



## **SUSTAINABLE EMPLOYMENT department**

### **ACTIVITY REPORT DECEMBER 2021 TO FEBRUARY 2022**

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The mission of the Sustainable Employment Department is to provide tools for employment in the context of Inuit economic and social development. This mission has progressively led the Department to assume responsibility for the delivery of related federal and provincial government programs. The Department's activities are divided into three sections:

- Employment and income support.
- Childcare.
- Workforce and youth programs.

#### **STAFF**

One of the Youth Employment Officer positions remains vacant in Kuujjuaq. Marianne Perron (the other Youth Employment Officer in Kuujjuaq) has been on medical leave since the beginning of October 2021.

The Sanajit Coordinator, Pascal Anctil, returned from his paternity leave January 17<sup>th</sup>.

The Local Employment Officer Lucina Etok resigned from her position on December 6, also our Local Employment Officer in Umiujaq Mary Cookie Crow resigned on January 14, 2022. Both positions are still vacant and we are in the process of filling them.

Our Local Employment Officer Ajia Cameron and our Childcare Counselor Cassandra Tabor started their maternity leave and will be on leave for a year.

Two Employment Counsellor Positions are still vacant but the interview processes will be resumed soon.

## Employment Section

Administrative Services from: October 31, 2021 to December 31, 2021

Community Employment Offices	Client intervention	Client Questionnaire	Referred Employment	Employment Insurance	Last Resort (IS)	S.I.N	Civil Status (QC)	Old age pension	R.R.Q.	Q.P.I.P	Family Allowance	C.N. E.S.S.T	Can. Tax Info	Quebec Tax Info	R.A.M.Q	Bank Inquiries	Other Services
Kangiqsualujuaq	127	1	5	57	21	2	4	2	5	3	12	1	1	3	3	2	5
Kuujuuaq	6			1					2						1		2
Tasiujaq	2	1	1														
Aupaluk	4				2		1		1								
Kangirsuk																	
Quaqtaq	15	5		4	1	1	1	2	1								
Kangiqsujuaq	67	36	15	6	3	1			2	1	1						2
Salluit																	
Ivujivik																	
Akulivik																	
Puvirnitug	55			3	2	3	17	5	12	2	2	1				1	7
Inukjuak	27		1	19				1			5						1
Umiujaq	9			3	3					1		1		1			
Kuujuaraapik	25		2	5	5	2	3		1		2				1		4
Montreal	1																1
<b>TOTAL</b>	<b>338</b>	<b>43</b>	<b>24</b>	<b>98</b>	<b>37</b>	<b>9</b>	<b>26</b>	<b>10</b>	<b>24</b>	<b>7</b>	<b>22</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>22</b>

Note: Due to some regional closures and to Covid-19, the statistics are low for this quarter.

Source : Alain Thurber

## Last Resort Financial Assistance

Activity Report November 2021 to January 2022

### November 2021

Community	Number of files	No limitations	With limitations	Severe limitations	Number of recipients
Kuujuaraapik	43	27	10	7	44
Umiujaq	20	14	4	5	23
Inukjuak	124	87	20	27	134
Puvirnitug	65	29	9	30	68
Akulivik	23	17	2	4	23
Ivujivik	9	4	3	3	10
Salluit	33	25	5	8	38
Kangirsujuaq	20	11	3	6	20
Quaqtaq	4	1	2	1	4
Kangirsuk	14	12	0	3	15
Aupaluk	9	7	2	0	9
Tasiujaq	1	0	0	1	1

Kuujjuaq	36	22	4	11	37
Kangirsualujjuaq	51	33	6	16	55
Total	452	289	70	116	481

### December 2021

Community	Number of files	No limitations	With limitations	Severe limitations	Number of recipients
Kuujjuaraapik	43	25	12	7	44
Umiujaq	22	14	5	6	25
Inukjuak	123	85	19	28	132
Puvirnitug	64	29	8	30	67
Akulivik	22	17	2	3	22
Ivujjivik	9	4	3	3	10
Salluit	34	25	6	8	39
Kangirsujuaq	20	11	3	6	20
Quaqtaq	4	1	2	1	4
Kangirsuk	14	12	0	3	15
Aupaluk	10	8	2	0	10
Tasiujaq	1	0	0	1	1
Kuujjuaq	34	20	4	11	35
Kangirsualujjuaq	54	34	6	18	58
Total	454	285	72	125	482

