



SUSTAINABLE EMPLOYMENT Department

ACTIVITY REPORT MARCH TO MAY 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
4. Childcare

STAFFING

Arrivals: Anna Pirti was hired in Kuujuaq as Senior Administrative Technician.

Vacancies: Employment Counsellor (two positions), * Local Employment Officer (Akulivik, Aupaluk, Kuujuaq)

* 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: Information Officer Sarah Bahrami resigned in March 2025.

Local Employment in Ivujivik and Akulivik have been on leave since the beginning of the year.

We are still waiting to see if the Local Employment Officer in Umiujaq will have an office in her community.

See Appendix C for staff listing.

1. Services Nunavik

Government Services Tour

Services Quebec, Service Canada and Canada Revenue Agency visited Kuujuaq on May 5-6, and Tasiujaq on May 7-8.

Communities with no Local Employment Officer

Geela Echalook (Hudson Coordinator), Lorrie Kasudluak (Inukjuak Services Nunavik Officer), and Susie Tulugak (Kuujuarapik Local Employment Officer) visited Akulivik to provide services.

Staff Training

Each month, the Government of Canada conducts training sessions with the team on different subjects. The latest training sessions involved Employment insurance passport services. The team enjoys having these kinds of training and the direct contact with representants to receive answers to their questions.

A second group is designated for Services Nunavik training in Montreal from June 9-13, and a third group will be trained in the fall.

Administrative Services (January 1 to April 30)

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	203	0	3	39	28	3	18	13	10	2	19	2	2	2	31	8	17
Kuujuaq	43	1	0	7	2	0	10	4	9	1	2	0	1	0	0	3	1
Tasiujaq	10	0	0	0	0	0	2	0	1	0	1	0	0	0	1	0	5
Aupaluk	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Kangirsuk	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Quaqtaq	28	2	2	0	3	1	4	0	3	1	1	0	1	0	1	2	3
Kangiqsujuaq	149	103	3	3	1	3	6	7	4	1	5	0	0	3	0	5	12
Salluit	135	0	84	6	5	3	14	10	4	0	10	0	0	0	0	0	6
Ivujivik	4	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Akulivik	54	0	0	0	6	3	13	2	4	0	10	0	1	0	0	2	13
Puvirnitug	141	1	0	5	6	6	12	3	6	1	5	0	1	0	0	1	93
Inukjuak	285	10	15	40	3	28	44	12	7	11	25	3	4	0	3	19	55
Umiujaq	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Kuujjuaraapik	126	2	8	1	28	3	15	1	20	0	2	0	1	11	4	7	20
Montreal																	
TOTAL	1182	119	115	103	82	50	138	52	68	17	82	5	11	16	40	47	229

2. Programs

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

Sanarrutik 2024

Community	Budget 2024	Application received/approved
Kangiqsualujuaq	\$408,394	2024-425
Kuujuaq	\$860,827	2024-198
Tasiujaq	\$182,177	2024-238
Aupaluk	\$118,678	2025-152
Kangirsuk	\$262,273	2024-473
Quaqtaq	\$205,268	2024-96
Kangiqsujuaq	\$355,718	2024-290
Salluit	\$655,175	2025-52
Ivujivik	\$200,217	2025-51
Akulivik	\$294,744	2024-291
Puvirnitug	\$719,035	2024-426
Inukjuak	\$749,342	2024-400
Umiujaq	\$228,359	2025-75
Kuujjuaraapik	\$318,196	2024-197

Sanarrutik 2025

Community	Budget 2025	Application received/approved
Kangiqsualujuaq	\$445,765	
Kuujuaq	\$933,187	
Tasiujaq	\$198,154	
Aupaluk	\$126,406	
Kangirsuk	\$278,092	
Quaqtaq	\$217,651	
Kangiqsujuaq	\$393,513	
Salluit	\$728,470	
Ivujivik	\$217,261	
Akulivik	\$317,475	2025-224
Puvirnitug	\$772,923	2025-223
Inukjuak	\$834,143	
Umiujaq	\$250,796	
Kuujjuaraapik	\$347,891	

Projects funded (\$100,000-\$350,000) since February 2025 (See Appendix A)

Nunavik Regional Board of Health and Social Services

The Sustainable Employment Department continues as a major funding partner to the Nunavik Regional Board of Health and Social Services (NRBHSS) for training their employees through the KRETC. This involves various sectors of health and social services including the regional health board, social services, health centers, rehabilitation centers, group homes, women shelters and first responders.

In April, several students graduated in the following fields:

- Healthy relationships
- Human Resources
- Communication in Administration

Graduation ceremonies took place at the Katittavik Town Hall in Kuujjuaq. It was full of emotion and pride for graduates, teachers and program managers alike. The event highlighted the perseverance, courage and thirst for success that guided each graduate, despite difficulties encountered along the way. The Sustainable Employment Department congratulates each of the graduates and wishes them all the best for the future.





Kativik Iisarniliriniq

Class 5

All four driving schools have been operating smoothly, with an instructor on site in each village since last report. The two new instructors, Benoit in Kangiqsujuaq and James in Salluit are integrating within communities. Although operational, work is needed to resolve some issues with the driving simulator in Inukjuak..

