



SUSTAINABLE EMPLOYMENT department

ACTIVITY REPORT SEPTEMBER TO NOVEMBER 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: Stanley George has started as the Employment development counsellor for Sanajit; new Local Employment Officer in Kangirsualujjuaq Jeannie Annanack and two new Administrative Technician in Inukjuak Emily Mina and Kuujjuaq Ina Saunders who changed positions from Program Officer.

Vacant Positions: Youth Employment Officer, Kuujjuaq (two (2) positions); Assistant Director Service Nunavik; Replacement Service Nunavik Agent, Kuujjuaq; two (2) Employment Counsellor, and Information Officer, Senior Program Officer in Kuujjuaq, Sanajit ProLocal Employment Officer in Akulivik is still vacant.

Departures/Resignations: Sapina Annanack is on Maternity leave.

1. Services Nunavik

Administrative Services from June 1 to October 31,2023

Community Employment Offices	CLIENT intervention	CLIENT Questionnaire	Referred Employment	EMPLOYMENT INSURANCE	LAST RESORT (IS)	S. I. N	Civil STATUS	Old age pension	R.R.Q.	Q.P.I.P	Family Allowance	C.N.E.S.S.T.	CAN. TAX	QUEBEC TAX.	R.A.M.Q	Bank INQUIRIES	OTHER SERVICES
Kangiqsualujuaq	152	1	8	43	22	6	15	7	9	4	11	2	1	1	11	2	9
Kuujuuaq	53	3	3	12	0	7	12	3	9	0	2	0	0	2	0	0	0
Tasiujaq	15	0	2	2	0	1	3	0	1	1	0	0	1	2	2	0	0
Aupaluk	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kangirsuk	12	0	0	0	3	0	0	0	0	0	0	0	2	2	1	0	4
Quaqtaq	23	0	2	3	0	3	4	3	5	0	2	0	0	0	0	1	0
Kangiqsujuaq	35	29	0	1	1	1	2	0	0	0	1	0	0	0	0	0	0
Salluit	34	0	19	2	2	0	2	1	3	0	1	0	0	1	1	2	0
Ivujivik	21	0	0	0	0	3	14	0	1	0	2	0	0	0	0	0	1
Akulivik	3	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Puvirnituaq	60	0	3	2	15	4	9	3	5	1	9	0	0	0	0	0	9
Inukjuak	255	3	25	35	1	32	48	9	2	9	44	1	0	0	1	7	38
Umiujaq	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Kuujuaraapik	45	0	0	2	15	0	3	4	3	0	1	1	1	1	1	3	10
Montreal	4	0	0	1	0	0	2	0	0	0	0	0	0	0	0	0	1
TOTAL	713	36	63	104	59	58	114	30	38	15	74	4	5	9	17	15	72

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	2023-166
Kuujuaq	\$835,486	2023-137
Tasiujaq	\$175,803	2023-234
Aupaluk	\$116,733	Not received yet
Kangirsuk	\$258,220	Not received yet
Quaqtaq	\$197,380	2023-235
Kangiqsujuaq	\$345,588	2023-236
Salluit	\$628,208	2023-165
Ivujivik	\$194,904	Not received yet
Akulivik	\$294,299	2023-74
Puvirnituaq	\$708,148	Not received yet
Inukjuak	\$726,188	Not received yet
Umiujaq	\$305,618	2023-233
Kuujjuaraapik	\$220,372	2023-237

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

1	Raglan Mine Glencore Canada	Environment Supervisor	\$103,677
2	Raglan Mine Glencore Canada	Cook Class 3	\$105,209
3	Saturviit Inuit Women's Association of Nunavik	Moving Forward	\$110,923
4	Raglan Mine Glencore Canada	Underground Electrician	\$117,108
5	Canadian Royalties Inc	Apprentice Surveyor	\$122,959
6	Canadian Royalties Inc	Heavy Equipment Operator (HEO)	\$123,575
7	Canadian Royalties Inc	Blaster/Miner Class 2	\$127,624
8	Canadian Royalties Inc	Fire Prevention Technician	\$127,624
9	Canadian Royalties Inc	Apprentice Plumber	\$127,964
10	Canadian Royalties Inc	Security Guard	\$128,790
11	Canadian Royalties Inc	Assay Prep Clerk Coordinator	\$129,130
12	Canadian Royalties Inc	Apprentice Electrician	\$129,130
13	Canadian Royalties Inc	Maintenance Warehouse	\$129,956
14	Canadian Royalties Inc	Environmental Technician Class 2	\$136,468
15	Kativik Ilisarniliriniq	Content Development	\$141,625
16	Kativik Ilisarniliriniq	DUI Project Phase 4	\$148,111

