanied by a member of staff during these activities. Advisors follow up with potential employers for each participant. Health instructions when traveling outside have been followed by everyone in order to reduce the spread of the COVID-19. In December, the participants applied mainly by email, by fax or they applied online through the websites of companies in different sectors, including health, food, transport, etc.

Following Government’s directives announced on January 6th, no change was made to the deployment of Ivrtivik’s services. Their services remain priority services and can be offered by respecting the sanitary instructions of Public Health. This is good news for the Ivrtivik Center as participants prefer to receive face-to-face services and the majority have limited access to different technologies.

Since the beginning of Ivrtivik in 2010 until December 31, 2020, 432 different participants officially registered with Ivrtivik. Of this number, 62 returned to school or undertook some form of training and 215 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.

Despite the challenges of COVID-19, the Class 5 Driving schools in Kuujjuaq and Inukjuak are still running. However, due to the Christmas holidays and quarantine periods for instructors, minimal activities occurred in December and January.

The new driving school in Salluit is scheduled to open January 20th after the instructor finishes quarantine.

| Class 5 Training : New Registrations | | | | | |
|---------------------------------------------|----------------|----------------|----------------|----------------|------------------------------------|
| | Oct ‘20 | Nov ‘20 | Dec ‘20 | Jan ‘21 | Notes |
| Kuujjuaq | 5 | 6 | - | 2 | Training started in September |
| Inukjuak | 10 | 3 | 1 | - | Training started in September |
| Salluit | N/A | N/A | N/A | - | Training to start after January 20 |

KI has recently submitted a project to open a new Class 5 driving school in Kangiqsujuaq in the fiscal year 2021-22. The Nunaturlik Landholding Corporation of Kangiqsujuaq will be investing heavily in the ability to offer this course. Rather than having a full-time trainer, the trainer will travel either from the school in Salluit or Kuujjuaq on a part-time basis.

KI is also currently training one individual, Sean Macdonald, to become a Class 5 Driving School Instructor. It is their hope that he will be ready to take over one of the driving schools by September 2021. KI is seeking 2-3 more individuals to train to become driving Instructors – training starts February.

Class 3 training has finished in Salluit and Inukjuak. The training in Kuujjuaq which started in November, resume again in February. Of the 35 participants who registered for Class 3 in Kuujjuaq, approximately 10 had DUIs and could not be registered, however the KI counsellor that is responsible for the DUI program, met with those individuals and provided support. It is hoped that the next Class 3 Training will happen in Kangirsuk before March 31.

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 Iisarniliriniq.

In addition, students that will be returning to their studies online this fall will be considered to receive the NSF as many classes will be limited only to online courses.

| Post-secondary levels | 2020-21 Applied | 2020-21 Paid 1 st semester | 2020-21 Paid in full (2 nd semester) |
|------------------------------------------|-----------------|---------------------------------------|-------------------------------------------------|
| Full-time college/CEGEP: \$2,000/year | 58 | 32 | 4 |
| Full-time university: \$2,800/year | 18 | 16 | 4 |
| TOTAL | 76 | 48 | 8 |

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 total number of students registered at the post-secondary level with Kativik Iisarniliriniq are 131 students for 2020-2021 academic year; this information was provided at the beginning of October. 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)

To improve the recruitment and retention of qualified Inuit personnel, the NRBHSS has worked closely with Marie-Victorin College and McGill University to offer training programs. As a result, for the fiscal year 20-21, 7 new projects were approved, including a credited program titled Communication in Psychosocial Intervention to Inuit staff in the health and social services network. Since September 2016, this two-year program has been implemented to meet the needs of the two health centres to have employees trained in Nunavik.

COVID -19 had a considerable impact on the progress of the Health Board's projects. Courses were held, but only at the AEC level, so for students already advanced in their graduation process.

- 7 active students in Communication in Administration
- 3 active students in Human Resources Supervision
- 15 active students in Psycho-social Intervention

Classes were held virtually, no travel took place and the same scenario is happening for the winter session, which has just started. They also had a virtual graduation in December, for 5 students, 4 in Psycho-social Intervention and 1 in Communication in Administration.

As for the Inuit management training, the courses started on November 16th, and have been running for the winter session since January 11th. This course will also be given online, as they cannot have the teacher travel to Nunavik due to COVID-19 measures.

For the next course, they are hoping that the situation with the pandemic is better to continue the course in person.

Five participants have enrolled at the course and one of them graduate from the program.

Source: Nadejda Yao

Mining Sector

As of January 29th, the programs section received 39 applications from the mines for the fiscal year 20-21, which are all covered by the SPF mining agreement from the Federal government. 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 January 29th are the following: Canadian Royalties Inc. has 66 participants, Raglan Mine Glencore has 77 participants and Contractors has 13 participants for a total of 156. .

Raglan mine reported that Sammy Pootoo and Katsiak Angurigirk have successfully completed their class 3 training in November 2020. Raglan has stated that they are confident that they will have the same success when they will start to be trained on class 2 equipment.