In February-March, SAAQ services were delivered in Salluit with the following results:

- 1 person passed both theory and road test
- 1 person passed theory test and is eligible for road test in May
- 7 people failed theory test
- 4 people are recommended to test in May
- 9 people did not show up for scheduled tests
- 2 people had issues related to DUI and/or payments

The next SAAQ visits to the driving schools are:

- Inukjuak: May 12-20
- Kangiqsujuaq: May 21-23
- Salluit: May 24
- Kuujjuaq: May 25-27

At the end of these visits, instructors will return south for the summer and plan a new course in mid-August to prepare for a SAAQ visit in late November.

Nunavimmiut who are interested in becoming a driving school monitor or instructor are encouraged to contact KI for training.

Driving Under the Influence Project

During the past three months, the KI Development Agent has followed up with 33 clients by phone and email, with eight of these clients receiving support in the process of paying DUI fees.

Status report as of March 31 for the project: Together, let's prevent impaired driving in Nunavik.

PROCESS	NUMBER
DUI CASES	265
CASES SUCCEEDED	24 of 26
WAITING FOR THE ALCOFREIN SESSION	13
COMPLETE EVALUATION IN PROCESS	4
WAITING FOR THE...	
1. SUMMARY EVALUATION	16
2. COMPLETE EVALUATION	9
TOTAL*	330

*: all cases from September 2021 to March 2025

The plan for the near future is to:

1. Get candidates waiting for an Alcofrein to register for one
2. Continue calls to confirm clients registered for either complete or summary evaluation, ensuring payment and following up with CIUSSS for psychological evaluations
3. Arrange visits in one or two communities by end of spring to follow up with clients in person

AEC Childcare Educator Course

The childcare educator program in Inukjuak is almost completed, with graduation planned for May 30 when 11 students are expected to graduate.

Lori-Ann Paige – long-time Project Coordination Manager of the region’s Childcare Educator ACS from Cégep de St-Félicien – is retiring, and this is the final graduation she attends. We wish Lori-Ann all the best in the new chapter of her life, and we welcome her replacement, Pamela Norquay.

A new cohort of 13 students started in Puvirnituk on March 31. Training will continue until June 20 and resume in the fall on September 2.

Class 2

A Class 2 bus driver’s training was held in Akulivik from January 13 to March 10. All five participants successfully completed the training and will receive territorial Class 2 licenses.

One of the trainer’s first students from four years ago in Puvirnituk never received her Class 2 license as her paperwork was not well managed by the SAAQ at that time. However, she was retrained during this session and is now proud to be Akulivik’s new bus driver.

Volunteer Mortician Training

A new training was delivered in Kuujuaq on March 24-25 and Aupaluk March 27 for community members who volunteer to prepare bodies of the deceased for funerals. Training was delivered in two parts: in the mornings, a mortician who travelled from Montreal to each community, taught participants how to prepare a body; in the afternoons, a funeral director delivered training online to participants who learned administrative procedures for sending a body to Montreal for autopsies and embalming.

Challenge Program

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

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

As of April 29, nine part-time Challenge projects (September to June) were approved for funding for a total of \$572,038; mostly with sponsors such as Air Inuit, FCNQ, Childcare, PS Jeunesse, and various business and smaller community-based organizations.

As of April 29, there were 34 summer Challenge files approved for total of \$1,157,123. Some funds were disengaged since some promoters did not find interested students. With the end of the fiscal year in sight, all promoters are invited to submit their claims as soon as possible.

The Summer Challenge 2025 invitation was sent out on March 28, and the deadline for applications was April 30.

3. Employment Development

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

Sanajit Project

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

We are experiencing some difficulties again this spring with cancelations and postponements of courses. This is due largely to contracts not being finalized in time to align with the new fiscal year.

Sanajit Project Trainings

Previous training courses

Title: Sanajit – Carpentry Skills Level 1
Promoter: KI
Umiujaq: October 22 to November 1, 2024

- 10 participants registered for training, with 9 participants attempting and finishing

Title: Health & Safety on Construction Sites Course
Promoter: KI
Inukjuak: November 4-8, 2024

- 7 participants registered for training, with 2 participants attempting and completing

Title: Sanajit – Carpentry Skills Level 1
Promoter: KI
Inukjuak: November 26 to December 6, 2024

- 17 participants registered for training, with 6 participants attempting and completing

Title: Sanajit – Hand & Portable Tools
Promoter: KI
Inukjuak: January 14-24, 2025

- 3 participants registered for training, with 2 participants attempted and completing

Title: Sanajit – Carpentry Skills Level 2
Promoter: KI
Kuujjaraapik: January 14-24, 2025

- 16 participants registered for training, with 9 participants attempting and 8 finishing

Title: Sanajit – Carpentry Skills Level 1
Promoter: KI
Quaqtaq: February 11-21, 2025

- 17 participants registered for training, with 11 participants attempting and completing

Title: Sanajit – Carpentry Skills Level 2
Promoter: KI
Inukjuak: March 11-21, 2025

- 8 participants registered for training, with 4 participants attempting and 2 completing

Title: Health & Safety on Construction Sites Course
Promoter: KI
Salluit: March 24 - April 4, 2025 (two, back-to-back training sessions; the second one organized by KI itself, in which we were able to enroll five Sanajit participants)

- 11 participants registered for training, with 11 participants attempting and 6 succeeding

Upcoming training events

The calendar is still being finalized as most training sessions in April and May were postponed.

Construction Table

We had our first introductory meeting in March to gauge interest and direction, and to present the research we had initiated. It was a great success and there is a lot of interest in continuing the table. Most likely, we will have two sub-tables that will meet throughout the year and come together once a year.

