



SUSTAINABLE EMPLOYMENT department

ACTIVITY REPORT FEBRUARY TO MAY 2023

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 four sections: 1. Services Nunavik, 2. Programs, 3. Employment Development, and 4. Childcare.

STAFFING

Arrivals: Daniel Pettigrew has started as the Sanajit coordinator. Olivier Morin has also started as the ESUMA Coordinator. We have had two (2) Service Nunavik people start, Peter Adams in Kuujjuaq and Lorrie Kasudluak in Inukjuak. Seonja Joo has started as a Senior Program Officer in Kuujjuaq. Lydia Martin started as the new YES Coordinator in Kuujjuaq.

Vacant Positions: Program Officer position, Inukjuak; Youth Employment Officer, Kuujjuaq; Replacement Service Nunavik Agent, Kuujjuaq; Service Nunavik Agent, Kuujjuaq; two (2) Employment Counsellor, two (2) YES Coordinators and Information Officer are still vacant.

Departures/Resignations: Asivak Nayoumealuk has left as the Administrative Technician in Inukjuak We wish her good luck with her future work.

1. Services Nunavik

Administrative Services from: January 1 to March 31, 2023

Community Employment Offices	Intervention	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	36		1	5	7	1	7	4	2	0	2	0	0	0	1	0	6
Kuujuuaq	41	14	4	4	3	1	7	3	2	0	2	0	1	0	0	0	0
Tasiujaq	14	0	0	0	1	4	3	0	0	1	0	0	0	0	0	1	4
Aupaluk	4	0	1	1	0	0	0	1	0	0	0	0	0	1	0	0	1
Kangirsuk	46	0	4	4	5	1	5	0	2	0	2	0	10	4	2	3	4
Quaqtaq	23	1	1	2	1	1	6	3	1	1	2	0	0	1	0	0	3
Kangiqsujaq	34	17	1	4	3	3	3	0	1	0	0	0	0	0	0	0	2
Salluit	170	0	64	5	31	3	13	12	19	0	5	0	0	0	0	9	9
Ivujivik	7	0	1	1	1	1	1	1	0	0	1	0	0	0	0	0	0
Akulivik	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Puvirnituq	67	0	0	3	5	3	14	6	5	2	11	0	1	1	0	3	13
Inukjuak	100	2	3	13	1	7	36	5	5	0	17	0	0	1	0	0	10
Umiujaq	33	6	0	4	0	0	11	0	0	1	1	0	0	1	1	2	6
Kuujuaraapik	74	1	3	13	17	1	7	3	6	0	2	0	4	3	1	1	12
Other	3	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
TOTAL	652	142	84	59	75	26	114	38	43	5	45	0	16	11	5	19	70

Last Resort:

From October 1 to December 31, 2022

Kuujuuaq Ungava	Active Files Households	Adults	Children	Number of Recipients	Total Benefits Paid
October	192	210	63	273	170,860.14
November	199	217	64	281	174,012.15
December	204	222	63	285	178,971.05
TOTAL					523,843.34 \$

Inukjuak Hudson	Active Files Households	Adults	Children	Number of Recipients	Total Benefits Paid
October	320	342	150	492	293,054.91
November	321	342	145	487	288,692.33
December	318	340	142	482	288,447.35
TOTAL					870,194.59 \$

TOTAL OF NEW APPLICATIONS- 2022

	<i>1st Quarter</i>	<i>2nd Quarter</i>	<i>3rd Quarter</i>	<i>4th Quarter</i>	Total
Kuujuaq - Ungava	22	9	12	11	54
Inukjuak - Hudson	18	16	19	21	74
TOTAL					128

2. PROGRAMS SECTION

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

Sanarrutik 2023

Community	Budget 2023	Received/Approved Resolution #
Kangiqsualujuaq	\$389,095	
Kuujuaq	\$835,486	2023-137
Tasiujaq	\$175,803	
Aupaluk	\$116,733	
Kangirsuk	\$258,220	
Quaqtaq	\$197,380	Application received
Kangiqsujuaq	\$345,588	Application received
Salluit	\$628,208	
Ivujivik	\$194,904	
Akulivik	\$294,299	2023-74
Puvirnituk	\$708,148	
Inukjuak	\$726,188	
Umiujaq	\$305,618	2023-75
Kuujjuaraapik	\$220,372	Amendment 2023-138