Source: Mary Unatweenuk

Statistics of Inuit workers at the mines:

| | GlenCore Raglan Mine | | Kiewit Nuvumiut | | Katinniq Transport | | Nunavik Construction | | Avataa Rouillier | | Total | |
|--------------------------|-------------------------|--------------|--------------------|--------------|-----------------------|--------------|-------------------------|--------------|------------------|--------------|---------------|--------------|
| | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 |
| Inuit | 230 | 219 | 15 | 16 | 3 | 3 | 8 | 2 | 3 | 5 | 259 | 245 |
| Non- Inuit | 955 | 954 | 80 | 71 | 22 | 22 | 143 | 125 | 63 | 80 | 1,263 | 1,252 |
| Total Workers | 1,184 | 1,173 | 95 | 87 | 25 | 25 | 151 | 127 | 69 | 85 | 1,522 | 1,497 |
| Inuit % | 19.4% | 18.7% | 15.8% | 18.4% | 12 % | 12 % | 5.3% | 1.6% | 4.8% | 5.9% | 17 % | 16.4% |

| Company | Canadian Royalties | | Redpath | | FCNQ | | ORBIT GARANT | | LOGISTEC | | MOREAU | | CMAC | | SODEXO | | TOTAL | |
|-----------|--------------------|-----------|------------|-----------|------------|-----------|--------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|
| | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 | Sept. 2020 | Dec. 2020 |
| Inuit | 52 | | - | - | - | - | - | - | 2 | 2 | - | - | 2 | 2 | 7 | 9 | 63 | 26 |
| Non-Inuit | 424 | | - | - | - | - | - | - | 15 | 11 | - | - | 6 | 6 | 64 | 73 | 509 | 90 |
| Total | 536 | | - | - | - | - | - | - | 17 | 13 | - | - | 8 | 8 | 71 | 82 | 632 | 103 |
| | 10% | - | - | - | - | - | - | - | 12% | 15% | - | - | 25% | 25% | 10% | 11% | 12.4% | 28.8% |

Source Qalingo Saviadjuk

CHILDCARE SECTION

| Community | Number of places | Registered | Waitlist 0-17 mts | Waitlist 18+ mts | Employees | Replacements |
|--------------------------|------------------|------------|-------------------|------------------|------------|--------------|
| Kangiqsualujuaq | 105 | 60* | 9 | 13 | 6 | 8 |
| Kuujuaq | 160 | 135 | 66 | 52 | 24 | 8 |
| Tasiujaq | 30 | 29* | 15 | 2 | 7 | 6 |
| Aupaluk | 30 | 14 | 3 | 0 | 4 | 1 |
| Kangirsuk | 30 | 30 | 10 | 0 | 4 | 9 |
| Quaqtaq | 30 | 28 | 15 | 12 | 4 | 2 |
| Kangiqsujuaq | 45 | 36 | 19 | 5 | 6 | 2 |
| Salluit | 140 | 69 | 29 | 3 | 20 | 14 |
| Ivujivik | 30 | 24 | 2 | 0 | 7 | 5 |
| Akulivik | 30 | 26 | 1 | 0 | 5 | 4 |
| Puvirnituk | 160 | 89 | 4 | 4 | 46 | 2 |
| Inukjuak | 145 | 103 | 1 | 3 | 33 | 14 |
| Umiujaq | 30 | 30 | 6 | 8 | 8 | 2 |
| Kuujuaaraapik | 40 | 36 | 14 | 2 | 5 | 3 |
| Pairitsivik Home daycare | 49 | 0 | 0 | 0 | 0 | 0 |
| Total | 1054 | 709 | 194 | 104 | 179 | 80 |

*Did not provide the numbers in time for the report

In December when the Premier of Quebec announced the lock down until January 11, the Childcare centres remained open for the community when the new year started on January 4.

We still have the directors managers training happening online. So far, we have 6 that are taking the training. Some managers decided not to take the online training as it was difficult for them to connect online.

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 |
| Ungava Coast Coordinator | Alain Thurber |
| Employment Advisor | Alvaro Gonzalez and one 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 |
| Sanajit Employment Counselor | Jocelyn Benoit |
| Construction Program Officer | Randy Gordon |
| YES Coordinator | Marie-Claude Belanger |
| YES Officer | Merilyn Whiteley, Marianne Perron |

Childcare

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

Kangiqsualujuaq

| | |
|---------------------------|-------------------------------------|
| Local Employment Officers | Jessie Etok-Stewart and Lucina Etok |
|---------------------------|-------------------------------------|

Tasiujaq

| | |
|--------------------------|-------------|
| Local Employment Officer | Lucina Cain |
|--------------------------|-------------|

Aupaluk

| | |
|--------------------------|------------------|
| Local Employment Officer | Minnie Akpahatak |
|--------------------------|------------------|

Kangirsuk

| | |
|--------------------------|----------------|
| Local Employment Officer | Lizzie Putulik |
|--------------------------|----------------|

Quaqtaq

| | |
|--------------------------|--------------------|
| Local Employment Officer | Bobby Putulik |
| Program Officer | Mary-Elena Annatok |

Kangiqsujuaq

| | |
|---------------------------|-------------------|
| 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

Vacant

Akulivik

Local Employment Officer

Adamie Alayco

Puvirnitug

Local Employment Officers

Viola Novalinga, one vacant

Inukjuak**Employment Section**

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

Geela Echalook
Aani Elijasiapik
Andree Langlois
Leave
Sarah Inukpuk and one vacant
Alacie Elijasiapik

Programs Section

Program Officers

Rynee Kokiapik, Lisa Kulula

Sanajit Project Officer

Natalie Echalook

Yes Coordinator
Yes Officer

Charlene Williams
Elsie Kasudluak and Tukai Weetaluktuk

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