Multi-Use Centres

Work is progressing on five of six sites. Based on feedback from the Puvirnituk opening, we added a kitchenette in the main workshop space. We are also requesting funding from Plan Nord to help offset some of the increased costs. Here is the status of the six sites:

- **Kangirsuk**
Work expected to be completed in May-June
- **Puvirnituk**
Finalizing rental agreement
- **Ivujivik**
Work expected to be completed by March 2026
- **Kangiqualujjuaq**
Finalizing land access with MTQ; completion dates set between March and May 2026
- **Umiujaq**
Still working on solution for the pad; if resolved, construction to start in summer 2025; Completion slated for between March and May 2026
- **Kuujuaaraapik**
Still confirming a piece of land; completion dates set for between March and May 2026

YES – Your Employment Services

YES Nunavik targets Nunavimmiut from ages 14 and older 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.

Ongoing activities

- Isuarsivik Workshop
- Reopening Raffle contest (Kuujuuaq)
- Avaalaqiat (Heritage) Men Inukjuak
- Community Visits
- Open House
- Explore Mines Canadian Royalties
- Isummasaqvik Employability Workshop
- Kangirsuk community tour and training

In February, YES Ungava delivered its regular employability workshop for individuals completing their recovery cohort at Isuarsivik in Kuujuuaq. The session focused on helping participants identify skills and strength, as well as presenting YES and services we offer.

To promote the reopening of the YES office within the SE department in Kuujuuaq, a raffle contest was launched with Facebook ads that reached a wide audience. Despite the campaign's visibility, only 35 clients participated. Given the current context of near-full employment in Kuujuuaq, the team has since shifted strategy to focus on other Ungava communities where the need for support is greater.

In April, YES Hudson and KI collaborated to deliver an all-male cohort of the Avaalaqiat Pre-Employment Program in Inukjuak. The initiative was a success, combining targeted job readiness training with a forklift certification. Two NHB staff members also completed certification, and five participants secured a forklift operator certificate by the end of the program. Unnaq Men's Association also played a huge role in the success of this program.

Planned visit to Kuujuaraapik and Umiujaq were cancelled due to weather and rescheduled for end of May. Upcoming visits to Salluit and Kangirsujuaq took place in early May. For Puvirnituaq, the original plan was to visit in June, but we are rescheduling for early fall.

On April 10, YES Ungava, in collaboration with KI and CRI, organized a mine visit for students from Tasiujaq and Kangirsuk, as well as two young adults from Kuujuuaq. The activity was a success, providing participants direct exposure to the mining sector and employment opportunities.

At the end of April, YES Ungava organized an employability workshop at Isummasaqvik school in Quaqtuaq. Activities focused on discovering the job market in Nunavik, building a CV, identifying skills, and boosting self-esteem, and helping youth aged 13-17 acquire employability tools.

YES Ungava did a community tour in Kangirsuk, where a YES kiosk was set up at the local Coop. The visit also allowed Isabelle Gordon to participate in Pijunnaqunga training, with the goal of her eventually providing similar training through YES.

YES also participated as observers in both Pijunnaqunga trainings, in Salluit in March and in Kangirsuk in April-May.

Work on the YES Nunavik rebranding is still underway. An official new logo has been developed and approved by all stakeholders, representing a considerable milestone in updating the program's visual identity.

Monthly Summarized Reports YEO and Coordinators

YEO/YEC	Hudson	Ungava	Nunavik
Date	Feb-Apr	Feb-Apr	Total
Walk-in visits	33	14	47
Facebook and Instagram Response	26	28	30
Email/Website	4	13	17
Telephone	7	4	11
Job search Support	21	2	23
Interview Prep.	8		8
CV Making/Review	30	34	64
Referrals	5	2	7
Equipment use	19	1	20
International info.	0		0
Other Services	4	7	11
Total Number of Services	45	46	91
Total Number of Clients	72	59	131

Heritage Program – Avaalaqiat

Reported as part of the YES section.

AJURISARVIK – PRACTICE ENTERPRISE INUKJUAK



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, with participants given the opportunity to update professional skills and acquire new ones.

The launch date has been pushed back until May, possibly September. Delays were created due to certain uncertainties with financial aspects of the project as well as a lengthier development time for the integration of “Skills for Success”.

Work continues on the website and Facebook design. There were several applicants for the director position that unfortunately did not pan out. We now have an additional three candidates and we will be starting interviews soon.

Work also continues on other supporting documents necessary for day-to-day operation of the practice enterprise.

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 previously available in Inukjuak from 2013-2017.

Since Ivirtivik beginnings in 2010

Total number of participants	Returned to school or completed training	Found a job
745	85	312

From January 2025 (year-to-date)

New registrations	Returned to school or completed training	Found a job
25	2	9

From November 2024 to April 2025 (last 6 months)

New registrations	Returned to school or completed training	Found a job
35	2	8

For February, March and April 2025 (last 3 months)

New registrations	Returned to school or completed training	Found a job
20	0	5

Monthly Participants Status (Last 6 months)

Number of participants	Active	Semi active	Outreach	Sporadic
November - 19	6	1	4	8
December - 22	8	2	5	7
January - 23	12	1	1	9
February - 23	11	5	3	4
March - 27	12	2	7	6
April - 26	13	3	4	6

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.

As of May 31, activities under Pijunnaqunga will no longer be under PS Jeunesse; they will be taken over by KRG staff. How and what will be offered may change based on new priorities.