Funding Amounts over \$100,000 and under \$350,000 approved since February 2023

1	L'école Nationale D'administration Publique	Research Professional Services	\$100,792
2	Kativik Ilisarniliriniq	Class 3 Truck Training for NV Kuujuaq	\$108,391
3	Makivvik Corporation	Makivvik Construction Housekeeping	\$114,170
4	Hardy Giles Consulting	VR Tours – Montmorency and NS Colleges	\$114,272
5	Kativik Ilisarniliriniq	First Aid Trainer Training	\$118,600
6	Canadian Royalties Inc	Miner Class 2	\$122,411
7	Makivvik Corporation	Makivvik Construction Housekeeping	\$130,480
8	Les Jeux Aleo Inc	VR Headsets Exports Hudson Bay	\$131,955
9	Les Jeux Aleo Inc	VR Headsets Exports Ungava Bay	\$131,955

10	92320647 Quebec Inc	Nunavik Hockey School 2023	\$142,832
11	Kativik Iisarniliriniq	Sanajit-Painting and Plastering 2023-24	\$145,409
12	N.R.B.H.S.S.	Communication in Administration and Supervision in HR	\$158,000
13	Caravane Philanthrope/ Guillaume Vermette	Caravane Circus (Hudson)	\$158,200
14	Caravane Philanthrope/ Guillaume Vermette	Caravane Circus (Ungava)	\$158,200
15	Kativik Iisarniliriniq	AEC Management 2023-24	\$172,235
16	United for Literacy	Nunavik Literacy Plan	\$175,802
17	Kativik Iisarniliriniq	Stay-In-School 2022-2023 Projects	\$186,400
18	PS Jeunesse	Pijunnaqunga	\$191,843
19	Kativik Iisarniliriniq	Sanajit-Health & Safety on Construction Sites Courses 2023-24	\$193,505
20	Kativik Iisarniliriniq	AEC Nunavik Arctic Guide	\$195,006
21	N.R.B.H.S.S.	Inuit Management Training Program	\$196,630
22	Kativik Iisarniliriniq	Nunavik Employment and Training Needs Assessment	\$204,700
23	Kativik Iisarniliriniq	Security Guard Training 2023-24	\$208,029
24	Kativik Iisarniliriniq	Post Secondary Needs Assessment Focus Groups	\$211,990
25	Kativik Iisarniliriniq	Regional First Aid 2023-24	\$214,682
26	Kativik Iisarniliriniq	AEC Management Childcare	\$263,356
Total			\$4,249,845

Challenge Program

The Challenge program is to help students acquire work experience, improve their understanding of the labour market and stimulate the development of good working habits.

As of April 13, 2023, eight (8) part-time challenge (September to June) projects have been approved for funding for a total of \$884,759; mostly with various promoters such as, Northern Villages, FCNQ, Air Inuit, PS Jeunesse, and various business and smaller community based organizations.

Invitations were sent out to Nunavik employers on March 15, 2023 and the deadline to submit application was April 30, 2023.

Kativik Iisarniliriniq (KI)

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

Arctic Guide

Six (6) AEC students are currently in training in Kangiqsujuaq with the course “Survival in Arctic Environments” having started April 18th.

The AEC consists of a total of nineteen (19) courses and one (1) student has completed nearly all of them, requiring just one more to graduate.

Another is 50% complete. The remaining four (4) have completed between 15 – 30% of the courses.

Class 5

Currently there is one (1) qualified instructor who can offer the theory components of the course, and two (2) monitors who offer the practical driving components. A second instructor from outside Nunavik will start delivering training in April. KI continues to look for community members interested in becoming driving instructors and is offering full instructor training.

After a brief break due to instructor availability, Class 5 theoretical training has resumed as follows:

Community	Dates	Type of Training
Inukjuak	April 1 – June 2	Practical in-car
	April 12 – May 12	Theory
Kuujjuaq	April 1 – June 2	Practical in-car
	April 16 – May 16	Theory
Kangiqsujuaq	May 13 – June 18	Theory & Practical in-car
Salluit	May 17 – June 18	Theory & Practical in-car

Note that the driving school in Kuujjuaq will be temporarily relocating to the Forum mid-April while Kajusivik Centre undergoes renovation.