17	Canadian Royalties Inc	Electric Engineer Intern	\$151,968
18	Canadian Royalties Inc	Communication Officer	\$157,459
19	Air Inuit Ltd.	Part-time Challenge	\$170,443
20	Raglan Mine Glencore Canada	French Language Training	\$170,690
21	Iqitsivik Salluit Family House	Aquimaniq 2023	\$172,804
22	Kativik Ilisarniliriniq	Interpretation & Translation Project with Makivik	\$174,844
23	Raglan Mine Glencore Canada	Carpenter Class 3	\$208,934
24	Raglan Mine Glencore Canada	Environment Monitor Officer	\$213,659
25	Kativik Ilisarniliriniq	Illivvik 2023-2024	\$220,000
26	Air Inuit Ltd.	Sparrow Flight Training 2023-24	\$220,480
27	Canadian Royalties Inc	Warehouse Clerk Class 4	\$240,917
28	FCNQ	Part-time Challenge	\$244,038
29	Canadian Royalties Inc	Powerhouse Mechanic-Operator	\$245,917
30	Canadian Royalties Inc	Blaster Drill Helper	\$254,714
31	Canadian Royalties Inc	Welder Class 3	\$255,192
32	Canadian Royalties Inc	Carpenter Class 4	\$257,579
33	Canadian Royalties Inc	Tire Repairer	\$265,937
34	Canadian Royalties Inc	Employment and Training Officer	\$267,589
35	Air Inuit Ltd.	Ground Ops-Coaching/Mentoring Managers	\$269,037
36	Canadian Royalties Inc	Apprentice Instructor	\$270,602
37	Canadian Royalties Inc	Underground Miner Class 3	\$277,599
38	NHFTA (RNUK)	LNUK General Manager	\$286,241
39	Canadian Royalties Inc	Miner Class 2	\$286,928
40	Raglan Mine Glencore Canada	Labourers & Heavy Equipment Operator (HEO) Class 3,2,1	\$309,919
41	Raglan Mine Glencore Canada	Heavy Equipment Mechanic Class 3	\$327,252
42	Canadian Royalties Inc	Concentrator Operator	\$335,332
43	Canadian Royalties Inc	Mechanic Maintenance	\$346,278
44	Canadian Royalties Inc	Coreshack Helper	\$347,389
Total			\$8,959,614

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.

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, ten (10) hours per week, between the period of time when school begins in August and ends in June. Part-time employment opportunities, who are attending school on a full-time basis. 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 10 hours per week, to avoid interfering with the time the students need to focus on their school and homework.

As of October 31, 2023, four (4) part-time challenge (September to June) projects approved for funding for Part-time Challenge a total of \$496,683; mostly with various promoters such as, Northern Villages, FCNQ, Air Inuit, PS Jeunesse, and various business and smaller community-based organizations.

The Challenge program duration can be up to ten(10) weeks when school ceases for the summer break to the period when it starts again. Eligible participants, they must be a minimum of 13 years of age, have attended school on a full-time basis during the previous school year and intended to continue studying full-time the following school year. Offer a full-time job of a minimum of 30 and a maximum of 40 hours per week.

For 2023 we approved a total amount of \$1,334,583 for Summer challenge projects.

Kativik Iisarniliriniq (KI)

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

Class 5

The driving school in Inukjuak experienced vandalism recently and the driving simulator was tampered with. There is also currently no monitor in Inukjuak as she has left Nunavik. Solutions will be found for this driving school in the near future.

Driving lessons will continue normally in Kuujjuaq, Kangiqsujuaq and Salluit until December 23, after which the schools will close for the holidays.

The SAAQ are scheduled to visit as follows for exams:

- Kangiqsujuaq Nov 21-23
- Kuujjuaq – Nov 24-27
- Inukjuak - Nov 28-29

Note that all eligible candidates from the Hudson Coast can take their exams in Inukjuak with lodging available at the student residence.

In Kuujjuaq, the driving school will continue to operate out of a classroom on the second floor of the forum until work on the new Adult Ed Center is complete.

The agreement between KRG and SAAQ is now signed. The department is working on the process to put in place the services that will be now under KRG.

Driving Under the Influence (DUI) Project

Since inception March 2020 to September 2023, the Driving Under the Influence (DUI) Project reports the following:

- Of twenty-three (23) people eligible for the ALCOFREIN session, ten (10) have finished the process to recover their Driver's License and five (5) more are expected to finish soon.
- This makes a total of thirteen (13) clients who have completed ALCOFREIN since program launch.
- 591 clients have been met with:

- 237 are identified as having DUI with 84 of those requiring Summary Evaluation, and 153 requiring a Complete Evaluation.
- 78 must renew their driving license (pay fee).

Between April – Sept 2023, the DUI Agent has visited seven (7) communities and met with 59 clients (43 new and 16 existing):

- Kuujjuarapik (June): four (4) new clients and two (2) existing clients.
- Umiujaq (April-June): eight (8) new clients and two (2) existing clients.
- Puvirnituq (April- May): eight (8) new clients and one (1) existing client.
- Kuujjuaq: two (2) new clients and one (1) existing client.
- Kangirsuk (June): 21 new clients and four (4) existing clients.
- Kangiqsujuaq (May): two (2) new clients and one (1) existing client.
- Inukjuak (April-June): 14 new clients and three (3) existing clients.