Training activities:

- Kuujjuaq, January-February: 14 participants (13 completed), 7 were employees
- Salluit, March: 32 participants (27 completed), 17 were employees
- Kangirsuk, April-May: Report at next RC meeting

Internship placements:

- Translator position at Isuarsivik, Kuujjuaq
- Community mobilization officer with NRBHSS, Kuujjuaq
- Marine species development agent at Makivvik, Montreal
- Office Administrator at Makivvik, Kangiqsualujuaq

Job placements (new and ongoing)

- Secretary-Treasurer of NV Kuujjuaraapik
- Translator and care aid with Inuulitsivik health centre, Puvirnituaq
- Recreation coordinator at NV Ivujivik
- Daycare educator at daycare, Salluit
- Bookkeeper at NV Salluit
- Liaison ticket agent at UTHC, Kuujjuaq
- Maintenance worker at NV Kangiqsualujuaq (discontinued)

Job integration:

- No new job integrations

Program Statistics

	Last 6 months	Year to date (2025)
Applicants to program	94	81
Office skills trainings	3	2
Training participants	55 (31)	46 (25)
Internships	4	4
Job placements	9	7
Job integrations	0	0

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.

End-of-year campaign “Let’s keep moving forward” May 15-30

The end-of-year campaign celebrated perseverance shown in overcoming challenges, the resilience displayed in the face of obstacles, and the sweet taste of success achieved through hard work. It was a moment to acknowledge every milestone, big or small, every lesson learned, and every goal reached. The campaign features various components, including activities for youth, families, and community members, along with a social media campaign and visual displays. Notably, activities celebrating youth were organized by community members and organizations outside the school board, which sought to strengthen the connection with students.



Virtual reality initiative

Due to constraints related to new Facebook/Meta regulations and delays in receiving materials, the launch of the VR initiative in schools is postponed to the beginning of 2025-2026 school year. We are actively working on uploading content to the headsets and finalizing packaging.

ESUMA summer activities

The ESUMA team is finalizing plans for summer activities in 14 communities, potentially totaling 40 different events with 14 different promoters. This year's format is a hybrid model, including a full month of literacy-based activities for youth. Within this structure, other topics related to various forms of literacy will be offered. Literacy is defined here as the ability to read, write, speak and listen effectively to communicate and understand the world. Physical literacy encompasses the motivation, confidence, physical competence, knowledge and understanding to value and engage in lifelong physical activity. Additional topics being developed for this hybrid model include theatre, agriculture, biking, hockey, badminton, science, music, technology, cooking, clothing making, climbing, and leadership/entrepreneurship.

Meeting and representation

ESUMA is actively participating in and representing the program. Our involvement included participation at the Sustainable Employment Department Forum, the Table Jeunesse meeting, and the Local Recreation Coordinator meeting.

We maintain ongoing communication with the NYHA, Tasiutigiiit, All Arctic, Réseau Québécois pour la Réussite Éducative, United for Literacy, and KI. Further, team members are planning community visits to promote the program, we are creating new community connections, and working on the conception phase of our new website.

On going projects

Ongoing projects (22) include: book purchases (Ivujivik); first-language book translation (with KI); art launch, part 2, and KNEX Lego (Akulivik); compassion throughout the year project (Ivujivik); book creation FSL (Kangirsuk); develop your skills (Kuujuuaq; graduation trip (Kuujuuaq); graduation trip (Kuujuuaraapik); English immersion (Quaqtaq); running club (Umiujaq); Parcours Laurentien, 4th edition (with KI); post-secondary girls club trip (Salluit); graduation trip, hockey (Ivujivik); sewing (Salluit); vireo (Kuujuuaq); culture-to-the-next-level (Kuujuuaq); Nurrayt Jeunes Karibus (with KI); math app access (with KI).

Animal Health

Work continues on short-term training with the animal health program. We hope this summer and fall to have two weeklong trainings in each of the five pilot communities. Work has also started on creation of college study attestation, which will likely take one-to-two years.

Mining Sector

Kautapikkut Strategy Table

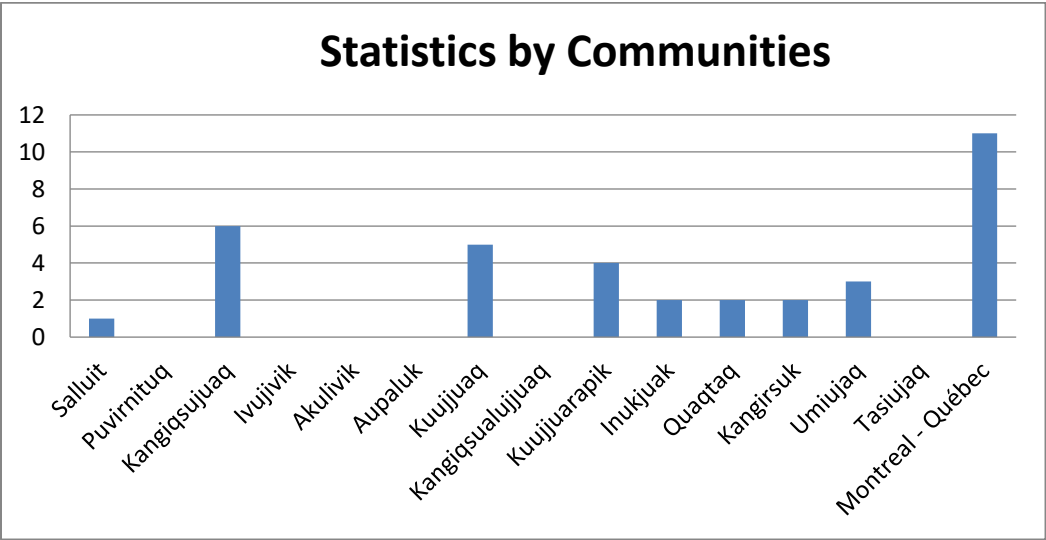
The next meeting is scheduled for June 4.

