



SUSTAINABLE EMPLOYMENT Department

ACTIVITY REPORT SEPTEMBER TO NOVEMBER 2024

MANDATE

The Sustainable Employment Department provides tools for employment in the context of Inuit economic and social development. This has led to assuming progressive 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: Three new staff were hired in Salluit: Susan Ikey, School Perseverance Officer; Lizzie Alaku, Service Nunavik Officer; and Ken Papigatuk, Sanajit Project Officer. Within Youth Employment Services, two positions have been filled: Lizzie Tina Echalook in Inukjuak, and Isabelle Gordon in Kuujuaq. Also, we hired a new Program Officer, Jennifer Blair, in Akulivik.

Vacancies: Employment Counsellor (two positions), Information Officer, Senior Program Officer (Kuujuaq), Administrative Technician (Kuujuaq), * Local Employment Officer (Akulivik, Aupaluk, Kuujuaq, Kuujuaaraapik)

* Assistant Director Sabine Georges asked the team to travel and give help to the communities that don't have a LEO. This request was welcomed by the team, and they are open to travel.

Departures: Ina Saunders resigned as Administrative Technician in Kuujuaq and now works for Legal Department. Stanley Geroge resigned as Sanajit Employment Service Counselor.

See Appendix C for staff listing.

1. Services Nunavik

1. Services Nunavik

Training for Services Nunavik first group will take place in February in Montréal. A second group will be trained at a later date. Sabine Georges will also be part of the training to support LEOs where needed.

Service Canada

Sabine Georges invited Service Canada manager Véronik Cadieux-Robillard to a Services Nunavik team meeting to discuss needs of LEOs on completing government forms and day-to-day admin challenges. As a result, Service Canada will provide training and have SC personnel available to answer questions. The training will start in January.

Visits to Northern Villages

Sabine Georges continues to complete NV visits with LEOs. She completed a tour with Service Quebec, Revenue Quebec, Canada Revenue Agency with Geela Echalook, the Hudson coordinator. The next tour will be in January in Salluit, Puvirnituk and Quaqtaq if there's availabilities. Sabine and Geela will be part of the next tour.

SAAQ

Service Coordinator Innot Mush' Ayuma continues to advertise SAAQ services among NVs. He collaborates with LEOs and talks about services on local radio. The SAAQ mobile team tour schedule for 2025 will be determined soon.

2. Programs

The Programs Section provides the following support to improve employability of Nunavimmiut.

Sanarrutik 2024

Community	Budget 2024	Application
Kangihsualujuaq	\$408,394	2024-425
Kuujuaq	\$860,827	2024-198
Tasiujaq	\$182,177	2024-238
Aupaluk	\$118,678	Waiting for Resolution from NV
Kangirsuk	\$262,273	2024-473
Quaqtaq	\$205,268	2024-96
Kangihsujuaq	\$355,718	2024-290
Salluit	\$655,175	Waiting for Resolution from NV
Ivujivik	\$200,217	Not received yet
Akulivik	\$294,744	2024-291
Puvirnituk	\$719,035	2024-426
Inukjuak	\$749,342	2024-400
Umiujaq	\$228,359	Not received yet
Kuujjuaraapik	\$318,196	2024-197

Projects funded (\$100,000-\$350,000) since August 2024 (See Appendix A)

Kativik Ilisarniliriniq (KI)

Class 5

All four driving schools are operating normally with the support of instructors from South. Nunavimmiut interested in becoming a driving school monitor or instructor are encouraged to contact KI for training.

The SAAQ Mobile Team will be visiting driving schools at the end of November as follows:

Community	Date
Inukjuak	Nov 19 – 21
Salluit	Nov 21 – 23
Kujjuaq	Nov 24 – 26
Kangijsujuaq	No visit planned yet

After the SAAQ tour, instructors will return South until February to resume in-person training.