As the DUI Agent, who is also the current Development Agent for Class 5, prepares for the SAAQ visits in November, he will visit communities without a driving school to invite candidates with a territorial license valid for more than one year, to complete their test (theoretical and practical).

He will also continue to register new DUI cases and offer support and assistance to all those who have started the process of recovering their driver's license.

AEC Childcare Educator Course

The CÉGEP de St-Félicien has been working with KRG and KI to deliver the Childcare Educator program in Nunavik since 1998. The program consists of 19 competencies which is a total of 1335 hours and takes approximately a year and half to complete.

Since 1998, there have been 237 graduates of the program across Nunavik.

The current program in Kuujjuaq, which started with twenty (20) participants before COVID hit in 2020, has taken much longer than anticipated and has had to restart several times due to various factors (COVID, centre renovations). As a result, ten (10) participants left the program since starting. However, the current group of ten (10) students have demonstrated great resilience and flexibility and nine (9) are now expected to graduate on the evening of December 7th, 2023.

A brand-new group started in Quaqtaq on September 25th with a new CÉGEP trainer. There are currently six (6) students in the program and training will be continuous until March 5, 2024.

AEC Management Childcare

Since 2017, in partnership with the CÉGEP de St-Félicien, the Childcare Management program which leads to a Collegial Attestation (AEC), has been delivered in Nunavik. In 2019, sixteen (16) Childcare Managers graduated from the program.

Of the eight (8) students currently in the program, four (4) are halfway through the program, and the other four (4) are ready to graduate. Phase 3 will start in January with the remaining students.

Air Inuit

The sparrow program was launched in the summer of 2012 in Kuujjuaq, and many people have graduated and become full-time pilots with Air Inuit. This year, the program's goal is to enable five (5) Inuit to complete their private pilot license training, followed by their commercial IFR.

As of October 31, two (2) participants from Kuujjuaq had passed their IFR flight test. They are now just a few flights away from completing their training.

These flights will be completed during the week of November 6, and they will take part in Air Inuit's next ground training course, starting on November 13.

Regarding the relocation of the project from the south to Kuujjuaq, Air Inuit is willing to do it, but the course had to be relocated because of the COVID and is not yet back in Kuujjuaq due to lack of space.

They will know in the new year what the plan will be for the next cohort, as they would like to see it return to Kuujjuaq for the first portion again.

Construction:

Makivik Construction:

Makivik Construction has seven (7) projects this year in seven (7) communities. They requested 35 Carpenter apprentices for 45 housing units for a total of \$704,462 KRG contributions.

Kangiqsualujjuaq:

Seven (7) housing units, five (5) duplexes, two (2) single four (4) bedrooms for a total of six (6) Inuit carpenters

Kangiqsujuaq:

Seven (7) housing units, five (5) duplexes, two (2) single four (4) bedrooms for a total of five (5) Inuit carpenters

Kangirsuk:

Eight (8) housing units of three (3) fourplexes, three (3) duplexes and two (2) single four (4) bedroom units for a total of six (6) Inuit carpenters

Puvirnituaq:

Six (6) housing units of two (2) fourplexes, two (2) duplexes and two (2) single four (4) bedroom units for a total of five (5) Inuit carpenters

Quaqtaq:

Five (5) housing units of five (5) duplexes with four (4) Inuit carpenters

Salluit:

Eight (8) housing units of two (2) fourplexes, four (4) duplexes and two (2) single four (4) bedroom units for a total of six (6) Inuit carpenters

Umiujaq:

Four (4) housing units of three (3) fourplexes and one (1) duplex for a total of three (3) Inuit carpenters.

Makivik construction requested 41 custodians in seven (7) communities. These custodians have a different agenda to other ones. Some kitchen helpers, laundry, house chores and other duties.

Sogest Construction:

Sogest Construction has KMHB housing renovations in Kuujjuaq this summer. They've requested \$75,007 for a total of five (5) people. Four (4) Inuit carpenters and one (1) painter.

FCNQ Construction:

FCNQ construction is continuing the Hydro Quebec Central project in Tasiujaq, six (6)-plexes housing units in Puvirnituaq, eight (8)-plex housing units in Inukjuak and Kuujjuaq garage-warehouse and for the school board in Kangirsuk.

Ten (10) full-time workers, recommended by the KRG Construction program Coordinator, will be hired by FCNQ Construction as apprentice carpenter-joiners for these projects in the institutional-commercial sector.

Two (2) apprentices in Tasiujaq,
Two (2) apprentices in Kangirsuk
Two (2) apprentices in Kuujuaq
Two (2) apprentices in Puvirnituk
Two (2) apprentices in Inukjuak
For a total of KRG contribution of \$124,537.

Ikajurtigiit Construction:

Ikajurtigiit construction is an organization doing renovations of other companies requesting \$108,513 with a total of six (6) carpenters.