Canadian Royalties

Canadian Royalties Mine - Inuit Employees (%)

2025	January	February	March	April	May	June	July	August	September	October	November	December
Total Active EE	550	537	535									
<i>Inuit</i>	31	34	36									
% Inuit	6%	6%	7%									
Women	9	9	10									
Men	22	25	26									
<i>Employees</i>	519	503	499									
Women	30	29	29									
Men	489	474	470									

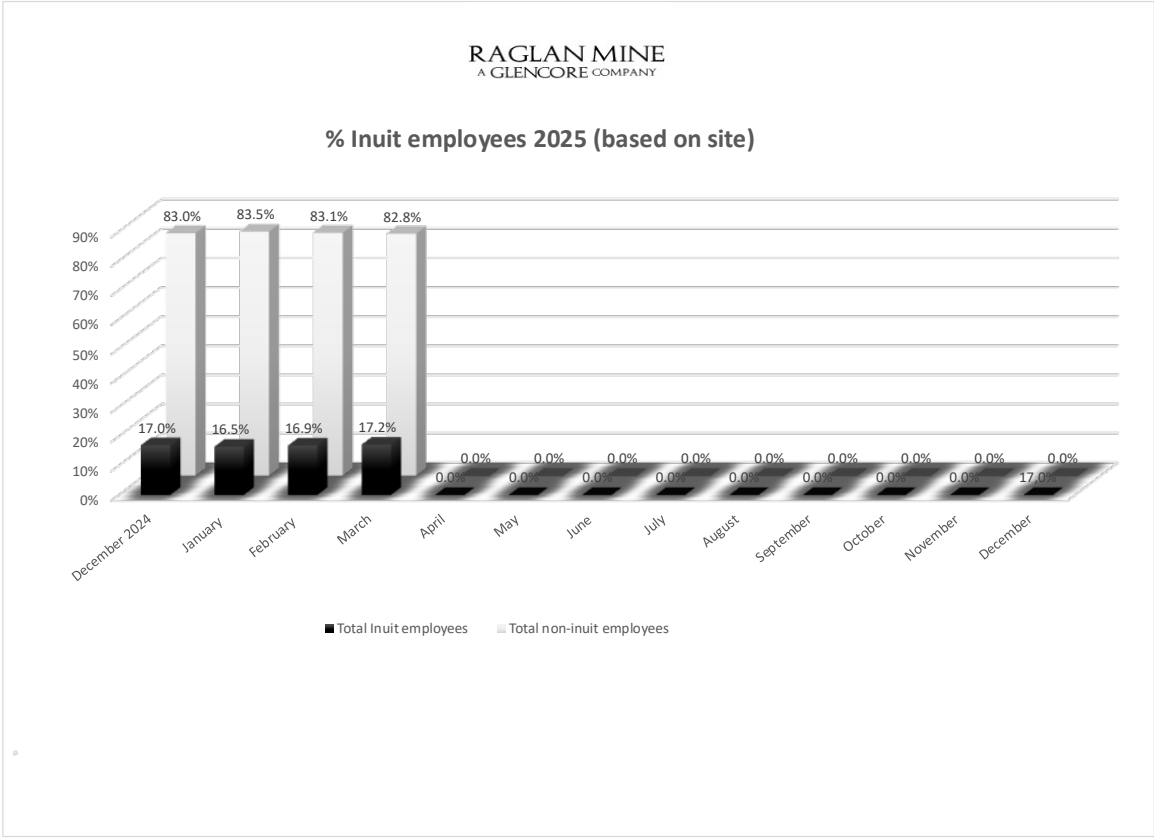
2024	January	February	March	April	May	June	July	August	September	October	November	December
Total Active EE	684	681	673	666	693	657	643	638	638	581	588	568
<i>Inuit</i>	47	45	41	39	39	36	33	32	33	34	30	29
% Inuit	7%	7%	6%	6%	6%	5%	5%	5%	5%	6%	5%	5%
Women	17	15	13	12	12	10	8	9	9	9	7	7
Men	30	30	28	27	27	26	25	23	24	25	23	22
<i>Employees</i>	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 continuing with cost-saving initiatives to avoid cuts to human resources.

Raglan Mine - Inuit employees 2025



3. Childcare

Community	Number of places	Registered	Waitlist 0-17 mths	Waitlist 18+ mths	Employees
Kangiqsualujuaq	105	77	28	6	2
Kuujuaq	160	144	55	7	59
Tasiujaq	30	28	10	9	16
Aupaluk	30	0	0	0	1
Kangirsuk	30	0	0	0	0
Quaqtaq	30	25	5	8	9
Kangiqsujuaq	45				
Salluit	140				
Ivujivik	30				
Akulivik	30				
Puvirnituk	160	80	10	18	52
Inukjuak	145				
Umiujaq	30	0	0	0	0
Kuujjuaraapik	40	38	9	8	6
Pairitsivik	49				
Isuarsivik	13				
Total	1067				

The Childcare section continues to tour in the communities. Visits to Inukjuak, Kuujjuaraapik, Ivujivik and Akulivik have been completed this year.