### January 2022

Community	Number of files	No limitations	With limitations	Severe limitations	Number of recipients
Kuujjuaraapik	43	25	12	7	44
Umiujaq	23	15	5	6	26
Inukjuak	124	84	20	29	133
Puvirnitug	63	28	8	30	66
Akulivik	22	16	3	3	22
Ivujjivik	9	4	3	3	10
Salluit	35	26	6	8	40
Kangirsujuaq	20	11	3	6	20
Quartaq	5	2	2	1	5
Kangirsuk	15	12	1	3	16
Aupaluk	10	8	2	0	10
Tasiujaq	1	0	0	1	1
Kuujjuaq	34	20	4	11	35
Kangirsualujjuaq	54	34	6	18	58
Total	458	285	72	126	486

Mary-Joy Nayoumealuk

### **PROGRAMS SECTION**

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

- Financially support training activities and job creation with Nunavik employers, that reflect the region's needs for economic and social development;
- Prioritise projects that improve Nunavimmiut employability;

- Encourage students to complete their studies;
- Stimulate full-time job creation.

The Programs section is able to deliver a range of programs and services to implement its' objectives with various partners:

- Esuma
- Kautaapikkut
- Ivirtivik
- Pijunnaqunga
- P.S. Jeunesse

### **Sanajit Project**

Sanajit Project activities since November has been postponed due to the Covid-19 outbreak in most Nunavik communities. Sanajit training activities are on hold until training activities in the region can resume.

The Sanajit trainings that would have been delivered by Kativik Iisarniliriniq would have taken place January 17 in Aupaluk for the Carpentry Skills level 1, and February 7 to 18 in Puvirnituk for the Carpentry Skills level 2. Aside from these 2 postponed training sessions, KI is evaluating if CS1 in Kuujuaq and Salluit and the CS2 in Kangirsujuaq will be given before March 31.

### **Youth Employment Services (YES)**

Youth Employment Services (YES) Nunavik targets youth between the ages of 16 and 35 in all 14 communities and offers a wide variety of services, such as job-search support, pre-employment workshops, and innovative projects that promote youth success and integration into the labour market.

Since October 2021, YES initiatives in the region have been put on hold. With Nunavik communities continuously moving in and out of lockdown stages over the last 4 months, our team efforts have moved online. Greater focus was placed on maintaining the YES website, [yesnunavik.com](http://yesnunavik.com), offering job search and resume creation services remotely, and in launching creative social media campaigns on both our Facebook and Instagram pages. Specifically, we featured posts on essential workers in November and released our video series 'Nunavik Inspires' in December. For January and February, we highlighted students and teachers, respectively, as School Perseverance Days were planned for February.

YES Nunavik also renewed its Career Labs subscription. We look forward to the easing of COVID restrictions so that clients can take advantage of our VR system to explore different careers. YES Coordinators have also held meetings with local partners and stakeholders to discuss future collaborations involving our VR system as well as other initiatives focused on entrepreneurship, volunteerism, and school perseverance.

<b>Services and client information</b>	<b>Kuujuaq</b>	<b>Inukjuak</b>
Walk-in visits		22
Facebook response	14	21
Instagram response	1	
E-mail response	2	
Telephone response	2	
Job search support	7	8
Interview preparation		
CV making/review	10	29
Referrals	1	
Equipment use (Internet, fax, phone and printer)	1	
International information		

Other services	4	3
<b>Total day-to-day services provided</b>	<b>41</b>	<b>83</b>
<b>Total day-to-day clients</b>	<b>17</b>	<b>43</b>
Special presentations/projects/partnerships with YES Nunavik		
Youth reached through special presentations/projects/partnerships		
<b>Total of youth who have been in contact with YES Nunavik</b>	<b>17</b>	<b>43</b>
New Facebook members	110	
<b>Total Facebook members</b>	<b>2281</b>	
New Instagram members	140	
<b>Total Instagram members</b>	<b>140</b>	

