



SUSTAINABLE EMPLOYMENT department

ACTIVITY REPORT JUNE - SEPTEMBER 2022

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

As of July 18, Elias Moukannas was hired at the Esuma School Perseverance Advisor. For the Esuma staffing, the Esuma Coordinator position has been posted since June 2, and remains vacant to date.

Lucina Etok has return to her previous position as the Local Employment Officer in Kangiqsualujjuaq in June.

Joann Sepora Inukpuk started her position as the Local Employment Officer in Umiujaq in July.

Resignations during this quarter are the following; Sanajit Coordinator in Kuujjuaq, Assistant Director Programs in Kuujjuaq, Welfare Clerk in Inukjuak and Program Officer in Kuujjuaq.

Vacant Positions to filled; Program Officer position in Kuujjuaq, Youth Employment Officer in Kuujjuaq, Replacement of Local Employment Officer for Salluit, Replacement Local Employment Officer in Kuujjuaq, Service Nunavik Agent in Kuujjuaq, Administrative Technician position in Inukjuak and two (2) Employment Counsellor Positions are still vacant.

Employment Section

Administrative Services from: May 1, 2022 to July 31, 2022

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
Kangiqsualujjuaq	107		2	34	17	4	19	2	3	3	5		1	4	10		3
Kuujuuaq	66		3	6	2	9	25	2	9	1	8		1				
Tasiujaq	12			2			3			2	1						4
Aupaluk	3			1		1											1
Kangirsuk	4				2												2
Quaqtaq	0																
Kangiqsujuaq	77	6	34	11	6	1	5	4	3		4		1	1		1	
Salluit	52		13	3	3	5	5	2	8	2	3	3	1			1	3
Ivujivik	5				1				1	1				2			
Akulivik	0																
Puvirnitug	110			6	7	11	21	9	7	10	11	1	1		1	2	23
Inukjuak	4				1		1	1			1						
Umiujaq	3		1		1		1										
Kuujuaraapik	46		4	4	12	1	7		2	1	1		1	4			9
Other	2				1										1		
TOTAL	491	6	57	67	53	32	87	20	33	20	34	4	6	11	12	4	45

Source : Alain Thurber

Last Resort statistics are not available for this quarter.

PROGRAMS SECTION

The Programs section of the Sustainable Employment Department provides the following support to the region to improve the employability of Nunavimmiut:

- Financially support training activities and job creation with Nunavik employers, that reflect the region's needs for economic and social development;
- Prioritise projects that improve Nunavimmiut employability;
- Encourage students to complete their studies;
- Stimulate full-time job creation.

The Programs section is able to deliver a range of programs and services to implement its' objectives with various partners:

- Esuma
- Kautaapiklut
- Ivirtivik
- Pijunnaqunga
- P.S. Jeunesse

Sanajit Project

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

Sanajit Trainings

Carpentry skills level 2

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. CS2 took place in Puvirnituk from May 9 to May 20 with a total of nine (9) participants

Painting and plastering

Painting and plastering was developed 2 years ago for experienced and new workers to learn new skills on the job site. The participants learn the basics of these 2 trades in a controlled environment with a qualified teacher. The training took place in Inukjuak from May 16 to June 4 with a total of nine (9) participants

Health and Safety on Construction Sites

The health and safety on construction sites course is mandatory for construction workers. It is taught by a certified teacher from Association Sectorielle Paritaire de la Construction (ASP). This course is also the gateway for many new workers to the field. The training took place for the first time in a year in Kuujuaq from July 18 to 22 with a total of thirteen (13) participants. Two or three more health and safety trainings will follow in the next month.

On the job training

Every year, the On-the-Job Training Program delivered by the KRG Sustainable Employment Department helps Inuit construction apprentices to find jobs and develop their skills in the construction trades. Throughout the construction season, the apprentices are paired with certified journey people who provide instruction on the diverse skills required to become a good construction worker. The hours worked by the apprentice during the on-the-job training period is recorded in an apprenticeship booklet assigned to each worker when the companies register their apprentices in the Sanajit program.

A total of 41 referrals were made with the Sanajit project officers so far this year.

Source: Pascal Anctil

Youth Employment Services (YES)

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

In May, all YES staff attended a 3-day training and partner exchange on the Creneau project with the CJE Huntingdon office. The training included information sessions on what is Creneau and initiatives undertaken by partners in the south, partner visits to the CJE offices in Verdun and Chateaugay, and participation in one of the projects. A pride parade was part of the final events

from a year of activities on creating inclusive spaces for the LGBTQ+ community. YES staff also had the opportunity to meet with partners in the area, including Pijunnaqunga, Exeko, and the RCJEQ.