SAAQ is now scheduled to visit all 4 driving schools in spring to offer exams as follows:

Community	Date of SAAQ visit
Kuujjuaq	May 23 – 25
Kangiqsujuaq	May 26 – 26
Salluit	May 28 – 30
Inukjuak	June 1 – 2

Essential maintenance and upgrading work will be performed in the coming months on the simulators in Inukjuak and Kuujjuaq to ensure their continued functioning.

A new agreement between the SAAQ and KRG is currently being negotiated regarding the future funding and operations of the driving schools.

DEC in Nursing

The preparatory year of training for Inuit interested in eventually pursuing a DEC in Nursing is underway with five (5) students in training in Inukjuak and Kuujjuaq. Students are acquiring essential prerequisites (e.g. chemistry, sciences and mathematics) for obtaining the DES which will enable them to later pursue the DEC in Nursing. After May, the preparation year will move under the responsibility of the Health Board.

Driving Under the Influence (DUI) Project

Activities under the DUI Project continue throughout Nunavik. As summarized in the below table, a total of (541) clients have been met with since September 2020. The total number of DUI cases identified since this project launched is now (232).

Summary Report of the DUI Project in Nunavik since launching September 2020 to March 2023								
Community	Valid License	PERRCCA Program Stage		Cond*		Renewal	Medical cases**	Total / Village
		Summary Assessment	Complete Assessment	Y	X			
Kangiḡsualuḡḡuaḡ	13	1	5	0	0	1	0	20
Kuuḡḡuaḡ	18	18	23	20	14	4	0	80
Tasiuḡaḡ	19	5	0	0	1	8	0	33
Aupaluk	26	6	4	3	6	0	0	45
Kangirsuk	10	5	4	2	3	7	1	32
Quaqtaḡ	5	1	2	0	0	2	0	10
Kangiḡsuḡuaḡ	10	11	8	1	0	4	0	35
Salluit	23	6	3	0	4	3	2	46
Ivujivik	24	1	2		2	2	0	31
Akulivik	9	0	1	0	2	0	0	12
Puvirnituaḡ	29	12	30	1	19	5	1	81
Inukḡuaḡ	26	7	12	2	2	6	0	52
Umiuḡaḡ	19	5	2	0	1	7	2	23
Kuuḡḡuaḡaapik	16	1	9	1	2	7	3	41
Total	245	79	105	5	43	56	9	541
General total	245	232				56	9	541

Definitions:

- Cond* X or Y: the period of suspension of the License either for 1 year and more or for life
- Medical cases**: the client must pass a specific medical examination before obtaining the driving license
- PERRCCA: Program for the Evaluation and Reduction of the Risk of Impaired Driving
- Summary Assessment: Through CIUSS, a psychologist assesses the client by phone to verify whether the client has changed their consumption habits or behaviours and whether they understand the need to change their behaviours. If the assessment results in a favourable decision, the DUI Consultant will deliver the 3-hour Alcofrein session.
- Complete Assessment: If the Summary Assessment results in an unfavourable decision, the individual must undergo a comprehensive assessment as part of the program to assess and reduce the risk of impaired driving. This process continues with SAAQ until they feel the individual is ready for the Alcofrein session.
- Renewal = no DUI, individual simply owes fees to the SAAQ to renew their license.

Two (2) more clients have succeeded in their Summary Assessment since the last report.

Since the program began, ten (10) clients have completed the Alcofrein session and successfully recovered their license. Please note that the twenty (20) clients previously reported was incorrect. Additionally, four (4) clients have failed the Alcofrein session and five (5) more will receive the session in the DUI Agent's upcoming tour.

Some of the challenges which can slow down the license recovery process include:

- Clients not answering scheduled calls from the Psychologist or missing the call due to a change in their contact information; in these cases clients are then placed at the end of the bottom of the Psychologist's list for rescheduling.
- Clients not informing the DUI Agent of their scheduled appointment for the Summary Assessment which prevents the DUI Agent from supporting them in preparing for the evaluation.
- Filling out the PERRCAA form incorrectly or not paying the fees.

Promotional materials will be in circulation soon and KI asks for the region's support in promoting the program.

The DUI Agent's upcoming schedule is as follows:

- ALCOFREIN Sessions to be delivered in Kangiqsualujjuaq, Umiujaq and Kuujjuaraapik starting April 19th.
- Visits to clients in Hudson coast followed by Ungava coast at the end of June.

AEC Childcare Educator Course

The Childcare Educator Course in Akulivik finished in February and three (3) students graduated, successfully attaining their AEC.