We had an initial assessment visit to the Mikijuq Childcare Centre in Kangiqsujuaq with consultants from British Columbia. On the first day they completed observations, and the second day they met with all employees and asked them questions on their jobs and the centre.

The Childcare section completed a training with the Ministère de la Famille on laws and regulations, and health and safety inspections.

A verbal update will be provided to the Council on consultations that took place in Montreal during the week of May 12.

Sustainable Employment Department Forum, March 11-13

The **2025 Nunavik Workforce Development Forum**, organized by the Sustainable Employment Department, provided a collaborative platform for stakeholders to reflect on, discuss, and strategize around workforce development and employability. This event built on the success of previous initiatives, particularly the 2017 symposium, and aimed to deepen collective efforts in strengthening local capacities and sustainable employment solutions.

A summary of Forum discussions is presented as Appendix B.

APPENDICES

Appendix A

List of projects funded (\$100,000-\$350,000) since February 2025

1	Ikajurtigiit Solidarity Coop	Ikajurtigiit Renovation Projects	\$113,406
2	Heritage Lab	Historical Search Tool	\$200,000
3	Kativik Ilisarniliriniq	Sanajit Summer Skills 2024-2025	\$217,439
4	Aaqsiq Theatre	Two Regional Trainings for the Artists	\$147,103
5	HN Pituvvik Camp Services Ltd.	Cdn. Royalties catering and housekeeping	\$250,212
6	H N Pituvvik Camp Services Ltd.	Cdn. Royalties catering and housekeeping	\$312,766
7	Canadian Royalties Inc	Communication Officer	\$101,456
8	Canadian Royalties Inc	Apprentice Electrician	\$103,135
9	Kativik Ilisarniliriniq	Mortician Body Preparation Training	\$103,155
10	92320647 Quebec Inc	Nunavik Hockey school 2025	\$109,828
11	Nunaturlik Landholding Corporation of Kangiqsujuaq	Boardwalk Project	\$114,788
12	Kativik Ilisarniliriniq	Class 2 for bus drivers K I	\$119,143
13	Kativik Ilisarniliriniq	Omega Family House 2025-26	\$121,238
14	Canadian Royalties Inc	Environment Agent	\$125,946
15	Kativik Ilisarniliriniq	K I Warehouse Training	\$127,769
16	Kativik Regional Government	Virtual reality initiative	\$131,000
17	Canadian Royalties Inc	Coreshack Helper	\$139,940
18	Canadian Royalties Inc	Apprentice mechanic	\$145,426
19	Canadian Royalties Inc	Employment and Training Officer	\$146,937
20	Kativik Ilisarniliriniq	Sanajit - Interior Finishing 2025-2026	\$151,555
21	Kativik Regional Government	end of the year & back to school campaign	\$155,000
22	N. R. B. H. S. S.	Inuit Management Training Program (#7637)	\$161,199
23	Kativik Ilisarniliriniq	Sanajit - Cs3 - (shelter) 2025-2026	\$171,529
24	Kativik Ilisarniliriniq	Security Guard Unemployed- Ungava Coast	\$173,575
25	N. R. B. H. S. S.	Anniasiurtik - DEC Nursing program, Year 3	\$175,983
26	Canadian Royalties Inc	Concentrator Operator	\$178,423
27	Kativik Ilisarniliriniq	Sanajit - Painting and Plastering 2025-26	\$182,305
28	Kativik Ilisarniliriniq	Sanajit - ASP training 2025-2026	\$191,474
29	Kativik Ilisarniliriniq	First Aid Instructor Training	\$194,933
30	Raglan Mine Glencore	Tamatamani Counsellor	\$216,907
31	Canadian Royalties Inc	Warehouse Clerk Class 4	\$224,470
32	Kativik Ilisarniliriniq	First Aid Regional	\$256,831
33	NRBHSS	Turaartaviit Accredited Training (ACS in Specialized Education)	\$292,327
34	Kativik Ilisarniliriniq	Avaalaqiat Heritage Project 2025-26	\$342,770
Total			\$5,899,968

APPENDIX B

Sustainable Employment Department Forum, March 11-13, 2025

Forum discussions identified critical workforce issues and opportunities across several themes that emerged as strategic priorities:

- A. Workforce Readiness & Career Pathways – Aligning education, skills development, and career mobility with Nunavik’s realities
- B. Recruitment, Hiring, Retention & Workforce Access – Improving hiring processes and job stability, addressing job search barriers, and ensuring fair employment practices
- C. Workforce Well-Being – Strengthening work conditions, housing access, and mental health supports
- D. Entrepreneurship & Economic Diversification – Supporting small business growth, local hiring, and economic resilience
- E. Workforce Innovation and Infrastructure – Embracing new employment models, digital skills, and cross-sector collaboration to break down silos

Participants emphasized the importance of collaborative, inclusive, and adaptive workforce strategies. Three emerging considerations for action include:

- Co-Design Process for Workforce Planning
- Innovation Space and Toolbox for Workforce Development
- Workforce Development Agreement and Pact Initiatives

Guiding Principles

The foundational principles ensure that workforce initiatives are culturally relevant, equitable, and future-focused:

1. Collaboration & Shared Responsibility – Breaking down silos between education, employment, and governance to ensure a coordinated workforce approach
2. Inuit Leadership & Self-Determination – Strengthening Inuit leadership in workforce planning, employment policies and governance
3. Equity & Accessibility – Ensuring fair hiring, wages, benefits, and training opportunities for all workers
4. Sustainable Career Pathways – Aligning education, training, and job creation with Nunavik’s economic realities
5. Workforce Well-being & Retention – Addressing housing, mental health, work-life balance, and community support to increase job retention
6. Innovation & Adaptability – Embracing digital tools, flexible work models, and economic diversification to create new opportunities

Strategic Priorities & Desired Outcomes

1. Workforce Readiness & Career Pathways

Emerging Priorities: Ensuring education, training, and career mobility align with Nunavik's employment needs

Desired Outcomes:

- Integrated career pathway programs that connect students, job seekers, and workers with clear progression opportunities
- Job-specific and transferable skills training that meets industry needs while promoting career mobility
- Expanded education and professional development programs that reflect Inuit realities
- Greater access to mentorship and on-the-job learning to strengthen workforce readiness

2. Recruitment, Hiring, Retention and Workforce Access

Emerging Priorities: Making hiring processes and job opportunities more accessible, inclusive, and reflective of Nunavimmiut needs

Desired Outcomes:

- Centralized job portal that consolidates employment opportunities across sectors
- Hiring processes adapted to Nunavik realities, reducing unnecessary job pre-requirements and simplifying application processes
- Incentives for employers to recruit and retain Inuit workers, ensuring fair wages and benefits
- Responsive hiring strategy that allows for flexible, à la carte, or trial employment models
- Stronger workplace policies ensuring fair wages, working conditions, and benefits for Inuit employees
- Career advancement strategies, including mentorship programs and leadership development
- Retention-focused initiatives addressing workplace culture, job satisfaction, and work-life balance

3. Workforce Wellbeing

Emerging Priorities: Creating long-term employment stability and growth for Nunavimmiut workers

Desired Outcomes:

- Integration of housing, childcare, and mental health support as essential retention tools

4. Entrepreneurship and Economic Diversification

Emerging Priorities: Expanding self-employment and local business opportunities to create new career paths

Desired Outcomes:

- Support programs for Inuit entrepreneurs, including training, mentorship, and funding access
- Development of small businesses in key sectors to reduce reliance on external institutions
- Increased local job creation through investment in Nunavik's business ecosystem
- Stronger funding mechanisms that make capital, resources, and business development tools more accessible

5. Workforce Innovation & Infrastructure

Emerging Priorities: Modernizing employment models, remote work, and digital skill development to expand career opportunities

Desired Outcomes:

- Expanded remote work options that allow Nunavimmiut to access jobs beyond their immediate region
- Increased digital literacy training to support hybrid and online employment models
- Infrastructure planning that aligns housing, transportation and technology with workforce needs
- Collaborative innovation hubs that connect employers, educators, and job seekers to test new employment solutions

Considerations for Next Steps in Strategic Design, Planning & Innovation

1. Establish Co-Design Process to Legitimize the Strategic Framework

Goal: Ensure the framework is shaped by stakeholders and remains responsive to Nunavik's evolving workforce needs

Action Steps:

- Conduct stakeholder engagement sessions to refine strategies and validate solutions
- Implement continuous feedback loop with community representatives, employers, and policy makers
- Pilot small-scale initiatives to test innovative workforce models before full-scale implementation

2. Create an Innovation Space & Toolbox for Workforce Development

Goal: Provide dedicated hub for employment solutions, knowledge-sharing, and experimentation

Action Steps:

- Develop digital toolbox with best practices, funding guides, and HR solutions
- Create employment lab for testing innovative hiring and training models
- Launch cross-sector collaboration hub to align government, employers, and training institutions

3. Formalize a Workforce Development Contract or Pact for Nunavik

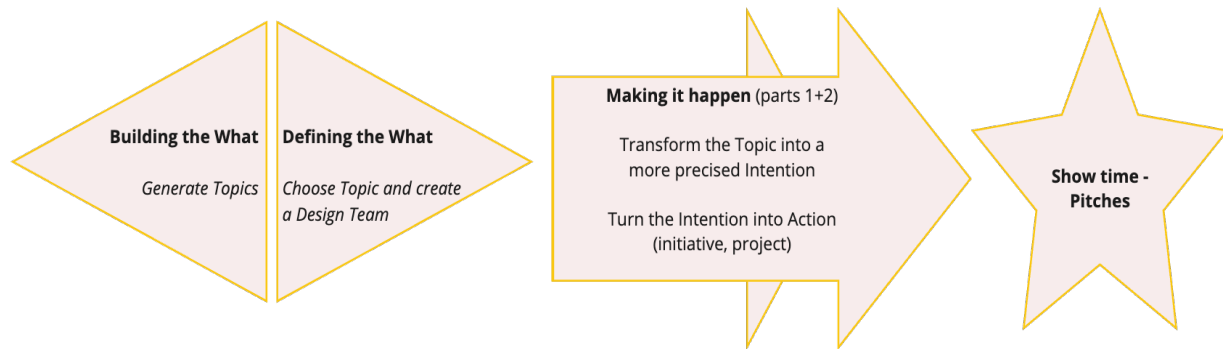
Goal: Establish commitment among key stakeholders to sustain long-term workforce efforts

Action Steps:

- Define clear roles and responsibilities for government, businesses, and education institutions
- Set workforce development targets and accountability measures
- Secure funding for ongoing workforce initiatives and skills development programs

Workshop process

Throughout the Forum, participants were invited to take part in a five-step workshop to generate impact initiatives based on topics that emerged from the realities, experiences and collective intelligence of the group.