Delivery of SAAQ services in the region by KRG's new SAAQ Service Coordinator has begun and includes:

- Theoretical and practical evaluations
- Online evaluation preparation exercises
- Renewal of Territorial and Class 5 licenses
- Offering information on how to obtain a driver's license for the first time or to recover it after any infraction or a medical problem, and to access the ClicSAAQ service
- Promotion of Road Safety to local and regional partners (public and private organizations)

The SAAQ Service Coordinator has NV visits scheduled as follows:

Community	Date
Kuujuarapik	Sep 25 – 28
Inukjuak	Sep 28 – Oct 8 Nov 19 – 21
Akulivik	Oct 8 - 12
Salluit	Oct 12 – 15 Nov 21 – 24
Kangijsujuaq	Oct 15 - 21
Quaqtaq	Oct 21 - 26
Kuujjuaq	Oct 26 – 30 Nov 24 – 26
Umiujaq	Nov 10 – 13
Puvirnituq	Nov 13 – 16

Driving Under the Influence (DUI) Project

For the remainder of the year, a KI Development Agent will work with the SAAQ Services Coordinator to deliver services related to the DUI Project. The SAAQ Services Coordinator will detect, verify and refer DUI cases in the SAAQ database to the KI Development Agent.

The KI Development Agent will conduct client follow-ups, raise awareness of the PERRCAA fee payments to start the process of license recovery and assist clients until they're ready to take to the Alcofrein session. The Alcofrein program is to educate and rehabilitate people by reminding them of the legal, social and personal repercussions of impaired driving and the effects of alcohol on the human body. It also sets out to debunk myths about alcohol consumption. This work will be performed mostly online; however, the agent will be travelling to several NVs for in-person meetings.

Status report

PROCESS	NUMBER
DUI CASES	265
CASES SUCCEEDED	24 of 26 (2 left the program)
WAITING FOR ALCOFREIN SESSION	12
COMPLETE EVALUATION IN PROCESS	5
WAITING FOR THE...	
1. SUMMARY EVALUATION	17
2. COMPLETE EVALUATION	10
TOTAL*	335

*: all cases from September 2021 to October 2024

AEC Childcare Educator Course

Two Childcare Educator groups are undergoing training: 14 students in Inukjuak (cohort started March 2024) and 5 in Quaqtac (cohort started Fall 2023). In Quaqtac, the temporary childcare centre re-opened on October 1. Both programs are running well.

The Quaqtac cohort is expected to graduate by mid-November, and the Inukjuak group in April 2025.

As soon as trainer lodging is confirmed, a new cohort will begin early 2025, likely in either Salluit, Kangirsuk or Puvirnituq.

AEC Nunavik Arctic Guide

Amilia Fr chet -Tuniq successfully completed her final internship at Pingualuit Park this summer. The creation of a partnership with Pijunnaqunga allowed Amilia to have a paid internship experience along with psychosocial and technical support from an on-the-field mentor and a Pijunnaqunga employee. Amilia's final project evaluation was to guide a group of school teachers on a park excursion. The weekend was fully organized by Amilia and the teachers loved their stay (photos below).

Amilia is the first person to graduate the AEC Nunavik Arctic Guide program since 2021. We congratulate Amelia on her hard work and successes. Arrangements for a graduation ceremony are in progress.

The teaching team appreciated Amilia's positive attitude, organization and consistent hard work and hope that she will become a teacher's assistant in the future and eventually take over teaching courses, providing crucial Inuit presence in the Arctic Guide program teaching team.

Unfortunately, the other student in the program did not complete some of the required elements to be able to graduate.

The program is in development (curriculum, internships and employment development) to better meet the needs of students and the region for 2025-26. An Arctic Guide committee has been formed and meetings are ongoing.



Futures Fair

This year, KI has arranged four of the six planned Futures Fair to take place in October-November to better meet the needs of the schools, ensure better attendance, and avoid weather-related issues. The schedule is:

- Kuujjuaraapik Oct 16-17
- Umiujaq Oct 20-21
- Kangiqsujuaq Nov 3-4
- Kangiqsualujjuaq Nov 6-7

Two more NVs will be scheduled for early 2025.

Challenge Program

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

There are two categories of the Challenge Program: summer challenge and part-time challenge.

The part-time Challenge is up to 35 weeks, with 15 hours per week, from when school begins in August to June. Part-time employment opportunities are offered to students who attend school on a full-time basis. Students hired must be at least 13 years old (Quebec labour standards), and students under 16 years old cannot work more than 15 hours per week, to avoid interfering with the time the students need to focus on their school and homework.