Ungava Coast:

For the 2022 Summer Challenge program, the YES Nunavik team in Kuujjuaq continued to offer in-person job-search support services in May and June to students and community members in Aupaluk (May 3-5), Kangiqsujuaq (June 7), and Kangiqsualujjuaq (June 14 and 16). Although they did not receive any clients in Kangiqsujuaq, they supported 1 client in Kangiqsualujjuaq and 1 student in Aupaluk with creating resumes. As well, they had a total of sixteen (16) participants in our VR and Career Decision Making workshops at Tarsakallak school in Aupaluk. Lastly, while in Kangiqsujuaq, YES staff participated in community employment trainings (June 8-9) that were hosted by Exeko, a partner of ESUMA.

On May 25, YES joined the Pijunnaqunga intern training in Kuujjuaq to speak to eight (8) participants about YES projects and services. Following that visit, we received feedback that a couple of people are interested in completing internships at the YES office. The process for creating an internship position at the YES office is now underway.

In June, the YES office in Kuujjuaq welcomed a summer student; Kayla Chalmers was a wonderful addition to the team! She had opportunities to learn more about their services, to participate in meetings with YES partners, and to visit other communities. She remarked that she would be interested in returning to YES in the future as an employee.

On July 14, YES Nunavik organized the *Explore Mining* pilot project in collaboration with Canadian Royalties. Kuujjuamiut 18 years and older were invited to participate in a day trip to the Canadian Royalties mine site for a tour, to meet with Inuit recruitment counsellors and learn about job opportunities available. In total, nine (9) people signed up for the outing, two (2) of which dropped out before the visit for personal reasons. In the end, five (5) youth and two (2) SED staff participated in the visit since two (2) people did not show up at the airport on the day of departure. Highlights included:

1. At the end of the visit, all participants submitted their updated resumes as applications for employment and were guaranteed an interview within the next week
2. One participant has already accepted a job and begins employment at Canadian Royalties the week of August 15. Other participants are still in the process of completing required hiring forms.

On July 15, YES visited the Frontier College Summer Literacy Camp to speak to their participants and youth staff (20 people) about YES projects and services. It was a great opportunity to learn about initiatives they'd like to see happen and to hear about their future aspirations.

From July 19-21, the YES office in Kuujjuaq partnered with the NV of Kuujjuaq and the NRBHSS to hosted a 3-day community clean up and community BBQ at the end, both of which were well attended and appreciated by Kuujjuamiut. This is the first initiative the office has undertaken as a Creneau project, following the training we received in May.

From July 27-29, YES Nunavik organized our second *Explore Nunavik Parks* project at Tursujuq park. Youth from all 14 communities were invited to participate in a 3-day visit to the national park to learn about careers available, participate in park outings and learn more about vocational education and training opportunities available through Kativik Ilisarniliriniq. Due to delays at the start of the visit from bad weather and flight cancellations, four (4) participants did not attend. We originally had eight (8) participants registered and one (1) person on standby in case a spot opened up. In the end, five (5) youth attended in addition to two (2) YES staff (one from Kuujjuaq and one from Inukjuak), and three (3) park wardens (of which, one was a summer student who remembered us from our last visit with the VR workshop). Highlights from the visit included:

1. One of the park wardens is now interested in applying for a KI program (small boat vessel operator) after learning about it at our meeting with KI
2. One of the participants had also joined us for our first *Explore Nunavik Parks* project in Kuururjuaq. Since joining the project, she became interested in working as a park warden. She also signed up to be an intern and attended the training in May with Pijunnaqunga and would like to intern at the park in Kangiqsualujjuaq.

On August 1 and 5, the YES staff from Kuujjuaq office participated in this year's KI principal's meeting in Montreal. Staff were among the Nunavik organizations that did a presentation and had a booth set up on both days to share information about available services with school administrators.

On August 10 and 11, the YES team organized a baking activity and subsequent bake sale with 6 youth from the Saturvik group home in Kuujjuaq. Funds raised will go towards their upcoming trip down south mid-August. This project is the 2nd Creneau initiative undertaken by YES.

Hudson Coast:

The month of May marks the end of the school year and the start of summer. The YES office in Inukjuak was busy this month supporting students in applying for summer jobs and consistently went on the radio to make summer job announcements. At the end of the month, as part of the Summer Challenge campaign, the team visited Puvirnituq to offer in-person job-search support services over 3 days and assisted 4 clients. Plans to visit Kuujjuaraapik and Umiujaq were cancelled, however, due to lack of hotel availability.

In early June, YES Nunavik collaborated with the NV of Inukjuak to recruit volunteers for the 100th anniversary of Nanook of the North celebrations. Although there was one person who signed up, it was near the end of the celebrations when the additional help was no longer needed.

A Walking Job Search tour was planned for June 28. YES staff planned to visit different employers in Inukjuak with participants to learn about available job opportunities. This event was postponed due to lack of participants. It will be rescheduled in the fall when more local jobs are posted.