Les Pepin and Fortin Inc:

Pepin and Fortin in Akulivik are seeking three (3) apprentice carpenters and one (1) labourer to build a garage-warehouse and they need two (2) carpenter apprentices for phase three (3) of Innalik School renovation.

Nortaq Construction:

To hire three (3) full-time carpenter apprentice in Kangiqsualujuaq for 20 weeks and three (3) full-time carpenter apprentices in Salluit for 12 weeks, identified and recommended by the KRG Sanajit Program Coordinator, as six (6) Apprentice Carpenters. The three (3) carpenters in Kangiqsualujuaq will construct three (3) quadplex of Kativik Ilisarniliriniq and three (3) carpenters in Salluit will renovate windows and sidings of eight (8) KMHB buildings for a total of \$59,768 KRG contributions.

Beltech Construction:

Beltech is doing renovations in Kuujuaaraapik, Quaqtac and Puvirnituk with five (5) Inuit carpenters for a total of \$50,095 KRG contributions.

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.

On September 15, Stanley George started as the new Sanajit Employment Service Counsellor. He will be based in Kuujuaaraapik. This position had been vacant for quite a while so it exciting to have it filled. Part of his mandate is to meet with contractors and participants to ensure follow up on the obligations of the contractor to Inuit workers; as well as to travel to different communities and visit construction sites, as needed, to ensure that contractors are complying with the apprenticeship program and the participants are properly monitored;

This is highly needed. One other priority in the upcoming months will be to work with the contractors in the various organizations, who have construction projects in Nunavik, to ensure that there are clauses in the contracts to promote the hiring of local workers. We will be meeting with various organizations to ensure that we can legally start to add these types of clauses to contracts.

ACTIVITIES

Sanajit Project finished trainings:

September 11th to 16th: Kuujuaaraapik: Health and Safety on Construction Sites Course

- 12 participants finished the course.

September 19th to 29th: Umiujaq: Sanajit-Carpentry Skills Summer Training
- Eight (8) participants finished the training.

October 24th to November 3rd: Puvirnituk: Sanajit Carpentry Skills Level 2
- Two (2) participants finished.

Sanajit Project upcoming trainings:

November 14th to 27th: Inukjuak: Hand and Portable Electrical Tools

December 4th to 8th: Kangiqsujaq: Health and Safety on Construction Sites Course

Sustainable Employment Department Sectional Meeting:

September 18th to 19th: Montreal: PowerPoint Presentation Sanajit Project

Sanajit Project Employment Service Counsellor Report:

September to October: Regional: Construction Sites visit.

Projects

Inukjuak Dome and classroom space for construction projects:

- Completed and already in use.



Greenhouse in Salluit

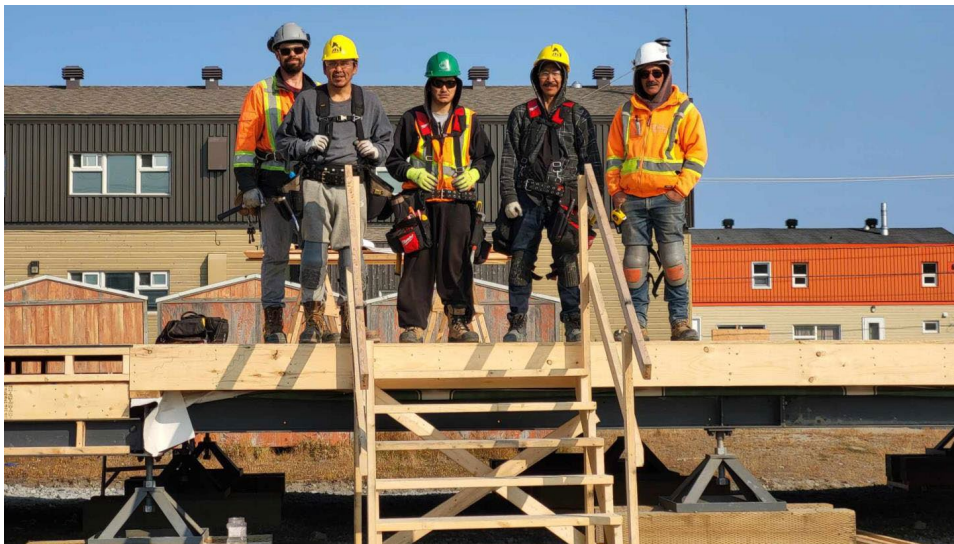
- Seven (7) trainees in total. Worked on concrete footings and forms as well as , blueprint reading, measurements and calculations and construction of the building.
- Should be completed by November 11, 2023





Multi-Use Center Puvirnitug

- Five (5) trainees so far
- Completion date.....



Multi-Use Center Kangirsuk

- Six (6) trainees so far
- Completion date.....