Source: Charlene Williams and Tukai Weetaluktuk

### **Program Section**

The Program Section of the Sustainable Employment Department includes the Programs team; which include a Team Leader, 7 Program Officers (2 located in Inukjuak, 1 in Quaqtaq and 4 in Kuujjuaq), Programs Clerk, and a Student Project Officer. The team is continually working on receiving program funding applications and making recommendations based on program criteria depending on the nature of the project. It is encouraged that all inquiries be directed to the Program Section employees to have clear and continued support and information regarding program funding. All Program section employees can be contacted by email at etprograms@krg.ca. The programs team would also like to express the importance of communicating and reporting back to the Program Officers in a timely manner as the Programs Section of the department is responsible to report to KRG funders (Emploi-Quebec and Service Canada).

### **Funding Amounts over \$150,000 and under \$350,000 approved since November 2021**

1	Kativik Ilisarniliriniq	Heritage Project 2.0	\$198,444
2	Kativik Ilisarniliriniq	Institutional and Home Care Assistance (IHCA) - Regional	\$239,683
<b><u>Total</u></b>			<b><u>\$438,127</u></b>

Source: Bridget Saunders

### **Sanarrutik 2021**

<b>Community</b>	<b>Budget 2021</b>	<b>Application received/approved</b>
Kangiqsualujjuaq	\$367,623	2021-353
Kuujjuaq	\$792,600	2021-283
Tasiujaq	\$157,174	2021-133
Aupaluk	\$110,936	2021-456
Kangirsuk	\$242,509	2021-282
Quaqtaq	\$187,432	2021-48
Kangiqsujuaq	\$314,245	2021-47
Salluit	\$585,551	2021-241
Ivujivik	\$189,132	2021-448
Akulivik	\$276,507	2021-321
Puvirnituk	\$672,246	2021-286

Inukjuak	\$680,746	2021-285
Umiujaq	\$206,471	2021-354
Kuujuaraapik	\$284,327	2021-284

## Sanarrutik 2022

Community	Budget 2022
Kangiqsualujuaq	\$377,693
Kuujuuaq	\$809,783
Tasiujaq	\$164,769
Aupaluk	\$114,832
Kangirsuk	\$247,996
Quaqtaq	\$194,245
Kangiqsujuaq	\$326,369
Salluit	\$600,327
Ivujivik	\$193,552
Akulivik	\$280,941
Puvirnituaq	\$690,837
Inukjuak	\$700,547
Umiujaq	\$213,665
Kuujuaraapik	\$294,118

Source: Sheila Gordon

### The Challenge program

The Challenge program is to help students acquire work experience, improve their understanding of the labor market and stimulate the development of good working habits, through part-time employment opportunities, who are attending school on a full-time basis.

The program section of the department is taking into consideration and making recommendations based on if the student is a rehire from the previous year or a new hire for the same position. It is important to provide equal opportunities to all students in Nunavik, so as many students can gain work experience in their communities before graduating high school, and to help them decide what post-secondary studies to pursue, as these experiences are the beginning of their own career paths for their future.

In response to the affects of COVID-19 in the region, the Sustainable Employment Department had increased the contribution rate to 100%, up to \$15 per hour for the students. The criteria of the program must respect that students hired are a minimum of 13 years old (as per Quebec Labor standards, with parent consent) and not to have students (under 16 years old) working 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 24, 2022, there were 42 approved projects for the summer challenge program (June to August), 21 claims received. And 8 part-time (September to May) challenge projects approved for a total of \$803,342 as of January 24. Various promoters that have benefited from the Challenge program are Northern Villages, FCNQ, Air Inuit, PS Jeunesse, and various business and smaller community based organizations.

Source: Mary-Elena Annatok

## **ESUMA**

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

Esuma organized its 6th edition of School Perseverance Days (SPD 2022), which took place from February 14 to 18, 2022. For Esuma and partners, it is an opportunity to mobilize Nunavimmiut around the educational success of young people. This provincial wide event is to remind students of the importance given to their education and perseverance by their parents, school staff, employers, and their entire community.