The YES team also planned the '*Explore Jobs at NV of Inukjuak*' event to take place on July 8. The event was postponed due to lack of participants and staff at the NV.

Finally, YES staff from Inukjuak are participating in this year's KI new teacher orientation in Montreal. Staff are among the Nunavik organizations that will have a booth set up on August 12th to share information about available services with new incoming teachers to the region.

Success story: YES staff spoke with the Gladue Writer from Makivik in June to share information about our services. In learning more about YES, she mentioned that she was going to start sharing about our services to judges or lawyers to recommend for those with conditions under the law. As a result, one client visited our office because our services were mentioned during their hearing.

Services and client information	Kuujuuaq	Inukjuak
Walk-in visits	17	68
Facebook response	7	13
Instagram response	-	-
E-mail response	7	-
Telephone response	1	4
Job search support	5	10
Interview preparation	-	1
CV making/review	12	58
Referrals	1	-
Equipment use (Internet, fax, phone and printer)	9	1
International information	-	-
Other services	1	3
Total day-to-day provided services	60	158
Total day-to-day clients	25	68
Special presentations/projects/partnerships with YES Nunavik	9	1
Youth reached through special presentations/projects/partnerships	92	4
Total of youth who have been in contact with YES Nunavik	117	72
New Facebook members	121	
Total Facebook members	2517	
New Instagram members	15	
Total Instagram members	190	

Source: Charlene Williams

Program Section

The Program Section of the Sustainable Employment Department includes the Programs team; which include a Team Leader, seven (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 \$100,000 and under \$350,000 approved since May 2022

1	<u>Ungava Tulattavik Health Center</u>	<u>Challenge 2022</u>	<u>\$102,578</u>
2	<u>Stratos Inc.</u>	<u>Stratos-Inuit Employment Coordinator</u>	<u>\$112,414</u>
3	<u>Kativik Ilisarniliriniq</u>	<u>First Aid Course</u>	<u>\$114,270</u>
4	<u>9232 0647 Quebec Inc</u>	<u>Nunavik Hockey School 2022</u>	<u>\$114,873</u>
5	<u>Kativik Ilisarniliriniq</u>	<u>Driving School Class 5 Salluit</u>	<u>\$117,450</u>
6	<u>Makivik Corporation</u>	<u>Makivik Construction 2022 OJT</u>	<u>\$117,956</u>
7	<u>Kativik Ilisarniliriniq</u>	<u>Driving School Class 5 Inukjuak</u>	<u>\$119,520</u>
8	<u>Canadian Royalties Inc</u>	<u>Apprentice Instructor</u>	<u>\$119,542</u>
9	<u>Kativik Ilisarniliriniq</u>	<u>Sanajit-Summer Skills Training 2022-23</u>	<u>\$119,669</u>
10	<u>Canadian Royalties Inc</u>	<u>Tire Repairer</u>	<u>\$121,875</u>
11	<u>Canadian Royalties Inc</u>	<u>Welder Class 3</u>	<u>\$121,875</u>