Training in Kuujjuaq resumed April 3rd with ten (10) students registered for the third semester of the program. Training will continue until June and resume again September-December.

In order for employees to avoid the new French language components for CEGEP courses, a new community will have to be started between now and the end of June so that they can be grandfathered in. This community has not been selected yet but will be selected based on the needs as well as availability of housing. Childcare centres interested in starting this training are asked to contact the Childcare Section of the KRG.

Mining Sector:

Canadian Royalties

Canadian Royalties has worked on establishing an Inuit committee whose focus will be to establishing a better link between Inuit employees and the mine overall. It will allow for better communication as well as provide a safe space for Inuit workers to voice their opinions and concerns.

Raglan Mine Glencore

Raglan Mine - % Inuit employees - 2023

Month	Total Inuit employees		Total non-inuit employees		Total employees - Raglan site	
	#	%	#	%	#	%
December 2022	201	16.6%	1007	83.4%	1208	100.0%
January	204	16.6%	1023	83.4%	1227	100.0%
February	206	16.6%	1034	83.4%	1240	100.0%
March	200	16.2%	1035	83.8%	1235	100.0%

Employees by community as of January 2023 Communities: Residents of Salluit 25; Residents of Kangiqsujuaq 20; Chisasibi 2; Kuujuarapik 12; Umiujaq 5; Inukjuak 15; Puvirnituk 12; Akulivik 5; Ivujivik 1; Quaqtaq 3; Kangirsuk 8; Tasiujaq 2; Aupaluk 2; Kuujuaq 19; Kangiqsualujuaq 17; Outside Nunavik 66.

Air Inuit

Sparrow Program

The sparrow program was launched in the summer of 2012 in Kuujuaq and many individuals have graduated and become full-time pilots with Air Inuit. The training happens in St-Hubert in three sections: the private, the commercial and IFR pilot licenses.

One (1) participant from Puvirnituk is finished her Private Ground school. She has attempted her Private written exam, but did not get a passing grade. She is rescheduled for the beginning of March. Her flight is coming along really well. She is motivated and her courses are coming along well.

One (1) participant in Kuujuaq has completed his Commercial written exam. He is working towards his Commercial flight test in the coming week. He has completed his IFR written exam as well, and will have his Multi and IFR flight test to complete. We foresee him to be finished by the beginning of summer. A second participant is at the same level, except for his IFR written exam. By the beginning of March he should have this completed.

The posting for the next cohort was out since February and closed the 1st of March 2023.

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.

Communication in Administration & Supervision in HR

Both trainings were given to Inuit employees working in administration in order for them to become more confident in their work, to increase their skills and professionalism and to encourage them to take and/or request more tasks related to their position. The objective is to complete their program and graduate with an AEC diploma in Communication in Administration or in Supervision in HR from Collège Marie-Victorin.

The Communication in Administration and the Supervision in HR trainings took place in Kangisualujuaq, Salluit, Kuujuaq, Quaqtaq, Puvirnituaq and were delivered by Katy Junca and Stéphane Boulanger. The trainers are giving group trainings and individual follow-ups in each of these communities. Some recruitment efforts are actually happening in Inukjuak.

The Health Board was very satisfied with trainings given because participants showed interest to continue and attended their classes. These programs help them to intervene properly and with more initiative in their work. Since the start of these AEC programs, twelve (12) students have completed a diploma in Communication in Administration and one (1) student has completed a diploma in Supervision in HR. More AEC students are expected to graduate in 22-23 in both programs.

Makivvik Corporation

Makivvik Construction

This year 2023, Makivvik Construction is building forty-five (45) social housing units in Nunavik's seven (7) communities with the budget of \$1,408,922 for 35 Inuit apprentice carpenters. KRG will contribute 50% of the cost which is \$705,462.

Makivvik Construction Custodians

Forty-five (45) Inuit custodians will also be hired by the Makivvik Construction camps where the social housings are built with the budget of \$1,264,026. KRG will be contributing 40% of the cost which is \$505,610. The custodians are variety of kitchen helpers and janitors.

Beltech Constuctions:

This company has a contract with KMHB to renovate social housing units. The principals of the activities of the contract are renovation, paint, demolition, window, roof, sidings etc... They have three (3) communities to attend which are Kuujjuaraapik, Puvirnituaq and Quaqtaq. They requested five (5) Inuit apprentice carpenters with a budget of \$100,190 with KRG's 50% contribution of \$50,095.