Multi-Use Center Ivujivik

- One (1) trainees so far
- Project much less advanced
- The building plot was awarded very late
- Broken machinery has further delayed the project
- Completion date...

Multi-Use Centers Kuujuaaraapik, Umiujaq, Kangiqsualuuaq

- Materials purchased and shipped
- Work started on the land access
- Completion date...

Construction Site Visits

Community	Contract	Owner	Contractor	Contact	W	L
Salluit	Residential Project 4 plex x 2	KI	Pepin-Fortin	Samuel Guerard sgeurard@pepinfortin.com	19	0
Salluit	Commercial Project Community Greenhouse	NV	Amaat	Steve Grasser sgrasser@protonmail.com	7	6
Salluit	Residential Project 4 plex x 2 Duplex x 2	KMHB	Makivvik	Stephen Comtois scomptois@makivvik.ca	12	4
Salluit	Civil Project Lot Expansion	LH	Makivvik	Claude Villeneuve cvilleneuve@makivvik.ca	8	2
Salluit	Residential Project Exterior/Interior Reno	KMHB	Nortaq	Kevin Gingras kgingras@nortaq.ca	11	1
Ivujivik	Commercial Project Multi-Use Training Center	KRG	Pepin-Fortin	Roy St-Onge roystonge@fcng.ca	5	3
Ivujivik	Residential Project Hydro Camp	HQ	RCM	Eric Samson eric-samson@outlook.com	12	0
Akulavik	Commercial Project School Renovation	KI	Laval-Fortin	Dany Lehouillier dlehouillier@lavalfortin.com	45	0
Akulavik	Commercial Project Warehouse	KI	Pepin-Fortin	Claude Allaire callaire@pepinfortin.com	25	0
Puvirnitug	Commercial Project	KRG	FCNQ	richard.langlois@fcng.ca	4	3

	Multi-Use Training Center			Richard Langlois		
Puvirnituk	Commercial/Residential -Hydro Power Station -Residents 6 plex/duplexes Civil Project -Rock Crushing	HQ NRBHSS	FCNQ	Melissa Briand melissa.briand@fcng.ca	70	2
Puvirnituk	Residential Project 4 plexes/duplexes	KMHB	Makivvik	Kevin Boucher "MOM" kboucher@makivvik.ca	17	2
Puvirnituk	4 x 6 plexes	HB	FDF Construction	Robert Normandeau robert@fdfconstruction.com	30	0
Puvirnituk	Commercial Projects -Air Inuit Cargo Expansion -Air Inuit Staff House -Anglican Church	AIL NV	Kautuq	Stephane Dorian sdorian@kautuq.ca Daniel Rivard Danboard80@icloud.com	40	12
Umiujaq	Commercial Project Double Gymnasium	NV	Kautaq	Michael Couterier-Legace Mcouturier-legace@makivvik.ca	17	0
Umiujaq	Residential-Housing Units	KMHB	Pepin-Fortin	Serge Henri shenri@pepinfortin.com	12	0
	*W=Workers *L=Locals			TOTAL:	334	35

Kuujjuaraapik-Whapmagoostui

Community	Contract	Owner	Contractor	Contact	Workers	Locals
Kuujjuaraapik	Residential Renovations	KMHB	BellTech	Robbie Turcotte rturcotte@hotmail.com	15	0
Kuujjuaraapik	Commercial Hydro Plant	HQ	Hydro Quebec	Kenny Audet audit.kenny@hydroquebec.com	17	0
Whapmakstu	Commercial Youth Center	WFN	Minheku	Christian Boily christian.boily@vccinc.ca	18	1
Whapmakstu	Commercial-Windmill Road	KWERC	Sennexion-Minheku	Christian Boily christian.boily@vccinc.ca	8	1
Whapmakstu	Civil-Waste Disposal	NV/WFN	Michel-Miller	Sylvain Amyot sylvain.amyot@michelmillerinc.ca	27	17 (*4)
Whapmakstu	Residential-Housing Units	WFN	Minheku	sylvain.amyot@michelmillerinc.ca	10	0
Kuujjuaraapik	Commercial-School Renovations	KI	Minheku	sylvain.amyot@michelmillerinc.ca	NA	0
Whapmakstu	Civil-Underground Water Drilling	WFN			6	0
Whapmakstu	Civil Project-Paving	WFN	CCDC	Ayahd Diallo adiallo@ccdc.ca	16	2
Whapmakstu	Residential-Housing Reno	WFN	Seeking Locals	Brunor Sheshamush bsheshamush@whapmagoostuifn.ca	0	NA
Whapmakstu	Special Projects-Emergency Shelters/Cabins	WFN	Seeking Locals	George Sandy gsandy@whapmagoostuifn.ca	0	NA
				TOTAL:	117	21

*-4 Inuit

Out of 451 construction workers, 56 are locals. (12.42%) This is only the Coastal Communities of Hudson's but excluding Inukjuak. The table includes the Cree Community of Whapmagoostui, which is in the region of Nunavik.