As of October, three part-time Challenge projects have been approved involving funding of \$252,454; involving program sponsorship support from Air Inuit, KRG Childcare, PS Jeunesse, and other business and community-based organizations.

The Challenge program can be up to ten weeks when school breaks for the summer. Eligible participants must be at least 13 years of age, have attended school on a full-time basis during the previous school year, and intend to continue studying full-time the following school year. Full-time jobs of 30-40 hours per week are available. As of October, we have approved 39 summer Challenge projects valued at \$2,044,464 total.

3. Employment Development

The mission of Employment Development is to increase the skills of the Inuit labour pool, paying particular attention to young people as well as to implement global and integrated specialized employability services.

Sanajit Project

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

We still face ongoing issues with the principle provider of training and curriculum development services. With the support of the DGO, and after an October meeting, we are confident that we have turned a corner in our relationship with KI, and we should see significant improvement during the fall and winter.

After just over a year of service, our Sanajit employment counsellor has resigned. We are currently reaching out to individuals who might fit our needs and encouraging them to apply for the position.

Mentoring project

After several years of not offering this support to Inuit construction workers, this initiative was restarted this fall. In collaboration with KI and LBPSB, a mentor travelled to all 14 NV and worked directly with Inuit construction workers and their supervisors. There are areas we would like to improve for next year, but overall we are quite happy with the results.

Sanajit Project Trainings

There were no trainings over the summer period to allow the focus of Sanajit's work to be with the mentoring program. Courses officially restarted in September. Here is the tentative list of courses to be offered from September to March.

September to December 2024

Sanajit Training	Hours	Community	Dates
Sanajit-Painting & Plastering part 2	120 hrs	Kangiqsujuaq	September 10 th to 27 th , 2024
Sanajit-Hand & Portable Tools (DEP module)	75 hrs	Inukjuak	September 10 th to 20 th , 2024
Drawing & Specification (DEP module)	90 hrs	Inukjuak	October 16 th to 31 st , 2024
Health & Safety on Construction Sites Course	30 hrs	Inukjuak	November 4 th to 8 th , 2024
Planning calculation & Alignment & Leveling part 1	45 + 30 hrs	Inukjuak	Nov. 26 th to Dec. 6 th , 2024
Sanajit Carpentry Skills Level 1	80 hrs	Kangirsuk	Nov. 26 th to Dec. 6 th , 2024

January to March 2025

Sanajit Training	Hours	Community	Dates
Floors & Alignment part 2	60 + 30 hrs	Inukjuak	January 14 th to 28 th , 2025
Sanajit Carpentry Skills Level 2	80 hrs	Kuujjuaraapik	January 21 st to 31 st , 2025
Sanajit-Walls (DEP module)	90 hrs	Inukjuak	February 11 th to 22 nd , 2025
Health & Safety on Construction Sites Course	30 hrs	Salluit	February 17 th to 21 st , 2025
Sanajit-Interior Finishing	120 hrs	Inukjuak	March 11 th to 28 th , 2025
Sanajit Carpentry Skills Level 2	80 hrs	Ivujivik	March 18 th to 28 th , 2025

Multi-Use Centers

Work is progressing on the six sites. We met with FCNQ construction in early November for an update. Here is the status as of November 31 for the six sites.

- **Kangirsuk**
Work is expected to be completed in December with official opening set for February 2025
- **Puvirnituk**
Work is expected to be completed in December with official opening set for February 2025
- **Ivujivik**
Work is expected to be completed in March 2025 with official opening set for April 2025
- **Kangiqsualujuaq**
 - Land has been identified and settled with the local LHC
 - Construction on the pad is scheduled for fall 2025
 - Main construction will start in June 2025
 - Completion dates are set for between December 2025 and March 2026
- **Umiujaq**
 - Land has been identified and settled with the local LHC
 - Construction on the pad scheduled for fall 2025
 - Main construction will start in June 2025
 - Completion dates are set for between December 2025 and March 2026
- **Kuujjuaraapik**
 - Land has been identified and settled with the local LHC
 - Construction on the pad scheduled for fall 2025
 - Main construction will start in June 2025.
 - Completion dates are set between December 2025 and March 2026

Youth Employment Services

Youth Employment Services (YES) Nunavik targets Nunavimmiut from ages 14+ in all 14 Northern Villages by offering a range of services, including job search support, preemployment workshops, and innovative projects that promote youth success and labour market integration.