3. Employment Development

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. Many of the workers in the region do not have their DEP (vocational trainnig diploma). They do not have time to enroll in a full time program. Many do not have the academic requisities to enter in the program. As a result, the Sanajit program is working with Kativik Iisarniliriniq to provide training programs that are responsive to the needs as well as flexible.

In order to do this, courses directly from the program are offered. For participants with the academic prerequisites, they are registered in the course and receive credit immediately. For those who do not have the academic prerequisites, they can take the course and receive credit later on through RAC (recognition of acquired competencies).

Several courses were cancelled due to lack of training space or the non-availability of training materials. Some of the courses were postponed until later in the summer/fall. The lone Sanajit worker, was also on sick leave for a period of time which limited the recruitment possibilities and also forced the cancellation of two (2) projects. With the hiring of the new Sanajit coordinator, it is hoped that this situation will be improved.

More and more we are having to recruit mostly local students for courses as it is difficult to find boarding homes for out of town participants. This is due mainly to low payment rates. We are looking into increasing those amounts in the near future.

Carpentry skills level 1

CS1 was developed for new or beginner construction workers who want to develop their skills in carpentry covering concepts such as framing the floor, wall and roof and working on exterior finishing. CS1 took place in Kuujjuarapik in March. with a total of eight (8) participants.

Youth Employment Services (YES)

Youth Employment Services (YES) Nunavik targets youth from ages 16 to 35 in all fourteen (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.

With the large staff turnover before Christmas, we are still struggling to find workers to fill the missing positions, especially on the Ungava coast. Activities overall were reduced from what was done in the past. Services are still offering our services to those on the Ungava coast as well but remotely or through visits from the two (2) Youth Employment Officers in Inukjuak.

The two (2) YEO's from Inukjuak participated in the Nunavimmiut Futures Fair in February in Kuujjuaq. Puvirnituk's event was cancelled due to weather. There were also two (2) events in March, one (1) in Salluit and the second in Quaqtak. There is a small fair scheduled for Ivrtiviq at the end of May.

In April, the YEO's also participated in the heritage program in Kuujjuaraapik in April. The event was well attended with twelve (12) registered participants and eight (8) who completed the course.

CV workshops continue to be provided. An event is scheduled for the WOPT class in Inukjuak. While in Quaqtak for the Futures Fair, classes in the school were also visited.

As in previous years, we will also offer Challenge program services for all students. Mostly remotely due to staffing issues. In the long term we will need to come up with a better plan for services communities outside of the direct reach of the YEOs.

The YEOs were also invited and participated in a series of workshops at Nunavimmi Pigiursavik's Open House. The YEOs were also able to see the classes, meet the teachers and students and to see what programs are offered at Adult Ed. This happened at the beginning of April.

Planning is also continuing for a post secondary student tour for high school students from Inukjuak. This is a pilot and if successful will be extended to other communities. The visit is expected to happen in the fall of 2023.

With the turnover, the statistics are not available for this recording period.

Ivirtivik

Devoted especially to the Inuit community in and around the Montreal area. The Ivirtivik project is an employability and skills development initiative for Inuit 18 years and older. The idea for Ivirtivik took root in Verdun, a southern borough of Montreal, and embraces the vision of helping participants to connect to the community through concrete activities that combine their values, talents and preferences. The project was also available in Inukjuak, Nunavik from September 2013 to June 2017.

CENTRE ACTIVITIES

The following group activities and workshops were given during the period covering January to March

January

- Weekly Schedule, Weekly Goals, Allowances, Cleaning Team, Transportation, Health measures - 5 times
- Job Search (online, contact by phone, fax, newspapers) - 11 times
- French class – 2 times
- Basic Computer's Skills – 4 times
- Procedures for personal and professional objectives – 3 times
- Hands-on, creative activities, games - 2 times
- Volunteering at Street Suds – 1 time
- New Year resolutions
- I get involved in my job search
- How to make a great first impression?
- Your skills
- CV, Interview preparation and practice
- Effective communication
- How to keep motivation?
- Your attitude makes the difference
- How to find a job in an Inuit company?
- Body language in the interview
- Volunteering at Welcome Hall Mission
- My personal PPT presentation
- How to keep your job?
- Presentation of programs given by Service Canada
- Non-violent communication
- Your time, your decisions
- I build my self-esteem
- Be the one employers hire

