



SUSTAINABLE EMPLOYMENT Department

ACTIVITY REPORT DECEMBER 2024 TO FEBRUARY 2025

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: Sarah Bahrami was hired in December as the Information officer in Kuujjuaq. Also, Madeline Higgins was hired in Kuujjuaq as Senior Program Officer.

Vacancies: Employment Counsellor (two positions) Administrative Technician Programs (Kuujjuaq), Team Leader Programs * Local Employment Officer (Akulivik, Aupaluk, Kuujjuaq)

* 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: Our Administrative Technician Susie Munick has been on leave since the fall. Bridget Saunders resigned as Team Leader in Kuujjuaq. We wish her good luck with her future work

See Appendix C for staff listing.

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 Local Employment Officers where needed.

Service Canada

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

Visits to Northern Villages

Sabine Georges continues to complete NV visits with Local Employment Officers. She completed a tour with Services Quebec, Revenue Quebec, Canada Revenue Agency (with Geela Echalook, Hudson coordinator).

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
Kangiqsualujuaq	\$408,394	2024-425
Kuujuuaq	\$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
Kangiqsujaq	\$355,718	2024-290
Salluit	\$655,175	Received waiting for Exec. Appr.
Ivujivik	\$200,217	Received waiting for Exec. Appr.
Akulivik	\$294,744	2024-291
Puvirnituk	\$719,035	2024-426
Inukjuak	\$749,342	2024-400
Umiujaq	\$228,359	Not received yet
Kuujuaraapik	\$318,196	2024-197

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

Kativik Ilisarniliriniq

Class 5

The driving school in Kuujjuaq and the remaining three schools reopened in February. Two instructors from ACCESS driving school are delivering training in the region for the first time (in Inukjuak and Kangiqsujaq).

Examination results from the previous SAAQ mobile tour are as follows:

	Written Exams			Road Test / Practical Exam		
	# of Candidates	# of Successes	# of Failures	# of Candidates	# of Successes	# of Failures
Salluit	15	2	13	3	0	3
Inukjuak	13	10	3	10	7	3
Kuujjuaq	16	14	2	15	14	1

The SAAQ mobile team did not visit Kangiqsujaq in November. Another tour is planned for May.

Nunavimmiut who are interested in becoming driving school monitors or instructors are encouraged to contact KI for training.

Delivery of services in the region by KRG's 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)

Driving Under the Influence (DUI) Project

Minimal updates on this project are available at the time of this report as the KI Development Agent is currently on leave.

Upon his return, he will work together with the SAAQ Services Coordinator to deliver services related to the DUI Project. The KI Development agent will conduct client follow-ups, raise awareness of the payment of PERRCAA fees to start the process of license recovery and assist clients until they're ready to take Alcofrein sessions. This work will be performed mostly at a distance, although the agent will travel to Kuujjuaq for in-person meetings (dates to be confirmed).

AEC Childcare Educator Course

The childcare educator cohort in Quaqtaq celebrated graduates of the cohort on November 13, 2024 at Quaqtaq Landholding. The trainer Sonia Morales, a first-time instructor in Nunavik, went above and beyond when the childcare centre had to close by continuing the training in her transit house to ensure no disruption to the schedule. Positive relationships between students and instructor were evident during this celebration as reported by Mary-Elena Annatok, a Program Officer, who attended.

KRG congratulates the four graduates: Jeannie Mary Angnatuk-Kaukai, Amelia Aloupa, Bridget Oovaut and Elisapie Oovaut, and recognizes Ajaguta Nakoolak who started two months after the rest of the group and will finish her training in an upcoming cohort.



In Inukjuak, the childcare educator program is going well and is scheduled to be completed on April 10, 2025 with 12 students on track to graduate. The tentative graduation date is April 25.

A new cohort is scheduled to begin March 31 in Puvirnituaq.