YES Nunavik – Ungava and Hudson Bay Activities

- Renovation of Inukjuak offices
- Futures Fair
- New employees
- Open house
- Rebranding
- Re-opening of YES Kuujjuaq
- Community visits - Fall to Spring

YES on the Hudson coast visited Kuujjuaraapik for the Future’s Fair. Unfortunately, we could not make it to Umiujaq and could not participate in the fairs in Kangirsujuaq and Kangiqsualujjuaq.

YES Nunavik and KRG Communications are working on a YES rebranding and new communications strategy.

YES Ungava renovation (new office in Kuujjuaq) is finally done and furniture has arrived. Next steps will be to finalize everything and organize a re-opening inauguration in November.

Renovations continue in the Inukjuak offices. It is a slow process, and we are not sure what will be possible to complete this winter.

From fall 2024 to spring of 2025, YES is planning community visits to provide face-to-face services.

YES is planning a series of open houses to attract new clients. This fall/winter, we first will target secondary school students, and in the spring have an open house for everyone. This is to encourage more people to come to the office to access the services we provide.

We have two new YEOs: Lizzie Tina Echalook and Isabelle Gordon. We finally have a full staff complement and we will be able to provide more services.

Monthly Summarized Reports – YEOs and Coordinators

YEOs/YECs	Hudson	Ungava	Nunavik
Date	Aug-Oct	Aug-Oct	Total
Walk-in visits	51	10	61
Facebook and Instagram Response	12	4	16
Email/Website	5	1	6
Telephone	4	0	4
Job search Support	17	3	20
Interview Prep.	0	0	0
CV Making/Review	38	11	49
Referrals	5	1	6
Equipment use	6	0	6
International info.	0	0	0

Other Services	9	1	10
Total Number of Services	75	16	91
Total Number of Clients	77	13	90

Heritage Program – Avaalaqiat

The team is continuing to work on the transfer of the women’s program to NVs. This will be facilitated by a comprehensive presentation and information package.

For men’s workshops, progress has stalled with the project promotor. We are waiting for the material inventory and comprehensive report. We will be reaching out to other potential project promotors in November and December. The next workshop:

- Winter 2025 in Inukjuak

Practice Enterprise

The main objective of Practice Enterprise is to enable unemployed people to quickly train and enter or re-enter the labour market. Practice Enterprise offers minor theoretical instruction since the preferred training method is learning by doing. Learning at a Practice Enterprise is very similar to doing an internship with a company, as participants are given the opportunity to update professional skills and acquire new ones.

Work is progressing for a January 2025 launch in Inukjuak. FCNQ Arts is the mentor organization and we have been working with PS Jeunesse and the Canadian Practice Enterprise Network (CPEN) to develop and modify course content.

Installation of office furniture and internet wiring took place in November. Currently the last of the content is being developed with Skills for Success (essential skills) being integrated into three job categories for which training will be done:

- Secretary/Receptionist
- Office Clerk
- Accounting Clerk

Ivirtivik

Ivirtivik is focused on the Inuit community in the Montréal area. It 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 values, talents and preferences. The project was available in Inukjuak from 2013-2017.

Since Ivirtivik beginnings in 2010

Total number of participants	Returned to school or completed training	Found a job
706	83	300

From January 2024 to October 2024 (year-to-date)

New registrations	Returned to school or completed training	Found a job
76	12	19

For August, September, October 2024 (last 3 months)

New registrations	Returned to school or completed training	Found a job
19	2	3

Monthly Participants Status (Last 6 months)

Number of participants	Active	Semi active	Outreach	Sporadic
May - 30	9	2	9	10
June - 24	9	1	8	6
July - 28	10	1	8	9
August - 29	13	1	7	8
September - 17	10	1	1	5
October - 20	12	3	0	5

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, intensive training sessions, and paid internships with mentoring support from Nunavik organizations.