<u>12</u>	<u>Canadian Royalties Inc</u>	<u>Fire Prevention Technician</u>	<u>\$121,875</u>
<u>13</u>	<u>Canadian Royalties Inc</u>	<u>Maintenance Warehouse</u>	<u>\$121,875</u>
<u>14</u>	<u>Canadian Royalties Inc</u>	<u>Security Guard</u>	<u>\$121,875</u>
<u>15</u>	<u>N.R.B.H.S.S.</u>	<u>Communication in Administration and Supervision in HR-Part 1</u>	<u>\$121,951</u>
<u>16</u>	<u>N.R.B.H.S.S.</u>	<u>Communication in Administration and Supervision in HR-Part 2</u>	<u>\$121,951</u>
<u>17</u>	<u>N.R.B.H.S.S.</u>	<u>Communication in Administration and Supervision in HR-Part 3</u>	<u>\$121,951</u>
<u>18</u>	<u>N.R.B.H.S.S.</u>	<u>Communication in Administration and Supervision in HR-Part 4</u>	<u>\$121,951</u>
<u>19</u>	<u>Northern Village of Puvirnitug</u>	<u>Challenge 2022</u>	<u>\$122,325</u>
<u>20</u>	<u>Aarsiq Theater-Nunavik Inuit Theater Company</u>	<u>Two Regional Trainings for the Local Animators</u>	<u>\$122, 748</u>
<u>21</u>	<u>Canadian Royalties Inc</u>	<u>Carpenter Class 4</u>	<u>\$123,041</u>
<u>22</u>	<u>Canadian Royalties Inc</u>	<u>Apprentice Plumber</u>	<u>\$123,041</u>
<u>23</u>	<u>Canadian Royalties Inc</u>	<u>Apprentice Surveyor</u>	<u>\$123,381</u>
<u>24</u>	<u>Canadian Royalties Inc</u>	<u>Environmental Technician Class 2</u>	<u>\$124,547</u>
<u>25</u>	<u>Kativik Ilisarniliriniq</u>	<u>Sanajit-Health and Safety on Construction Sites Course</u>	<u>\$125,219</u>
<u>26</u>	<u>FCNQ Construction</u>	<u>8 Different Projects-Sanajit 2022</u>	<u>\$127,715</u>
<u>27</u>	<u>Canadian Royalties Inc</u>	<u>Blaster/Miner Class 2</u>	<u>\$130,038</u>
<u>28</u>	<u>Canadian Royalties Inc</u>	<u>Powerhouse Mechanic-Operator</u>	<u>\$133,877</u>
<u>29</u>	<u>Northern Village of Inukjuak</u>	<u>Challenge 2022</u>	<u>\$136,305</u>
<u>30</u>	<u>Makivik Corporation</u>	<u>Makivik Construction 2022 OJT</u>	<u>\$137,616</u>
<u>31</u>	<u>Canadian Royalties Inc</u>	<u>Communications Officer</u>	<u>\$144,372</u>
<u>32</u>	<u>Kativik Ilisarniliriniq</u>	<u>Illivik 2022-2023</u>	<u>\$144,547</u>
<u>33</u>	<u>Frontier College</u>	<u>Books Come Alive-Nunavik</u>	<u>\$149,875</u>
<u>34</u>	<u>NHFTA (RNUK)</u>	<u>LNUK General Manager Training</u>	<u>\$152,487</u>
<u>35</u>	<u>Avataq Cultural Institute</u>	<u>Inuk & Me</u>	<u>\$162,378</u>
<u>36</u>	<u>Frontier College</u>	<u>Literacy and Essential Skills</u>	<u>\$163,840</u>
<u>37</u>	<u>Services D'entretien Suluk</u>	<u>Janitor's Position</u>	<u>\$166,082</u>
<u>38</u>	<u>Kativik Ilisarniliriniq</u>	<u>Challenge 2022</u>	<u>\$171,255</u>
<u>39</u>	<u>Inuulitsivik Health Center</u>	<u>Turartavik, Acting Early Program</u>	<u>\$176,148</u>
<u>40</u>	<u>Kativik Ilisarniliriniq</u>	<u>Sanajit-CS3-Inukjuak</u>	<u>\$178,400</u>
<u>41</u>	<u>Kativik Ilisarniliriniq</u>	<u>DUI Preparation Project</u>	<u>\$181,120</u>
<u>42</u>	<u>Tunniit Community Organization</u>	<u>Job Creation</u>	<u>\$183,036</u>
<u>43</u>	<u>Kativik Regional Government</u>	<u>Challenge 2022</u>	<u>\$183,488</u>
<u>44</u>	<u>Kativik Ilisarniliriniq</u>	<u>Travelling Jewelry</u>	<u>\$185,955</u>
<u>45</u>	<u>Kativik Ilisarniliriniq</u>	<u>Travelling Print Making</u>	<u>\$185,955</u>
<u>46</u>	<u>Saturviit Inuit Women's Association of Nunavik</u>	<u>Women in Politics Workshops</u>	<u>\$189,400</u>
<u>47</u>	<u>N.R.B.H.S.S.</u>	<u>Inuit Management Training Program (#7637)</u>	<u>\$192,920</u>
<u>48</u>	<u>Exeko</u>	<u>Nunavik Community Empowerment Program</u>	<u>\$193,088</u>