Youth Employment Services (YES)

Youth Employment Services (YES) Nunavik targets youth from ages 16 to 35 and soon all ages in all fourteen (14) communities to offer 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.

YES Nunavik – Ungava and Hudson Bay

- Heritage Kuujjuaq (Basket Weaving)
- Consultation publique pour la jeunesse
- Renewal of VR CareerLab Subscription
- Rebranding of YES Nunavik
- New position of Hudson Coordinator – Sarah Lisa Kasudluak
- Important meeting for YES – Planning for next projects and CRENEAU

At the end of September, KI in collaboration with YES Nunavik held the 4th edition of the Heritage Program in Kuujjuaq. Although the overall unraveling of the projects went well, we had some complication when it came to the participants attendance. Also, most participants we're advanced in terms of level of employability because we had to accept women on maternity leave. On a positive note, one of the participants went to open her first bank account at CIBC Kuujjuaq. EC components seemed to be interesting for the participant, especially the Vision Board. KI and SED are currently in the process of planning the next Heritage that will be probably held in Akulivik or Kangiqsualujjuaq. We will also be working on promotion of and renaming the program to avoid confusion in the future.

At the end of October, Lydia Martin went to Trois-Rivières to assist at the *Consultation Publique pour la Jeunesse* as an actor and a member of the youth. She took notes of the initiatives and Creneau that the *Secrétariat à la Jeunesse* is promoting as well as the many speech / comments other actors had to share. The gap between the South and the North is considerable and our challenges are much different. Nonetheless, Lydia was able to network with interesting actors working with First Nation clients as well as making new contacts for possible collaboration. Some people at the Consultation seemed concerned by Nunavik's challenges and showed a real interest in the promotion of reconciliation actions. Solange Loïselle and Lydia Martin worked together to send Solange's Report: **Brief on Nunavik Youth Challenges** to the *Secrétariat* before the deadline (Nov. 2nd). This high-quality report will depict the real situation of the North so that Quebec Government can be aware of the gravity of the challenges the Youth have to face on a daily basis.

YES Nunavik renewed the subscription with Career Labs VR. The subscription will be valid for a period of 1 year. YES will plan a Nunavik Tour for 2024 and the VR system will be useful to attract the youth.

YES is currently planning a meeting with Communication to do a rebranding. Since the services offered are going through a restructuring, the rebranding will also have to be adapted to a broader clientele. We would also like to create a slogan and new promotional items to try to be more noticeable and eye-catching. Each member of the YES also requested business cards. Our rebranding will play a determinant role in the quest to promote and reach more clients in Nunavik.

The YES team is growing slowly but surely with the filling of Hudson Coast coordinator position by Sarah Lisa Kasudluak. This great news will surely help YES to expand operations, initiatives and projects in all 14 communities. On that matter, Dave McMullen and YES will hold a planning meeting at the beginning of December to work on the short and long term goals and strategic action plan for YES. The team will take the Creneau into consideration during this planning session to ensure that the recommendations are respected for our funding agreements.

Finally, the post secondary student tour for Inukjuak high school students is planned for either the Spring or Fall of 2024.

Lasted training updates:

YES added three (3) new presentations for Youth and presented to them to Uquutaq High school, in October and beginning of November.

- How to apply for SIN
- Workplace Injury or Illness
- How to be Professional

Monthly Summarized Reports YEO's and Coordinators

YEO/YEC	Elsie	Lindsey	Lydia	
Date	Sept-Oct 2023	Sept-Oct 2023	Sept-Oct 2023	Total
Facebook & Instagram Response	10	2		12
Email/Website	2			2
Telephone				0
Job Search Support	4		2	6
Interview Prep.	4	0		4
CV Making/Review	27	7	2	36
Referrals	1			1
Equipment use				0
International info.				0
Other Services	2			2
Total Number of Services	50	9	4	63

**Not actual data, Estimation*

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.

STATISTICS

Total number of participants	Return to school	Found a job
619	70	277

New registrations in September, October, November 2023	Found a job in September, October, November 2023
17	3

PARTICIPANTS

Number of participants	Active	Semi active	Outreach	Sporadic
September - 21	12	3	2	4
October - 34	15	1	6	12
November - 28 (until today November 3 rd)	18	1	6	3

For the activities, we did the following:

September

- Weekly Schedule, Weekly Goals, Allowances, Cleaning Team, Transportation, Health measures – four (4) times
- Job Search (online, in person, contact by phone, fax, newspapers, job fairs) - 8 times
- French class – three (3) times
- Basic Computer's Skills – four (4) times
- Procedures for personal and professional objectives – three (3) times
- Hands-on, creative activities, games – two (2) times
- Volunteering at Street Suds – three (3) times
- Volunteering at Santropol Roulant – four (4) times
- Volunteering at Welcome Hall Mission – one (1) time
- My personal PPT presentation
- I build my self-esteem
- Be the one employers hire
- Communication with the authority
- Emotions and feelings
- Understanding the lease
- Reach my dreams
- How to find your job in Montreal?
- Your qualities and your interests
- Looking for a job is like ... (metaphor)
- How to make a great first impression
- Visit McCord Museum for Truth and Reconciliation Day