Activities:

- Training with Isuarsivik employees with 13 participants – August
- Training in Kuujjuaraapik with 12 participants (three employed and nine unemployed; 23 applicants) – August-September
- Training in Kangiqsualujuaq with ten participants (four employed and six unemployed; 28 applicants) – October

Internship placements:

- Assistant to general manager – Nunavik Investment Corporation
- Arctic Guide assistant – Nunavik Parks Pingualuit
- Youth house coordinator – NYHA (October)
- Secretary-Treasurer office – NV Kuujjuaraapik (October)

Job placements:

- Wellness worker – Inuulitisivik Health Center in Akulivik
- Receptionist – Asimauttaq school in Kuujjuaraapik

Job integration:

- No new job integrations

	Last 6 months	Year to date
Applicants to the program	118	169
Office skills trainings	6	8
Training participants	74 (13)	98 (13)
Internships	6	7
Job Placements	4	5
Job Integrations	1	1

ESUMA

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

Futures Fair

In October, part of the ESUMA team traveled to Kuujjuaraapik to participate in the Nunavimmiut Futures Fair. On the first day, we held information sessions for teachers and participating organizations, sharing our mission and services while encouraging their engagement in promoting school perseverance. On the second day, we offered sessions focused on ESUMA's mission and the concept of perseverance—what it is and why it matters. We concluded our visit by participating in the evening fair, which was open to the public.





School perseverance days campaign

The SPD initiative aims to motivate young people to stay in school and to equip those around them to give them the support they need. During these days, students, families and community members participate in school activities related to perseverance. Despite different paths taken to get there, ESUMA wants all young people to be proud of where their perseverance in school has led them. This year's campaign is 'stay connected to yourself'.



ESUMA summer activities

ESUMA successfully organized 36 summer activities across the 14 NVs in collaboration with diverse promoters. Close to \$1 million was budgeted for the organization of the summer activities, including:

- 8 music videoclips
- 11 short perseverance films
- 1 summer activity promo video

ESUMA strategy meeting

We met in Kuujuaq in September to determine our priorities and related actions following the determination of our vision, mission and values. A sub-committee was created. Our priorities: wellness, parental support and ownership of learning environments (Inuitization)

On-going projects

- Qajaq construction with Nunavik Parks – Kangiqsujuaq
- Qajaq training - Ivujivik
- Naturaliit hockey – Montréal
- Qaulirmat – Salluit, Puvirnituq, Quaqtuaq
- Nunavik literacy landscape – Nunavik parks interpretation centers
- Aaqsiq theatre workshops - Tasiujaq
- Lexia – Inukjuak
- FSL book – Kangirsuk
- Hockey – Ivujivik

On-going initiatives

- Virtual reality pilot test preparation – Kuujuaq, Kangirsuk
- Mobile library set-up – Kuujuaq, Umuijaq, Kangirsuk, Inukjuak, Kangiqsujuaq, Kangiqsualujuaq

Animal Health

Work continues on short and long-term initiatives to address concerns and needs of the region on animal health issues, specifically in relation to dogs. SED is working with the Société du Plan Nord to plan out and execute the following:

Short-term:

- Identify two-to-six NVs that might have infrastructure to house animal health initiatives
- Look into purchasing prefabricated trailers to house an animal clinic in pilot NVs
- Reach out to CEGEPs or similar institutions to provide training on basic animal care and giving inoculations in pilot NVs

Long term:

- Expand the pilot training program to all 14 NV
- Try to purchase prefabricated animal clinics for all 14 NV
- Work with a CEGEP to produce an AEC for animal health for northern and remote communities, recognized by the ministry of education
- Provide AEC training to all 14 NV

Mining Sector

Kautapikkut Strategy Table

In September, there was an onsite meeting of the Kautapikkut Strategy Table (KRG, KI, NMEF, Makivik and mines). Both mines highlighted successes with Inuit employment and training. The group was also able to observe and speak with many on-site Inuit workers. Highlights included a tour of facilities at Deception Bay and underground visit to the diamond drilling school.

Two areas to focus work on are youth engagement and a DUI seminar. Both of these will start initial meetings in November.