<u>49</u>	<u>Nunavik Youth House Association</u>	<u>Nunavik Youth House Association Staff Traininng</u>	<u>\$195,061</u>
<u>50</u>	<u>Air Inuit Ltd.</u>	<u>Challenge 2022</u>	<u>\$195,720</u>
<u>51</u>	<u>Kativik Ilisarniliriniq</u>	<u>Driving School Class 5 Kuujjuaq</u>	<u>\$195,799</u>
<u>52</u>	<u>Kativik Ilisarniliriniq</u>	<u>Heritage Project 2.0 - Phase 2</u>	<u>\$202,987</u>
<u>53</u>	<u>Kativik Ilisarniliriniq</u>	<u>Regional First Aid Training</u>	<u>\$210,398</u>
<u>54</u>	<u>Kativik Ilisarniliriniq</u>	<u>Summer Childcare Cook Training</u>	<u>\$230,127</u>
<u>55</u>	<u>Makivik Corporation</u>	<u>Makivik Construction-2022 OJT</u>	<u>\$235,913</u>
<u>56</u>	<u>Kativik Ilisarniliriniq</u>	<u>Regional Childcare Cook Training</u>	<u>\$237,573</u>
<u>57</u>	<u>Kativik Ilisarniliriniq</u>	<u>DUI Project Phase 3</u>	<u>\$239,729</u>
<u>58</u>	<u>N.R.B.H.S.S.</u>	<u>First Responder Training</u>	<u>\$242,434</u>
<u>59</u>	<u>Canadian Royalties</u>	<u>Employment and Training Officer</u>	<u>\$243,749</u>
<u>60</u>	<u>FCNQ</u>	<u>Challenge 2022</u>	<u>\$256,883</u>
<u>61</u>	<u>Kativik Ilisarniliriniq</u>	<u>Childcare Educator Phase 5 Akulivik</u>	<u>\$275,945</u>
<u>62</u>	<u>Kativik Ilisarniliriniq</u>	<u>Sanajit-Essential Skills 2022-2023</u>	<u>\$288,870</u>
<u>63</u>	<u>Canadian Royalties Inc</u>	<u>Maintenance Labourer</u>	<u>\$294,124</u>
<u>64</u>	<u>Canadian Royalties Inc</u>	<u>Warehouse Clerk Class 4</u>	<u>\$294,124</u>
<u>65</u>	<u>Makivik Corporation</u>	<u>Employment Training</u>	<u>\$321,643</u>
<u>66</u>	<u>Kativik Ilisarniliriniq</u>	<u>Management Childcare AEC</u>	<u>\$326,721</u>
<u>67</u>	<u>NHFTA (RNUK)</u>	<u>LNUK General Managers</u>	<u>\$330,278</u>
<u>68</u>	<u>Canadian Royalties</u>	<u>Coreshack Helper</u>	<u>\$330,504</u>
<u>69</u>	<u>Ayagutaq Elders Home</u>	<u>Elders Home Regular Jobs - Year 3</u>	<u>\$339,714</u>
<u>70</u>	<u>Canadian Royalties Inc</u>	<u>Mechanic Maintenance</u>	<u>\$339,834</u>
<u>71</u>	<u>Canadian Royalties Inc</u>	<u>Wash Bay Labourer</u>	<u>\$344,498</u>
Total			<u>\$10,561,754</u>

Source: Bridget Saunders

Sanarrutik 2022

Community	Budget 2022	Received/Approved Resolution #
Kangihsualujuaq	\$377,693	2022-51
Kuujjuaq	\$809,783	2022-263
Tasiujaq	\$164,769	2022-52
Aupaluk	\$114,832	
Kangirsuk	\$247,996	
Quaqtaq	\$194,245	2022-54
Kangihsujuaq	\$326,369	
Salluit	\$600,327	
Ivujivik	\$193,552	2022-262
Akulivik	\$280,941	2022-53
Puvirnituq	\$690,837	2022-50
Inukjuak	\$700,547	
Umiujaq	\$213,665	

Kuujuaraapik	\$294,118	2022-216
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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.

In order to provide all students equal opportunities to the part-time and summer jobs in their communities, the program section of the department takes into consideration and make recommendations based on if the student is a rehire from the previous year or a new hire for the same position. It is important that 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.

The Sustainable Employment Department will continue to support employers with an increased 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.

Invitations were sent out to Nunavik employers at the beginning of April to apply for the summer challenge program. Along with the application and details of the criteria of the program, YES Nunavik also sent information regarding services that would be of use to the applicants and employers regarding resume making, interview preparation, candidate selection and interview process.

As of August 17, 2022, there are 37 Summer Challenge (June to September 2022) projects active. The total recommended budget for 2022 Summer Challenge and Part-time Challenge is \$2,358,498, with 410 participants entered.

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.

For the first year, Esuma offered seven (7) summer camps in different communities. The camps were very diverse and successful. The Esuma committee hopes to have them back next year in the 14 communities. The following is a summary of each camp:

Kuujuaraapik and Salluit Camps (In collaboration with Kativik Ilisarniliriniq)

From June 27 to July 1 2022, the following activities in the summer camps included, Aleo Virtual Reality, Photo Workshop, Sports Activities, Painting, Drawing, Beading Workshop, Mad science, and Giant Bubbles Sports

About fifty (50) young people from Salluit were able to enjoy sports, recreational, artistic and scientific activities. Despite the short delays experienced, they were able to hire specialists of all kinds during the first two weeks of the summer of 2022. Activities were offered from Monday to Friday from 10:00 am to 5:00 pm in the school gymnasium and in two classrooms. At the very beginning, it was hoped to offer activities to young people between 12 and 19 years old. With

almost no registrations, the camp opened the activities to 8 to 16 year old, which allowed to increase the number of participants. The activities that were most popular were: Mad Science, Photo Workshop and Aleo Virtual Reality. The recommendations for next year would be to have more sports activities and possibly host a sleep over/observation of the stars.