October

- Weekly Schedule, Weekly Goals, Allowances, Cleaning Team, Transportation, Health measures – five (5) times
- Job Search (online, in person, contact by phone, fax, newspapers, job fairs) - 12 times
- French class – four (4) times
- Basic Computer's Skills – two (2) times
- Procedures for personal and professional objectives – four (4) times
- Hands-on, creative activities, games – four (4) times
- Volunteering at Santropol Roulant – four (4) times
- Overcome procrastination
- The eight (8) keys of employability
- Conciliation work-family

- *What is a goal? Why set goals?*
- *Your attitude makes the difference*
- *CV , Interview preparation and practice*
- *How to keep motivation*
- *Perseverance*
- *Do it! Overcome procrastination*
- *Alternatives to violence at Native Friendship Center*
- *Resources in Montreal*
- *Visit Qavvivik Center Open House*
- *Reach my dreams*
- *How to keep your job*

November (until today Nov. 3rd)

- *Weekly Schedule, Weekly Goals, Allowances, Cleaning Team, Transportation, Health measures – one (1) time*
- *Job Search (online, in person, contact by phone, fax, newspapers, job fairs) – three (3) times*
- *French class – None*
- *Basic Computer's Skills one (1) time*
- *Procedures for personal and professional objectives – one (1) time*
- *Hands-on, creative activities, games - one (1) time*
- *Volunteering at Santropol Roulant – one (1) time*
- *About Employment insurance*

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.

In late October, Pijunaqunga had their first cohort of employed only participants for the two-week hard and soft skills training session. The session was held in Kangiqsujuaq and many local employers sent participants and there were also one to two participants from employers outside of the village.

This pilot program represents a potential turning point in the type and scope of the services offered by Pijunaqunga. It was employers who approached Pijunaqunga to have some of their newer and less experienced staff attend the training sessions offered in the region. If successful, this service can be offered up to employers throughout the region.

With the shortage of internship spots, the internship program might also change from mentorships within active organizations to mentorships and training in practice workplaces. This is a project that is starting to be looked into as a possible solution.

ESUMA

ESUMA's concertation table meeting highlights (19-20th of September)

Points discussed.

- Summer camps 2023 overview

- Esuma's finances
- Summer activities 2024: financial projection and planification
- Revising funding guidelines for project applications
- Campaigns: end of the year, back to school, perseverance days
- Initiatives: children music album, VR, Research – Youth aspirations, Literacy need assessment
- Projects: presentation of 10 projects applications
- Branding: new logo, new website, call for tender for communications strategy.

Attending Organizations

Sustainable department-KRG, Childcare-KRG, Education services-KI, Schools operations-KI, Makivvik, TNI, NBHSSS, Kauttataupik. Presentations from: ENAP, United for Literacy made presentation to the table as well.

Meetings held during this period:

- Weekly meeting with TACT communications for the digital strategy and branding management.
- September 25-27, Esuma were invited to present and seek collaboration at the KI pedagogical meeting for the youth sector.
- Three (3) virtual and one (1) in person meetings with United for Literacy for the literacy needs assessment and the creation of the second edition of Unikkausit uummatut.
- Two (2) Virtual meetings with Felix Aupalu, program director, for the follow-up of the project Qaurlimat by All Arctic in Puvirnituk during the 2023 summer.
- Meeting with the promoters Centre National de Cyclisme de Bromont, AleoVr and Folie Technique, All arctic and N'we Jinan to explore the possibilities of a partnership for the summer activities 2024.
- Virtual meeting with Youth Fusion to ensure partnership between our projects.
- KRETC and SED sectional meeting held in Montreal from November 17-19, 2023.

ESUMA Projects

Completed

- Cabin construction in Aupaluk with Nurrait / Jeunes karibus
- Ikaartuit movie with Nurrait / Jeunes Karibus on the Koksoak river.
- EuroCall23 in Reykjavik with Natasha Macdonald
- Nunavik volleyball tournament in Puvirnituk
- Books come alive first edition distributed all over Nunavik.

On-going

- Grind Now Shine Later basketball in Aupaluk, Puvirnituk and Ivujvik.
- Qaurlimat from All Arctic in Puvirnituk.
- Culture class to the next level in Kuujjuaq.
- ESUMAVIK in Kuujjuaq.

Eight (8) projects were recently accepted at the last ESUMA meeting:

- Hockey Naturaliit in Pierrefonds.
- Aaqisiq Theatre in Tasiujaq,
- Ballet class in Kuujjuaq.
- TNQ-AWG24 in Mat-sue Valley Alaska.
- Photo workshop in Quaqaq.
- Inukrock climbing training in Lanaudière.
- Caravane Philantrope circus in four (4) communities TBD.
- IMPACT tae-kwon-do in two (2) communities (TBD).