Futures Fair

The two-day Futures Fair visited four schools in Nunavik as follows:

Kuujjuaraapik	Asimauttaq School	Oct 16-17	18 organizations / presenters
Umiujaq	Killutaq School	Oct 20-21	14 organizations / presenters
Kangiqsujuaq	Arsaniq School	Nov 3-4	14 organizations / presenters
Kangiqsualujuaq	Ulluriaq School	Nov 6-7	10 organizations / presenters

Organizations included: Canadian Royalties, KI (HR, Post-Secondary Student Services, Academic Counselling, and Vocational), Inuulitsivik Health Center, FCNQ, Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs, KMHB, Cegep de l'Abitibi, KRG (HR, Sanajit, ESUMA, YES, NPS), Air Inuit, Hydro-Québec, Ministère de l'enseignement superieur, Avaataq, Tulattavik Health Center, Pijunnaqunga, Makivvik (HR and Economic and Development departments).

School administrators were enthusiastic about hosting the event for their students. Students gained a deeper understanding of employment and training opportunities available across various fields, as well as qualifications required for specific positions. After each presentation, students were given feedback cards to note what aspects of each organization captured their interest.

Planning is already in the works for the 2025-26 fair.

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 January 27, 2025, five part-time Challenge (September to June) projects have been approved for funding for a total of \$556,886; mostly with promoters such as Air Inuit, FCNQ, Childcare, PS Jeunesse, and various business and smaller 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 January 27, 2025, there are 37 summer challenge files approved for total of \$2,015,497. We were compelled to disengage some funds since projects were unable to find students who were interested. We also received some claims valued at \$170,008. Claim requests were sent to all promoters.

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.

In January we held our quarterly meeting with KI/Sanajit to review training schedules, how to improve services, increase collaborations, and similar topics. There seems to be a breakthrough in reestablishing an excellent working relationship. In addition, the temporary project development agent assigned to Sanajit has increased communications and is very openminded and helpful.

Both trainers have left KI, so we are recruiting new trainers. There are a couple of potential candidates that will be tested in February.

Based on initial surveys, it seems that many applicants who do not make it to courses do so for financial reasons. They do not have the money or support structures to leave their communities. We will be working on potential solutions to help with this reality.

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. Due to the later start, the mentor travelled until December visiting all construction sites within Nunavik. We are organizing an earlier start for the upcoming season.

Sanajit Project Training

November to January is normally a slower period of time for Sanajit as courses end early in December and restart after mid January.

Past training

Course	Community	Dates
Construction site health and safety	Inukjuak	November 2 to 9
CS1	Inukjuak	November 24 to December 7
CS1	Kangirsuk	CANCELLED
Hand and portable tools	Inukjuak	January 12 to 25
CS2	Kuujuaraapik	January 12 to 15

Upcoming training

Course	Community	Dates
CS1	Puvirnituq	February 9 to 22
CS1	Quaqtaq	February 9 to 22
Construction site health and safety	Salluit	February 15 to 22
CS2	Inukjuak	March 9 to 22
CS2	Kangiqsujaq	March 9 to 22

The schedule for April – June is not available at this time.

Multi-Use Centers

Work is progressing on the six sites. We met with FCNQ construction in early January for an update. Here is the status as of end of January 2025.

- **Kangirsuk**
Work is expected to be completed in May-June. An official opening date will be set once we have a firm completion date.
- **Puvirnituq**
Work is expected to be completed in February with official opening set for end of February 2025.
- **Ivujivik**
Work is expected to be completed in May-June 2025. An official opening date will be set once we have a firm completion date.
- **Kangiqsualujjuaq**
 - Looking at trying to change land location
 - Construction is anticipated to start in Summer 2025 pending land location issue being resolved
 - Completion dates are set between March and May 2026
- **Umiujaq**
 - Land has been identified and settled with local LHC, but it is in a swampy location and there is a lack of gravel accessible
 - Construction may start in Summer 2025 pending land issues with gravel being resolved
 - Completion dates are set for between March and May 2026
- **Kuujjuaraapik**
 - Still working on confirming parcel of land
 - Construction will start in Summer 2025 if land issue is resolved
 - Completion dates are set for between March and May 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