Circus Camp (Kangiqsualujuaq, Puvirnitug, Inukjuak)

In collaboration with Caravane Philanthrope from July 25 to August 12, carried out a circus camp for kids aged 4-16 within Kangiqsualujuaq, Puvirnitug, and Inukjuak. Throughout the time in each community, they performed shows, taught workshops, played games, and even had kids perform in their final show. The camp was well received by both participants and parents of each community.

In the first week in Kangiqsualujuaq, the activities started with them parading throughout the town doing impromptu performances for anyone they met and telling them about the show. After their introduction they did an hour and a half long show for the entire community in the school gym. This set a wonderful tone for the rest of the week. Throughout the week they used the gym from 10 am to noon, and then again from 2 pm to 4 pm, giving the kids four hours a day of circus workshops, games, songs, and small performances. Around fifty-five (55) children participated in the activities.

In Puvirnitug, they decided that they would encourage the kids to perform so that on Friday they could have a show and it was a success. They had throat singing performances, juggling, acrobatics, and more, all done by the kids that they had worked with throughout the week. The format was similar to Kangiqsualujuaq as they did 4 hours per day with the kids in a local gymnasium.

In Inukjuak, due to a spike in Covid outbreak, the gymnasium was closed and proved to be more difficult to organize the activities. Trying to adapt, they visited everywhere they could in order to make the most of their time there. They were welcomed to perform in the elder's home several times, in both daycares, and outside of Girls Unit. When the weather permitted, they also visited the local playground areas as much as possible to bring the circus workshops to anyone who was hanging out. This approach was very well received by the kids that they encountered and in the end, they found it to be just as relevant as their initial plan. They performed outdoors for the entire community; they estimate to have worked with 60 people (including elders) within Inukjuak.

Techno Camp (Ivujivik)

From August 7 to 14 the camp had around 10-15 participants, that were younger than the anticipated target. The communities had some unfortunate events that occurred during the camp that influenced the process. The kids had a chance to learn about 3D printers and how to create and work on different programs and 3D models.

They had the intention to have this camp in Kangirsuk, as well but due to lack of space, we had to cancel.

ESUMA Virtual Reality

Two books (The Fox Wife and The Orphan and The Polar Bear) have been adapted into a Virtual Reality experiences that are available in Inuktitut, French and English. This is a very innovative approach to encourage kids to read. These experiences will be available in the communities very soon.

ESUMA Presentations to the Administrators of Kativik Ilisarniliriniq

This year, (from August 1 to 12) the Esuma Advisor was invited to talk about Esuma activities to the principals, pedagogical counselors, and the Director Generals of KI. It was a very rich experience to hear the feedback of the principals and to discuss with the pedagogical counselors the possibilities of collaborating on new educational material for our Virtual Realities experiences. We also participated to two round tables where they have the opportunity to discuss with the principals and pedagogical counselors about our current and up coming activities.

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.

The team flew to Kuujuaq to host our first training in Nunavik since the beginning of the pandemic. From May 16 to 26, 11 candidates from all over Nunavik participated in the 8th Pijunnaqunga training and learned about a variety of employability skills such as computer literacy, communication, time management and much more.

On June 6, an internship started in Montreal at the Nunavik Landholding Corporations Association. The intern completed 4 weeks of internship as administrative assistant.

Finally, from June 19 to July 3, the Pijunnaqunga team visited the communities of Puvirnitug, Akulivik and Ivujvik, launching their first recruitment tour post-pandemic. Kiosks were held at the stores, announcement on the radio and visits to different partners and offices (LEOs, mayors, nursing, etc.) were done to let the community know about our program and our presence. As a result, a total of 140 community members were informed of the program and nineteen (19) new applicants, which is a great success for our new recruitment coordinator and the community liaison officer who completed this tour. A second part has been held from July 24 to August 4 in Kuujuaaraapik, Umiujaq and Inukjuak, completing this recruitment tour on the Hudson coast. An additional 139 people were informed of the program and thirteen (13) new candidates applied to the program.

Source: Isabelle Picard

Ivirtivik (Montreal)

Ivirtivik is an employability pilot project that started in Montreal in April 2010. The Sustainable Employment department of KRG developed a partnership with Axtra (before: RQuODE) and the P.S. Jeunesse organization which oversee daily operations. Ivirtivik's main objective is to ensure the continuation of counseling and employability services to Inuit living in the urban area.

Ivirtivik promotes their services regularly on Facebook and in April they created an Instagram account. They publish job boards, positive quotes, an informative capsule *Did you know?*, success stories of participants, pictures taken during our activities as well as any other information about important employment events.

As of June, Ivirtivik Facebook Page has *735 likes*, *786 followers* and our account has *1,636 members*.