February

- Weekly Schedule, Weekly Goals, Allowances, Cleaning Team, Transportation, Health measures - 4 times
- Job Search (online, contact by phone, fax, newspapers) - 10 times
- French class – 4 times
- Basic Computer's Skills – 4 times
- Procedures for personal and professional objectives – 3 times

- Hands-on, creative activities, games - 3 times
- Volunteering at Street Suds – 1 time
- How to obtain IDs
- Emotions and feelings
- Reach my dreams
- How to find your 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?
- Volunteering at Welcome Hall Mission
- Volunteering at Southern Quebec Inuit Association – 2 times
- How to do what you must do (even if you don't like it)
- The 8 keys of employability
- What is a goal? Why set goals?
- Online job scam

March

- Weekly Schedule, Weekly Goals, Allowances, Cleaning Team, Transportation, Health measures - 4 times
- Job Search (online, contact by phone, fax, newspapers) - 11 times
- French class – 3 times
- Basic Computer's Skills – 4 times
- Procedures for personal and professional objectives – 4 times
- Hands-on, creative activities, games - 3 times
- Volunteering at Street Suds – 1 time
- The power to change
- Presentation of PING program
- Resilience
- Your attitude makes the difference
- CV, Interview preparation and practice
- Communication skills for workers
- How to keep motivation?
- Let's save the world
- Perseverance
- Do it! Overcome procrastination!
- Presentation of Kativik post-secondary studies programs
- Volunteering at Welcome Hall Mission
- Reach my dreams
- How to keep your job?
- Feedback and criticism
- How to stay healthy
- I build my self-esteem
- IMT Online
- Assertiveness
- Hands-on activity at Cyber Cap

STATISTICS

Total number of participants	Return to school	Found a job
569	67	269

New registrations in January, February and March 2023	Found a job in January, February and March 2023
21	4

PARTICIPANTS

Number of participants	Active	Semi active	Outreach	Sporadic
January - 27	11	3	5	8
February - 33	13	1	10	9
March - 21	10	2	3	6

Categories of participants:

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 with physical presence 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.

Pijunnaqunga

The Pijunnaqunga program offers support to all Nunavimmiut youth who have completed their high school education or have motivation to further their education or career. The program also targets adults who have work experience but are unemployed or are not certain of what steps to take to meet their career goals.

Staff from Pijunnaqunga participated in the Futures Fair to present their program(s) and recruit potential participants. They attended the fairs in Salluit, Quaqtaq and Kuujjuaq. A recruitment session was also completed in Inukjuak to coincide with the April pre-internship course.

There were five (5) internships that started between January and March. This brought the yearly total to ten (10) internships started. This is more than the previous 2 years. It must be noted that, in addition to the five (5), three (3) internships were started but had to stop for a variety of reasons.

The work with potential hosts for stages is paying off. More work can be done to increase the number of potential internships. As more positions are being filled in Nunavik, a lack of internship support as the primary factor in the limitation of internships will be removed.

Since January, two (2) main training sessions have been organized, one (1) in Kangiqsujuaq in February and one (1) in Inukjuak in April. They were well attended. More and more, Pijunaqunga is receiving requests for employers to send their employees to the internship preparation component of Pijunaqunga's programs. It is a need to provide this type of employment service. In the future, an employee only training is scheduled for Kangiqsujuaq (fall 2023).

In order to better meet the population's demand for employment integration assistance and the shortage of labor demands in Nunavik businesses, a new component of training and integration services could be integrated to Pijunaqunga regular program. When an internship is not possible after the Pijunaqunga training, an individual follow-up could be made in partnership with the Youth Employment Services or Local Employment services to find out available jobs that could be of interest to the participant.

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.