Initiative

Children music album launch:

- Launching of an all-Inuktitut children music album composed of fifteen (15) songs based on ancient children's stories with Beatrice Deer.
- Planning of a show in Salluit on the 20th of November. Two (2) representations, one (1) in the AM for the Salluit youth and one (1) in the evening open to the community.
- Working in partnership with KI, ESUMA will broadcast the AM representation on the smartboard of each classroom in Nunavik at the same time.
- Creation of promotional items and promotion of the event on social media.
- Creation of videoclip associated with the song in partnership TNI.

Studio 55 : Tarratuutiq| Taima – Artistic and climatic reflections from Nunavik

The artistic work of the youth of Puvirnituk received the Essor price (The Essor is a recognition award that aims to showcase artistic projects by highlighting the passionate work of the educators and school leaders who make them possible) from the Quebec government. Their production will also be exposed at the Québec city Musée des beaux-arts from February 29 to June 2, 2024.

School Perseverance Days (SPD) 2024

- Collaboration with the pedagogical consultant of KI for the creation aspects and the implication of the students in the process.
- A presentation with the visual aspects of the campaign, the activities and the promotional items will be received by the end of the month of November.

Mining Sector:

After a lengthy pause we are finally resuming the Kautaapikut Strategy Table (KST). The next meeting is scheduled for November 21-22 and follow up meetings in the new year to focus on increasing Inuit workers with mining contractors. For the next meeting Torngat metals will be participating as an observer until they have an Impact Benefits Agreement (IBA) signed. Daniel Pettigrew will slowly be taking over as moderator of the table.

Canadian Royalties

Canadian Royalties Mine - % Inuit Employees.

	January	February	March	April	May	June	July	August
Total Active	725	705	708	708	705	708	715	701
Inuit	59	53	48	52	51	50	47	56
% Inuit	8%	8%	7%	7%	7%	7%	7%	7%
Women	20	18	18	20	20	16	18	18
Men	39	35	30	32	31	31	29	28
Employees	666	652	660	656	654	658	668	655
Women	50	48	49	48	48	47	46	45
Men	616	604	611	608	606	611	622	610

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%
April	206	16.6%	1032	83.4%	1238	100.0%
May	202	16.2%	1042	83.8%	1244	100.0%
June	210	16.8%	1042	83.2%	1252	100.0%
July	210	16.8%	1038	83.2%	1248	100.0%
August	210	16.7%	1044	83.3%	1254	100.0%
September	213	16.9%	1045	83.1%	1258	100.0%
October						
November						
December						

Raglan Mine have many development projects on the site and this causes a capacity problem for lodging for all participants. One of the projects is to add 400 rooms.

Once built, the participants will be able to welcome future employees Inuit and create training. Here are the projects are on hold;

- Welder Class 3
- Cook Class 3
- Light-duty vehicle mechanic
- Laboratory analyst
- Bazar Store manager
- Mill Operator

Since April 2023 as of today, 66 apprentices have followed a training program or are still in the process.

4. Childcare. September to December 2023

Community	Number of places	Registered	Waitlist 0-17 mts	Waitlist 18+ mts	Employees
Kangiqsualujjuaq	105	61	8	6	25
Kuujjuaq	160	123	48	34	48
Tasiujaq	30	0	0	0	0
Aupaluk	30	0	0	0	0
Kangirsuk	30	0	0	0	0
Quaqtaq	30	27	0	0	10
Kangiqsujuaq	45	43	22	14	11
Salluit	140	0	0	0	0
Ivujivik	30	22	0	0	11
Akulivik	30	0	0	0	0
Puvirnituq	160	0	0	0	0
Inukjuak	145	0	0	0	0
Umiujaq	30	0	0	0	0
Kuujjuaraapik	40	36	2	34	6
Pairitsivik Home daycare	49	0	0	0	0
Isuarsivik	13	0	0	0	0
Total	1067				

We had a Board of Directors and Directors training the week of October 2. We invited two (2) Board members and the Director. The training we had was a two (2)-day training course and separated by the coast, due to the amount of people attending (would be too many if we did it at the same time). In the training we went through The Board of Directors manual, Parent Handbook, by laws, Human Resources Policy, Management Policy and budget training.

At the last Childcare management training week, we had four (4) people finish their training and they successfully completed the management training. We now have all the staff in the Childcare section of KRG with an AEC in the Childcare management. We will have a 3rd management training starting in January 2024. We will have five (5) people who have not completed the training continue and start a new group of Childcare Directors.

The Childcare section staff will be traveling to Akulivik the week of December 4. The Childcare centre has not been operational for a long time.. We will go there to start the center up again by getting a new Board of Directors and new staff. We have already done the promotion to hire new staff and get people to think about going into the Board of directors before we all arrive in the community.

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Vacant Youth Employment Officer Kuujjuaq

Vacant Youth Employment Officer Kuujjuaq

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