- | | |
|--------------------------------|---------------------------------------|
| ▪ Sectional Meeting & Percolab | ▪ Isuarsivik Workshop |
| ▪ YES Ungava Office Renovation | ▪ Cannexus 2025 |
| ▪ Rebranding | ▪ Reopening Raffle contest (Kuujjuaq) |
| ▪ Community Visits | ▪ Office closure |
| ▪ Ivirtivik center visit | |

November was marked by a sectional meeting facilitated by Percolab, which provided valuable brainstorming and team-building opportunities for YES Nunavik and the Employment Development Section.

Renovations of the client room for YES Ungava office are completed. Plans are under way for an official opening in February with raffles for clients coming in for services.

Work on the YES Nunavik rebranding also progressed with the Communications Department, ensuring a refreshed identity aligned with our mission and outreach goals.

YES Hudson and Ungava have plans to visit all communities to showcase services. YES Hudson Team started the tour in Akulivik and Ivujivik. For all other communities we have plans to visit the communities throughout Nunavik this winter and spring.

In December, the team participated in a quarterly workshop at Isuarsivik focused on employability and jobs searching, where we engaged in a group presentation and activities. New YEO Isabelle Gordon took part, further developing her training and skills.

January was focused on Cannexus 2025, with all members of YES team participating. Many innovative techniques, tools and resources were presented, and learned experiences will start to be implemented.

The Inukjuak YES Office was not opening for most of December and January due to lack of water and sewage services. We were open for part of the day and taking appointments when clients needed to come to the centre. We are now back to our regular schedules.

All YES team members visited the Ivirtivik Centre in Verdun. We had a chance to meet with clients, and spoke with them of the support they need. We look forward to making support bridges for them to find employment.

Upcoming plans include a visit to a mine with KI to provide students with firsthand insight into employment opportunities in the mining sector.

Monthly Reports: YEOs and Coordinators

YEOs/YECs	Hudson	Ungava	Nunavik
Date	Oct-Jan	Oct-Jan	Total
Walk-in visits	38	7	45
Facebook and Instagram Response	11	6	17
Email/Website	7	4	11
Telephone	3	0	3
Job search Support	14	5	19
Interview Prep.	3	0	3
CV Making/Review	39	10	49
Referrals	1	1	2
Equipment use	17	0	17
International info.	0	0	0
Other Services	2	0	2
Follow-up		5	5
Interview and Hired			0
Not Hired			0
Total Number of Services	93	21	114
Total Number of Clients	97	17	114

Heritage Program – Avaalaqiat

We will be trying to run a men's program between now and March 2025. For the transfer to the municipalities, we are moving slowly towards that. We have received the inventory from KI and are now working on clarifying some items on the list.

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 on completing integration of essential skills into the curriculum. Meanwhile, we are actively recruiting a director. We have had five applicants so far but none with needed qualifications. Student recruitment is on hold until we can fill this primary position.

Ivrtivik

Ivrtivik 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 Ivrtivik 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 launch in 2010

Total number of participants	Returned to school or completed training	Found a job
720	85	303

As of January 2025 (year-to-date)

New registrations	Returned to school or completed training	Found a job
4	2	1

For August to January (last 6 months)

New registrations	Returned to school or completed training	Found a job
33	4	6

For this reporting period (last 3 months)

New registrations	Returned to school or completed training	Found a job
14	2	3

Monthly Participants Status (Last 6 months)

Number of participants	Active	Semi-active	Outreach	Sporadic
August - 29	13	1	7	8
September - 17	10	1	1	5
October – 20	12	3	0	5
November – 19	6	1	4	8
December – 22	8	2	5	7
January - 22	12	0	4	6

Pijunnaqunga

Pijunnaqunga is an internship program that aims to empower Inuit from Nunavik to develop 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 in Tasiujaq: December 2024 – nine participants (six completed training); two were employees
- Training in Kuujjuaq: January 2025 – Training ongoing; full data included in next report