The next scheduled meeting will be in January and focus will be on interacting with mine contractors to work on target setting and training for Inuit employees.

Canadian Royalties

The company has taken significant steps towards increasing Inuit employment as well as pushing contractors to do the same. They have also revamped their labour pool program in response to suggestions from KRG. The new program responds to their needs and addresses the needs of participants. They are also looking at installing their own version of Tamatumani.

Canadian Royalties Mine - Inuit Employees (%) Contractors

2024	HN Pituvikk				Logistec				NK Construction			
	Non Inuit	Inuit	Total	% inuit	Non Inuit	Inuit	Total	% inuit	Non Inuit	Inuit	Total	% Inuit
July	63	11	74	14.9%	39	4	43	9%			0	0%
August	67	13	80	16.3%	39	4	43	9%			0	0%
Sept	79	11	90	12.2%	39	4	43	9%			0	0%

2024	Orbit				Padlayat				Redpath				Total Inuit Empl.
	Non Inuit	Inuit	Total	% Inuit	Non Inuit	Inuit	Total	% inuit	Non Inuit	Inuit	Total	% Inuit	
July	0	0	0	0%	47	1	48	2%	73	0	73	0%	16
August	22	0	22	0%	46	1	47	2%	74	0	74	0%	18
Sept	28	0	28	0%			0	0%	71	0	71	0%	15

Canadian Royalties Mine - Inuit Employees (%) (no new statistics to report)

	2024							2023					
	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.	
Total Active	684	681	673	666	693	657	643	701	687	685	666	668	
Inuit	47	45	41	39	39	36	33	56	42	40	46	46	
% Inuit	7%	7%	6%	6%	6%	5%	5%	7%	6%	6%	7%	7%	
Women	17	15	13	12	12	10	8	18	14	14	19	17	
Men	30	30	28	27	27	26	25	28	28	26	27	29	
Employees	637	363	632	627	654	621	610	655	645	645	620	622	