Research:

Overview of data collection, thus far:

- **129 youth** ages 14-18 involved in focus group discussions
- **75 youth surveys** answered (from 13 schools)
- 1-on-1 interviews, meetings and discussions with **75 parents, elders, community members and elected officials** in 13 communities
- Approx **80 listeners** in eight (8) communities called in to share their views on air

Some preliminary notable points:

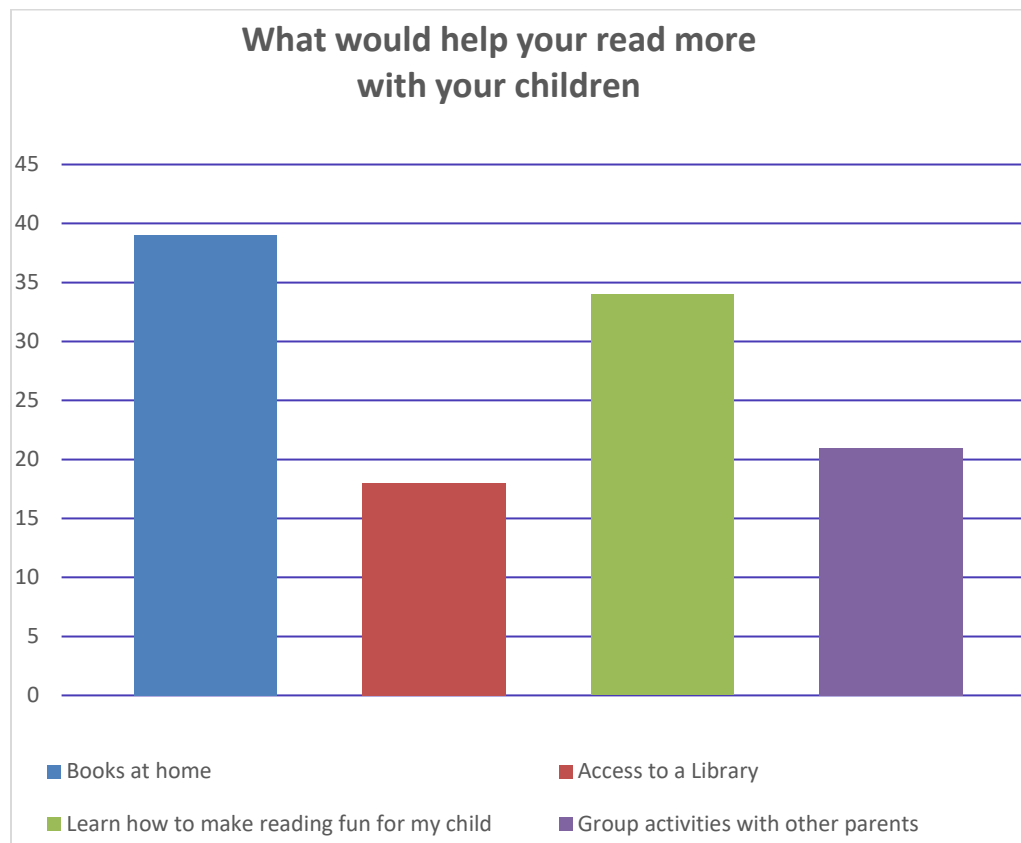
- 75% of students have thought about quitting school
- 50% of students would like to see more Inuit culture in the school
- To the question « what does success mean to you »
- 59% answered being a good community member
- 62% answered getting a job I like
- 58% Graduating high school as a marker of success
- For parents who didn't graduate, they want their children to stay in school; they know it opens doors to a better life.
- Parents want students to learn more about their history, especially colonialism, residential schools, dog slaughter, etc. They want youth to understand how the government, police, and church have completely changed the way of life
- In general, parents had a lot to say about the school's role. Many named the problems they see and solutions to overcome these problems and encourage youth to stay in or return to school.

Literacy needs assessment for parents and adults:

Eighty-five (85) surveys completed

Preliminary noteworthy results:

- Parents are generally interested in improving their literacy skills (Reading and writing).
WHY?
 - Mainly, for themselves and to help their child with schoolwork
 - A lesser reason to improve skills is to better understand contracts and bills and for employment (better employment opportunities)



Overview of Unikkausiit Uummatut:

- **950** Learning Kits distributed in **14** communities in February and March
- **20** kits were pre-ordered by parents in December
- **436** visits to <https://unikkausiituummatut.com/>
 - **49** from the QR code in kit
 - **11** from QR code on poster
- Promotional campaign to introduce initiative via Facebook reached **10 108** people
- Videos of model readings viewed **98** times
- Three (3) formal launch events took place (**27** in attendance)

Next steps:

Ongoing: survey service providers on perceived needs, community assets and existing services offered.

Assess effectiveness and feasibility of different resources and programming (challenges, successes and pitfalls).

Compile and analyse findings and provide guided recommendations to address literacy needs

Final report: due June 2023.