Internship placements:

- Office administrator – Makivvik office in Kangiqsualujjuaq

Job placements:

- NV Secretary-Treasurer, Kuujjuaraapik
- Intervention worker with project Autochtones du Québec in Montreal (terminated)
- Janitor with NV Kangiqsualujjuaq
- Translator with Inuulitsivik health centre, Puvirnitug

Job integration:

- No new job integration placements

	Last 6 months	Year to date (2024)
Program applicants	63	180
Office skills trainings	5	9
Training participants	52	107 (45)
Internships	3	8
Job Placements	7	8
Job Integrations	0	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.

School perseverance days campaign “Stay Connected to Yourself” 10-14 February 2025:

The SDP initiative aims to motivate young people to stay in school and to equip those around them to give them the support they need to do so. The campaign includes various components, such as activities for youth, families, and community members, as well as a social media campaign and visual displays.



ESUMA meeting, 21-22 January 2025

These two-day meetings focused on funding criteria for community projects, literacy initiatives, and summer activities, as well as the evaluation and planning of current and future projects. Focus on refining funding criteria for school-related projects, and setting funding amounts.

Mobile Library initiative

The Mobile Library project is planned for launch in five NV: Kuujjuaq, Umiujaq, Kangirsuk, Kangiqsualujuaq and Kangiqsujaq. There have been challenges with launching the program and recruiting coordinators and youth animators. The project is on track to launch in February. The project will end in March 2025, and decisions need to be made on carrying over unused funds and other opportunities for collaboration.

Virtual reality initiative

The VR pilot project at Uquutaq School has shown success in engaging students, creating meaningful learning experiences, and showing potential for enhancing educational delivery in Nunavik schools. The project includes VR headsets, a checkout system, and a variety of apps and experiences. We expect to expand the VR project to other schools by end of school year.

ESUMA team building

The ESUMA team held a retreat in Montreal from December 10-12, 2024, to reflect on the program and align future plans. We used a variety of methods to clarify the purpose of ESUMA, including storytelling, mapping, and PERMAH framework. The team also discussed importance of community and parental initiatives, decision-making, evaluation tools and check-ins.

New projects:

- Book purchase, Ivujivik
- First Language book translation, KI
- Art Launch Part 2, Akulivik
- KNEX Lego, Akulivik
- Nunavik soccer cup
- KI, Compassion throughout the year, Ivujivik
- Stay in school for boys, Kangiqsujaq
- Graduation trip, Kuujjuaq
- Graduation trip, Kuujjuaraapik
- English immersion, Quaqtaq
- Running Club, Umiujaq
- Parours Laurention 4th edition, KI post-secondary
- Girls Club, Salluit
- Innovative language tool, Heritage Lab

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 Société du Plan Nord to plan and execute the following:

Short-term:

- Organize training in identified communities
- Work on funding request with Plan Nord
- Contact Makivvik to inquire on availability of funds

Mid-term

- Expand pilot training to all 14 communities
- Examine possibility of placement of temporary or permanent structures for dog care

Long-term:

- Offer an AEC for animal health for northern and remote communities, recognized by Ministry of Education

Mining Sector

Kautapikkut Strategy Table

In January, we had the yearly contractors' meeting, where all contractors working for both mines presented plans for hiring and training Inuit workers. For most contractors, there have been positive improvements in this area, with increases in Inuit employment, recruitment and retention. There is still more to be done.

Two areas to focus work on are youth engagement and a DUI seminar. Both will start initial meetings in February for expansion during the May meeting.

Canadian Royalties

The company is still working towards increasing their Inuit workforce. They have had a slight setback with the resignation of one of their long-time Inuit employees. They are hopeful to recruit a replacement in the coming weeks.