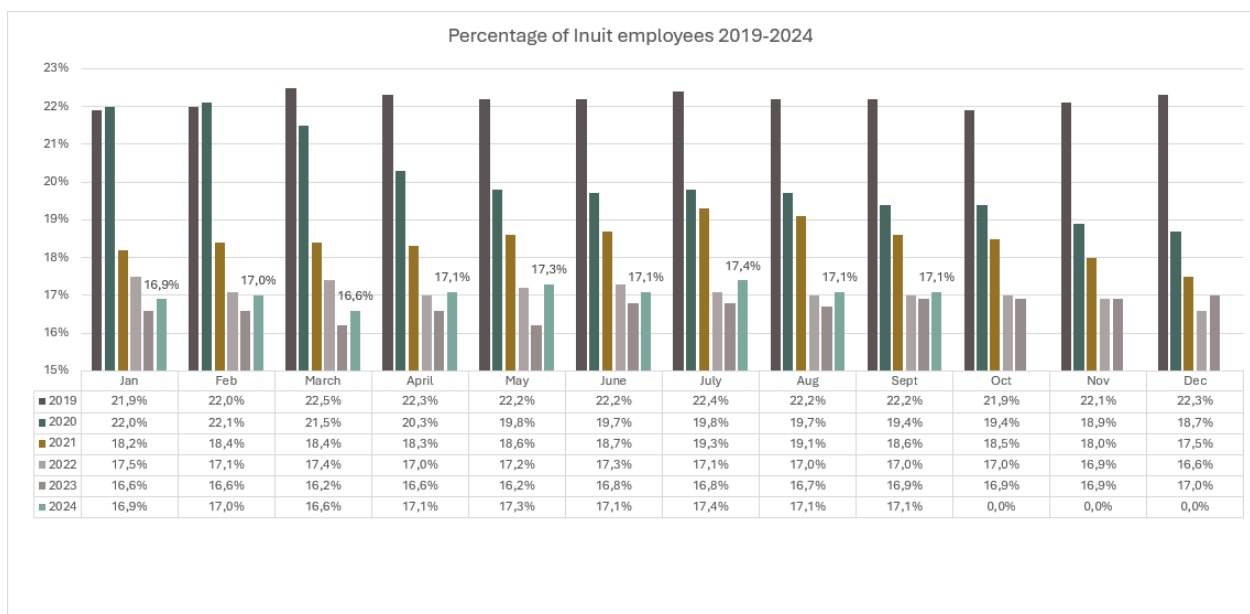
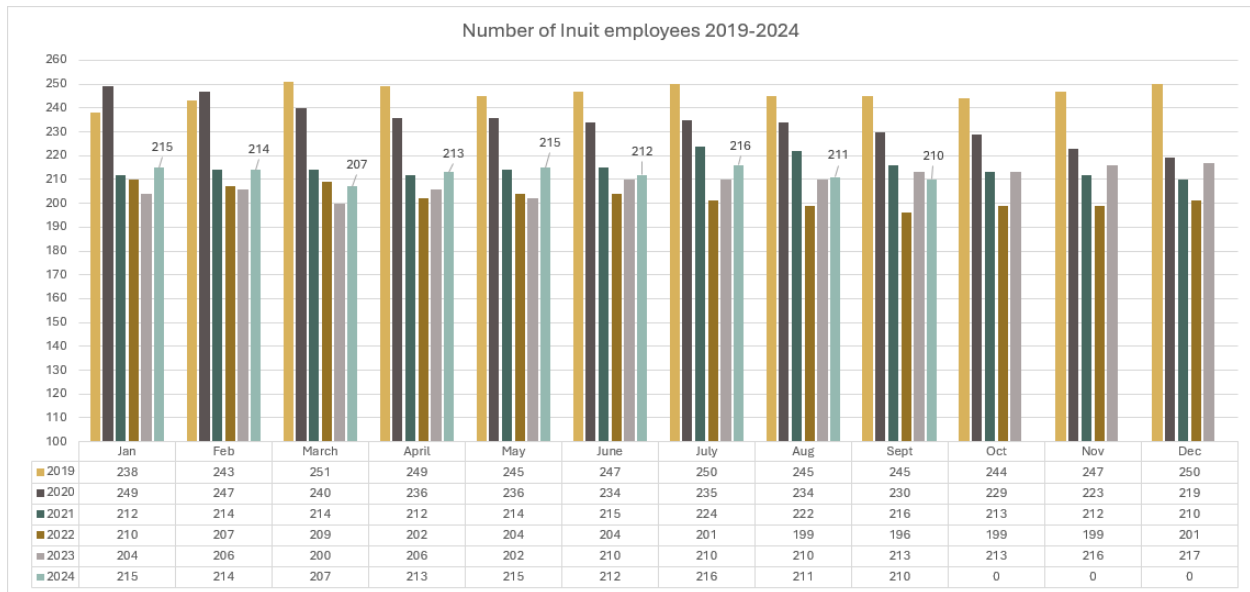
Women	37	36	37	36	41	34	36	45	43	42	39	40
Men	600	600	595	591	613	587	574	610	602	603	581	582

Raglan Mine Glencore

With the downturn in the price of nickel, Glencore is looking at cost-saving initiatives. For now, this will not affect Inuit employment and training operations at the mine. It is hoped that cuts and other cost savings in each department will be enough to achieve the targets. Tamatumani is looking at additional sources of funding to ensure that ongoing and future programs are not affected, especially underground miner, carpenter, heavy equipment mechanic, heavy equipment operator and, potentially soon, professional cooking.

With the success of the diamond drilling school, they will be inquiring to see if Ki would be willing to try to run it year-round.

Raglan Mine - Inuit employees



4. Childcare

Saralikitaaraapiit Childcare Centre is still closed. Parts to get the centre fixed have been ordered and repair work is ongoing.

We are working on the oil spill at the Iqitauvik Childcare Centre. We are having the soil tested to determine the extent of the contamination.

Contractors have been working on fixing the mold issue on a window at the Qulliapik Childcare Centre. The mold has been covered and the window sealed.

Renovations to Sukliateet Childcare Centre are expected to be completed before end of year.

Amaartuavik got a new centre director after not having a permanent director for five months.

Kamattsiavik. We completed tendering process for minor renovations to the Kamattsiavik Childcare Centre until major renovations are undertaken in 2025.