Step 1: Building the "What" – Proposing Topics

- At each sectoral table, participants begin by individually identifying specific and pressing challenges or issues, writing them on post-it notes
- Then, as a group, they reviewed all contributions to eliminate redundancy, merge similar ideas, and synthesize them into clearer topics using larger post-it notes
- Each table selected a spokesperson to present refined topics, which were then posted on the wall for everyone to see, grouped into emerging broader themes

Step 2: Defining the "What" – From Themes to intentions

- During lunch break, facilitators clustered proposed topics into broader themes
- These themes, that became 'Areas of Focus' for the concluding report, were presented back to participants, who then chose the one theme that resonated with them
- Participants formed design teams around each theme
- Design teams formulated 'How Might We (HMW)' questions that capture the essence of chosen themes

Steps 3 and 4: Making It Happen – From Intentions to Initiatives

- Before moving forward, teams passed their HMW question through a 'HMW Quality Control Office' to ensure clarity and alignment
- Once approved, they began working on their Initiative Canvas, outlining the first version of a concrete response

Step 5: Show Time – Pitches

- Each team reviewed and finalized their initiative pitch
- Teams then presented their initiatives to the full group, sharing the problem, the intention and their proposed solution

The Pitches

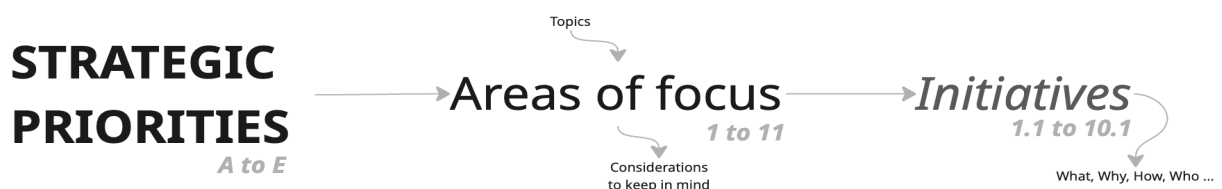


1. Pirurpalianiq - mentorship and continuous learning
Intention: create a space of collaboration to effectively support mentorship and continuous learning
2. Lucy's story
Intention: build pathways to allow Nunavimmiut to reach their full potential
3. Education continuum
Intention: allow community members to have more decisional power/choice in their educational path
4. Leadership voices - put a voice to the community
Intention: empower residents so they can shape their environment and create positive change
5. Streamlining the hiring process
Intention: make the hiring process more accessible
6. Employee retention strategies
Intention: address retention challenges faced by Nunavik employers and employees
7. Tackling engagement - co-designing incentives in the workplace
Intention: understand and address the lack of engagement to/at work of Nunavimmiut and co-design incentives in the workplace
8. Healthy Nunavik
Intention: leave an impact on the younger generation's mental and body health
9. Community wellness and traditions
Intention: empower the community so they can take back their space and traditional practices

10. Decolonize policies and procedures for Inuit, by Inuit
Intention: sustain a strong Inuk culture for the Inuit by the Inuit to balance both worlds
11. Pigiartisivik - local innovation hubs, supporting innovation and entrepreneurship
Intention: incentivize innovation and entrepreneurship in Nunavik
12. Fund Finders - improving access to funding
Intention: make funding available quickly and easily for Nunavik projects and organizations
13. Creative community calendar: CCC works for me - keeping Nunavik connected
Intention: implement innovative collaboration and information sharing among local, regional and governmental organizations

Combined - Initiatives, Areas of Focus and Strategic Priorities

Workshop results: 13 initiatives emerged from 11 areas of focus. The areas of focus are grouped into five strategic priorities.



A. WORKFORCE READINESS AND CAREER PATHWAYS

1. Mentorship, Skills Development and Continuous Learning
 - 1.1. Pirurpalianiq - Mentorship & continuous learning
 - 1.2. Lucy's Story
2. Education Continuum
 - 2.1. Education continuum
3. By and For... Leadership and Voices
 - 3.1. Leadership voices - put a voice to the community

B. RECRUITMENT, HIRING, RETENTION & WORKFORCE ACCESS

4. Recruitment & Retention
 - 4.1. Streamlining the hiring process
 - 4.2. Employee Retention Strategies
5. Engagement, Punctuality and Attendance
 - 5.1. Tackling Engagement - Co-designing incentives in the workplace

C. WORKFORCE WELLBEING

6. Mental Health
 - 6.1. Healthy Nunavik

7. Intercultural, Traditions & Wellness
 - 7.1. Community wellness and traditions
 - 7.2. Decolonize Policies and Procedures for INUIT, By INUIT

D. ENTREPRENEURSHIP & ECONOMIC DIVERSIFICATION

8. Small Business and Development
 - 8.1. Pigiartisivik - Local Innovation Hubs, Supporting Innovation and Entrepreneurship
9. Funding Resources and Navigation
 - 9.1. Fund Finders - Improving Access to Funding

E. WORKFORCE INNOVATION & INFRASTRUCTURE

10. Collaboration and Communication
 - 10.1. Creative Community Calendar - CCC works for me - Keeping Nunavik connected
11. Design and Innovation Practices

Appendix C

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