Canadian Royalties Mine - Inuit Employees (%) 2024

2024	January	February	March	April	May	June	July	August	September	October	November	December
Total Active EE	684	681	673	666	693	657	643	638	638	581	588	568
Inuit	47	45	41	39	39	36	33	32	33	34	30	29
% Inuit	7%	7%	6%	6%	6%	5%	5%	5%	5%	6%	5%	5%
Women	17	15	13	12	12	10	8	9	9	9	7	7
Men	30	30	28	27	27	26	25	23	24	25	23	22
Employees	637	636	632	627	654	621	610	606	605	547	558	539
Women	37	36	37	36	41	34	36	39	38	36	35	33
Men	600	600	595	591	613	587	574	567	567	511	523	506

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 targets.

The successful diamond drilling program will run again this summer. Three of four students have graduated. Unfortunately, none of the graduates will be working as a drill helper at this time.

Raglan Mine - Inuit employees 2024

Month	Total Inuit employees		Total non-inuit employees		Total employees - Raglan site	
	#	%	#	%	#	%
December 2023						
January	215	16.9%	1054	83.1%	1269	100.0%
February	214	17.0%	1048	83.0%	1262	100.0%
March	207	16.6%	1040	83.4%	1247	100.0%
April	213	17.1%	1029	82.9%	1242	100.0%
May	215	17.3%	1030	82.7%	1245	100.0%
June	212	17.1%	1031	82.9%	1243	100.0%
July	216	17.4%	1022	82.6%	1238	100.0%
August	211	17.1%	1022	82.9%	1233	100.0%
September	210	17.1%	1016	82.9%	1226	100.0%
October	207	17.0%	1013	83.0%	1220	100.0%
November	207	17.0%	1014	83.0%	1221	100.0%
December	205	17.0%	1004	83.0%	1209	100.0%

4. Childcare

Community	Number of places	Registered	Waitlist 0-17 mths	Waitlist 18+ mths	Employees
Kangiqsualujjuaq	105	ND	ND	ND	ND
Kuujjuaq	160	149	50	4	77
Tasiujaq	30	ND	ND	ND	ND
Aupaluk	30	*	*	*	*
Kangirsuk	30	ND	ND	ND	ND
Quaqtaq	30	26	4	8	10
Kangiqsujuag	45	ND	ND	ND	ND
Salluit	140	70	0	0	9
Ivujivik	30	*	*	*	*
Akulivik	30	*	*	*	*
Puvirnituq	160	101	5	6	54
Inukjuak	145	118	6	25	33
Umiujaq	30	28	11	10	10
Kuujjuaraapik	40	38	5	9	6
Pairitsivik Home daycare	49				
Isuarsivik	13				
Total	1067				

As of January 2025, there was an increase in benefits for childcare centre staff, rising from \$7,750 to \$10,000.

We are currently having childcare centres go through pay equity review for new salary scales that will be renewed in April 2025.

We are working on assessments of childcare centres to respond to the Regional Council resolution:

- We are visiting Mikijuaq (Kangiqsujuag) and Saqliavik centres to complete questionnaires with all the staff and people involved in the childcare centres there.
- We are hosting a gathering in Montreal, inviting two educators, two Board members, directors, one janitor and one cook from each childcare centre. The first day we hold a group meeting to talk about roles of everyone connected with childcare centres, the KRG and Quebec Government. The second day we will break out into groups to go deeper into conversations on childcare needs and wants.
- The Childcare Section will meet with the people completing the assessment.

APPENDICES

Appendix A

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

1	Inuit Association Nunaliuqait Ikajuqatigiit	Tatigilluta Working Group on Mental Health and Wellness	\$158,618
2	Kativik Ilisarniliriniq	DEC Arts, Literature and Communication Pilot Courses	\$162,955
3	Starseeker Inc/David Hodges	Music Creation Workshop-Remaining Communities	\$198,250
4	FCNQ	Part-time Challenge	\$244,038
5	Kativik Ilisarniliriniq	Electrical Assembly Training	\$277,267
Total			\$1,041,128

Appendix B

SUSTAINABLE EMPLOYMENT DEPARTMENT STAFF

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