Mining Sector:

The Statistics have already been reported in other sections of this report. For the Kautapikkut Strategy Table (KST), with the hiring of the new Sanajit Coordinator, planning is taking place to have the new Sanajit Coordinator take the chairing of the committee as part of their day-to-day duties. This process will take place over the next 10 months with a slow integration of the Sanajit Coordinator taking over the responsibilities with support from Stratos.

4. Childcare. November to January 2023

Community	Number of places	Registered	Waitlist 0-17 mts	Waitlist 18+ mts	Employees
Kangiqsualujuaq	105	52	11	10	24
Kuujuaq	160	154	44	29	62
Tasiujaq	30	30	14	7	15
Aupaluk	30	0	0	0	0
Kangirsuk	30				
Quaqtaq	30	29	12	7	6
Kangiqsujaq	45	45	28	7	11
Salluit	140	84	13	14	29
Ivujivik	30	25	0	0	11
Akulivik	30	0	0	0	0
Puvirnituaq	160	110	12	3	51
Inukjuak	145	111	22	8	31
Umiujaq	30	30	15	11	9
Kuujjuaraapik	40	40	10	10	6
Pairitsivik	49	0	0	0	0
Home daycare					
Isuarsivik	13				
Total	1067	710	181	106	255

On April 1, 2023. The Childcares centres staff benefits went up from \$5000 to \$7750 per permanent employee. This staff benefit is used different in each community. Some use it just for travel, some for gas and some to even purchase new furniture.

We received a confirmation of new places for the Isuarsivik recovery centre to have thirteen (13) new Childcare spaces for families attending the centre.

We have three (3) planned renovations go through the Tender process for Pirursaivik, Tumiapiit and Sukliateet.

SUSTAINABLE EMPLOYMENT STAFF

Kuujuuaq

Department Director:	Lydia Watt
Accounting Manager	Julie Despres
Executive Secretary	Susie Munick
Administrative Technician	Linda Gordon
Information Officer	Vacant

Services Nunavik Section

Assistant Director	Vacant
Ungava Coast Coordinator	Alain Thurber
Local Employment Officer	Vacant (Maternity Leave)
Service Nunavik Officer	Peter Adams

Employment Development Section

Assistant Director	Dave McMullen
Employment Advisor	Two vacant
Construction Coordinator	Daniel Pettigrew
Sanajit Employment Counselor	Vacant
Construction Program Officer	Vacant
YES Coordinator	Lydia Martin
YES Officer	two vacant
Esuma Coordinator	Olivier Morin

Programs Section

Assistant Director	Nadejda Yao
Team Leader	Bridget Saunders
Program Officers	Ina Saunders, Mary Unatweenuk, Stephanie Agosta, Seonja Joo
Student Project Officer	Sheila Gordon

Childcare Section

Assistant Director	Julie-Ann Berthe
Childcare Counselors	Qullik Sequaluk, Jana Lingard, Cassandra Tabor, 1 vacant
Coordinator Projects	Maryse Turcot

Kangiqsualujjuaq

Local Employment Officers	Jessie Etok-Stewart and one vacant
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Tasiujaq

Local Employment Officer	Lucina Cain
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Aupaluk

Local Employment Officer	Minnie Akpahatak (leave)
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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
Mining Employment Officer

Ettuk Sakiagak
Qalingo Saviadjuk

Salluit

Local Employment Officers
Receptionist

Charlie Saviadjuk, Ajia Cameron
Elisapee Uqauya Kuannanack

Ivujivik

Local Employment Officer

Susan Matt

Akulivik

Local Employment Officer

Carolyn Tulugak

Puvirnitug

Local Employment Officers

Viola Novalinga, Jacqueline Amamatuak

Inukjuak

Services Nunavik Section

Nunavik Service Agent
Income Support Team Leader
Nunavik Service Agent
Hudson Coast Coordinator
Secretary

Lorrie Kasudluak
Mary-Joy Nayomealuk (leave)
Sarah Inukpuk
Geela Echalook
Vacant

Employment Development Section

Sanajit Project Officer
Yes Coordinator
Yes Officer

Natalie Echalook
Vacant
Elsie Kasudluak and Lindsey Annanack

Programs Section

Program Officers

Lisa Kulula, one Vacant

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 Perseverance Esuma Advisor

Solange Loiselle
Elias Moukannas