Total number of participants since 2010	Return to school since 2010	Found a job since 2010
517	66	255

New registrations in January, February and March and April 2022	Found a job in January, February and March and April 2022
26	5

Number of participants	Active	Semi active	Outreach	Sporadic
April 17	6	1	4	6
May 25	5	5	7	8

June 19	6	4	3	6
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Categories of participant(s)

Active:

Participate actively in the program, 30 hours a week with physical presence at the center.

Semi-active:

Participate actively in the program, 10-15 hours a week being physically present at the center.

Outreach:

Weekly follow-up done by the counselor regarding participant action plan. The counseling could be done over the phone, on social media or in person if the participant is able to come to the center.

Sporadic:

Participant contact the center with a specific request for support, professional, personal or psychosocial. The interventions could be done over the phone, on social media or in person if the participant is able to come to the center.

Source: Victoria Gordon

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 Ilisarniliriniq 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.

Nunavik Scholarship Funds	2020-2021 Acedemic Year			2021-2022 Acedemic Year		
	2020-21 applied	2020-21 paid 1 st semester	2020-21 paid in full	2021-22 applied	2021-22 paid 1 st semester	2021-22 paid in full
Full-time college/CEGEP: \$2,000/year	64	59	35	50	39	21
Full-time university: \$2,800/year	20	20	18	10	10	8
TOTAL	84	79	63	60	49	29

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 (paid in full) 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.

There are eleven (11) students at the moment registered in the Inuit management training program, but the NRBHSS is willing to have more Inuit managers (current and potential) joining the program. The decrease in the number of students is mostly due to the pandemic situation. From April 1st 2022 to March 31st 2023, there will be four courses delivered. One course in August/September 2022, one in November 2022, one in January 2023 and one in March 2023.

Source: Mary Unatweenuk

Saturviit Women's Association

Due to Covid-19, Saturviit Women's Association was not able to provide the Women in Politics training over the last couple of years. To resume their training activities, the first training activity took place in Montreal in June 2022. The workshop is designed to help people be active and effective leaders in their communities; to demystify politics and use practical, effective ways of creating change. Each workshop runs for 3 days. Influential Inuit leaders are invited to speak about their experiences and offer political guidance to participants.

Phase one of the project had to be redone because the previous trainers from March 2020 were no longer available, and Saturviit had to acquire and train another person, who will be providing the workshop in the fourteen communities of Nunavik. Saturviit was able to acquire the services of Maggie Emudluk, who has agreed to provide the workshops.

Before offering the workshop in Nunavik communities, Saturviit completed a 3-day training in Montreal which was then opened to urban Inuit members in Montreal. Karina Kesserwan provided the training from Kesserwan Arteau Inc., who did an excellent job, provided plenty of opportunity for participants to learn the material, and prepared Maggie for the upcoming workshops that will be given in Nunavik.

Nunavik Youth Houses Association (NYHA)

The Nunavik Youth Houses Association is responsible of the management of human and financial resources of 13 of the 14 youth centres in the Nunavik communities. Besides providing all kinds of activities and access to equipment and material in a youth house, they provide jobs to more than 75 youth aged from 16 to 35 years old. For most of them it is their first job and they need basic skills for employment plus special skills to organize activities within the youth centres and assure the security of the clientele. Since the beginning of the MSSS program for the implementation of youth centres, the training for animators and coordinators has been provided by the NYHA using the Big Book Program designed especially for the region.

Over the past 15 years more than 95 Coordinators have followed the coordinator Program (48 completed) and 200 animators followed the animators' program (65 completed). For every certificate of 220 hours the trainees received an increase of salary. Since the outbreak of the Covid pandemic, the training was seriously disrupted.

With Covid outbreak and restrictions lifting, the NYHA has been traveling to various Nunavik communities. There was a 3 day training, May 24-26 in Tasiujaq, Ivujivik on June 21-23 and in Puvrinituq on July 19-22. The training was offered to the coordinators of the community youth houses, they were trained how to upkeep and run the Youth Centres, and how to offer the activities to youth between the ages of 6 and 19.

Source: Rynee Kokiapik

Mining Sector

As of August 15, 2022, the programs section received 42 applications from the mines and 10 applications from the mining contractor's for the fiscal year 2022-2023. 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 August 12, are the following: Canadian Royalties Inc. has 69 participants, Raglan Mine Glencore has 84 participants and Contractors has 24 participants for total of 177.