Pirursiak Childcare Centre is closed temporarily due to a magot infestation. Exterminators were contacted but unfortunately won't arrive until January.

Renovations to the Amaarvik Childcare Centre are expected to be done this month (November).

Renovations to Pirursaivik Childcare Centre are complete.

Every year, childcare centres have to register as a non-profit business. In order to register, a qualified Board of Directors must first be in place, which means directors need to provide IDs. We have been having a hard time getting information on the new BOD with their IDs. Starting next year, we will have to be stricter in getting information on the new BOD and also getting their criminal record checks. To qualify, a Board director must get a clear criminal record check. When a new BOD is elected, we give them time to get their documentation in order. If there are delays and we fail to meet the deadline, we have to close the centre until all documentation is provided.

We had a meeting in October to update directors on childcare policies, as there are now eight new childcare centre directors. Not all directors could attend in person, but they were able to join online.

APPENDICES

Appendix A

List of projects funded (\$100,000-\$350,000) since August 2024

1	N.R.B.H.S.S.	Succession Plan & Talent Development-Pilot Project (#79647)	\$100,117
2	FCNQ Construction Inc.	Training Centre Projects 2024 (GW)	\$110,559
3	FCNQ Construction Inc.	Training Centre Project 2024 (AS)	\$110,559
4	FCNQ Construction Inc.	Training Centre Project 2024 (MU)	\$110,559
5	FCNQ Construction Inc.	Training Centre Project 2024 (IK)	\$110,559
6	FCNQ Construction Inc.	Training Centre Project 2024 (LU)	\$110,559
7	Kativik Ilisarniliriniq	Special Education and Behaviour Technician Workshops	\$123,260
8	FCNQ Construction Inc.	Various 6 & 8 Plex Projects 2024(PX)	\$128,984
9	Air Inuit Ltd.	Part-time Challenge	\$181,302
10	Kativik Ilisarniliriniq	Inshore Fishing Training Semester 1 to 3	\$230,577
11	Starseeker/N'we Jinan Records Inc	Talent Tour-Music Creation Workshops	\$236,572
12	Kativik Ilisarniliriniq	Stay-In-School 2024-2025 Projects	\$238,658
Total			\$1,792,265

Appendix B

2023-2024 Sanajit course changes by KI

Course	Location	Date	Notes
CS1	Aupaluk		Postponed moved to April 2024
CS1	Kangiqsualujuaq		Moved to March 2024
CS2	Salluit		Postponed ran in early 2024
ICT	Inukjuak	April 2023	Work not completed to run the course
Summer Skills	Inukjuak	June 2023	Cancelled trainers not available
ASP	Kuujjuaq	June 2023	Postponed
Painting and plastering 1	Kangiqsujuaq	August 2023	Courses ended by trainer not enough to do
Hand and portable tools	Inukjuak	Nov 2023	Change in trainers and ran as non-accredited.
Stairs	Inukjuak	Sept 2023	Cancelled/postponed - Trainer
Painting and plastering 2	Kangiqsujuaq	Sept 2023	Course cancelled trainer did not want to run 2 courses
Footing and Wall forming	Inukjuak	Jan 2024	Course cancelled changed to stairs instead
Roofs	Inukjuak	Feb 2024	Postponed in May, materials couldn't be found
CS1	Aupaluk	April 2024	Course shortened; KI workers took materials
ASP	Ivujivik	April 2024	Postponed due to lack of organization for the training and changed to Inukjuak as KRG found a new service provider
ASP	Aupaluk	April 2024	Postponed due to lack of organization for the training
ASP	Kuujjuaraapik	May 2024	Postponed due to lack of organization for the training
ASP	Kangiqsualujuaq	June 2024	Postponed due to lack of organization for the training
Summer skills	Hudson	June 2024	Cancelled no trainer or materials booked
Mentoring Program	Regional	July- Sept 2024	Start delayed until September. Application not sent in time
Painting and plastering 2	Kangiqsujuaq	Sept 2024	Trainer does not want to run the course for 6 weeks. Another course will be offered

Appendix C

SUSTAINABLE EMPLOYMENT DEPARTMENT STAFF

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