Source: Mary Unatweenuk

Raglan Mine - % Inuit employees - 2022

	GlenCore Raglan Mine		Kiewit Nuvumiut		Avataa Rouillier		Katinniq Transport		Nunavik Construction		Arngak		Total	
	Dec. 2021	June 2022	Dec. 2021	June 2022	Dec. 2021	June 2022	Dec. 2021	June 2022	Dec. 2021	June 2022	Dec. 2021	June 2022	Dec. 2021	June 2022
Inuit	210	204	10	11	-	5	1	1	-	-	4	5	229	226
Non-Inuit	991	978	70	78	22	89	24	22	51	31	101	89	1,214	1,287
Total Workers	1,201	1,182	80	89	22	94	25	23	51	31	105	94	1,443	1,513
Inuit %	17.5%	17.4%	12.5%	12.4%	0.0%	5.3%	4.0%	4.3%	0.0%	0.0%	3.5%	5.3%	15.9%	15.6%

Expo Mine - % Inuit employees - 2022

	Canadian Royalties		CMAC		TRANSPORT PADLAYAT		LOGISTEC		Nunavik Construction		ORBIT		REDPATH		SODEXO		TOTAL	
	Jan. 2022	June 2022	Jan. 2022	June 2022	Jan. 2022	June 2022	Jan. 2022	June 2022	Jan. 2021	June 2022	Jan. 2022	June 2022	Jan. 2021	June 2022	Jan. 2022	June 2022	Jan. 2022	June 2022
Inuit	42	57	1	-	0	1	2	2	0	0	0	0	1		0	2	46	62
Non-Inuit	565	598	6	10	40	41	35	38	25	26	39	30	87		82	78	879	821
Total	607	655	7	10	40	42	37	40	25	26	39	30	88		82	80	925	883
	7%	9%	17%	0%	0%	2.4%	3%	5.3%	0%	0%	0%	0%	1%		0%	2.5%	5.2%	7%

Source Qalingo Saviadjuk

CHILDCARE SECTION

Community	Number of places	Registered	Waitlist 0-17 mts	Waitlist 18+ mts	Employees
Kangiqsualujuaq	105	58	14	25	16
Kuujuaq	160	156	50	50	36
Tasiujaq	30	30	0	0	5
Aupaluk	30	4	0	0	2
Kangirsuk	30	28	0	0	7
Quaqtaq	30	26	14	11	5
Kangiqsujuaq	45	29	14	14	10
Salluit	140	69	0	0	23
Ivujivik	30	23	6	0	7
Akulivik	30	0	0	0	0
Puvirnituaq	160	79	5	6	23
Inukjuak	145	116	6	0	33
Umiujaq	30	19	7	10	9
Kuujuaaraapik	40	39	17	10	7
Pairitsivik Home daycare	49	0	0	0	0
Total	1054	676	133	101	183

Childcare Week and Facebook posting:

The childcare week was held from May 30th to June 3rd. Facebook posts were displayed to recognize the years of services of Childcare centers' employees as well as to promote the childcare good working conditions to invite more potential employees to join the work force. Promotional items and gifts were sent to all employees to show appreciation and how important they are for each community.

Inspection of 4 childcare centers

KRG Childcare Section has mandated MTA firm and their experts to inspect Puvirnituaq, Akulivik, Ivujivik and Kuujuaq childcare centers during the week of July 11th to assess the renovations that are needed.

Aupaluk and Tasiujaq Childcare centers will also be inspected during the week of August 22nd.

Inspection of the playgrounds

Charlotte Gaudette from Mousse Architecture will be inspecting the Hudson Bay Childcare Centre's playgrounds starting on July 8th to July 15th.

Childcare Centre's playgrounds need to be inspected and repaired every 5 years in order to respect the Conformity with the Canadian Standards Association standard CAN / CSA-Z614-03 Children's Play spaces and equipment.

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	Two vacant
Local Employment Officer	Maternity Leave, Vacant
Income Support Officers	one position vacant
Information Officer	Vacant

Programs Section

Assistant Director	Vacant
Team Leader	Bridget Saunders
Program Officers	Ina Saunders, Mary Unatweenuk, Stephanie Agosta, one vacant

Student Project Officer	Sheila Gordon
Construction Coordinator	Vacant
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

Kangiqsujuaq

Local Employment Officer	Ettuk Sakiagak
Mining Employment Officer	Qalingo Saviadjuk

Salluit

Local Employment Officers
Receptionist

Charlie Saviadjuk, Ajia Cameron (leave)
Elisapee Uqauya Kuannanack

Ivujivik

Local Employment Officer

Susan Matt

Akulivik

Local Employment Officer

Carolyn Tulugak

Puvirnitug

Local Employment Officers

Viola Novalinga, Jacqueline Amamatuak

Inukjuak**Employment Section**

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

Geela Echalook
Vacant
Andree Langlois
Mary-Joy Nayomealuk (leave)
Sarah Inukpuk
Vacant

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

Joann Sepora Inukpuk

Kuujjuaraapik

Local Employment Officers
Childcare Counselor

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

Montréal

Liaison Officer
School Persistence Esuma Advisor

Solange Loiselle
Elias Moukannas