The campaign theme for 2022 was “Perseverance, it’s in our nature” in reference to the determination and resilience of Inuit as masters of survival. We are all here today because our ancestors knew how to persevere and survive in the most challenging conditions.

School Perseverance Days is putting the spotlight on Inuit youth by giving them a voice to share their stories of resilience as well as their hopes and dreams for the future. The common thread in all of ESUMA’s activities this year will be about self-expression to encourage each other to recognize how amazing and strong we are as individuals and as a people.

The following are the main campaign elements for SPD 2022:

- “Perseverance Mural”: All schools received an SPD 2022 banner and “aspiration sticker” in the shape of ice blocks on which students will be invited to write or draw their dreams for the future;
- Ajuinnata 2.0: Facebook group inviting Nunavimmiut to share their stories of perseverance;
- Funding of school and community activities: \$5,000 available to each community to organize an event or activity;
- Promotional items sent to Nunavik schools/education centres, airports and to all Nunavimmiut.

Source: Victoria Gordon and Stephanie Jacques

## **Pijunnaqunga**

Pijunnaqunga is an internship program that aims to empower Inuit from Nunavik to develop their skills through hands-on work experience. The program includes in-depth interviews, an intensive training session, and paid internships with mentoring support within Nunavik organizations.

Due to the pandemic and travel restrictions in the region, the Pijunnaqunga team has adapted their operations to provide employability services by remote work to Nunavimmiut. The current circumstances related to COVID-19 and travel restrictions, the team had to cancel a training that was planned for November in Nunavik. Also, the participation in the local Kuujuaq career fair hosted by YES and local Kativik Iisarniliriniq (KI) employees had to be cancelled.

In the recent months, the team has worked on the Nunavik Employment Needs Assessment survey and the launching of the pilot project in Inukjuak in close collaboration with the Local Employment Officer of KRG, Andree Langlois. Since January, the team has been working on launching the data collection with regional organizations.

On December 17 2021, the internship at Youth Fusion in Montreal concluded successfully. A small celebratory lunch was held on December 14 with the intern, the internship coordinator, and

the mentors to underline their accomplishment. This project management internship was postponed in 2020 due to the pandemic but both parties maintained their interest in the program and made themselves available to participate at that time.

Pijunnaqunga is currently working on developing a close partnership with KI and YES in order to develop career exploration days for students and Pijunnaqunga clientele. The idea would be to introduce the participants to various job positions available in Nunavik and in their own communities by either visiting the offices of different employers or having the professionals present their work and responsibilities to them. Similarly, the Pijunnaqunga team will be joining forces with YES to partner on the development of the Explore program. This program, while still being defined, aims to provide participants with the opportunity of meeting local employers to learn about their job responsibilities and the qualifications needed to hold such positions, and allowing them to do some hands-on learning for jobs outside an office.

Finally, the team is also exploring the possibilities to develop internships for KI students in their various schooling journey (WTP, vocational, post-secondary).

Source: Isabelle Picard

### **Ivirtivik (Montreal)**

Ivirtivik is an employability pilot project that started in Montreal in April 2010. The Sustainable Employment department of KRG developed a partnership with Axtra (before: RQuODE) and the P.S. Jeunesse organization which oversee daily operations. Ivirtivik's main objective is to ensure the continuation of counseling and employability services to Inuit living in the urban area.

As of December 31, 2021, the Ivirtivik staff consisted of five members: two employment counselors (full-time), one Inuk urban employment agent (full-time) and two Inuit part-time students (15 hours a week).

Total number of participants since 2010	Return to school since 2010	Found a job since 2010
481	64	241

New registrations in October, November and December 2021	Found a job in October, November and December 2021
18	6

Number of participants	Active	Semi active	Outreach	Sporadic
October - 29	12	2	9	6
November - 32	5	6	10	11
December - 16	5	2	2	7

### **Categories of participant(s)**

#### **Active:**

Participate actively in the program, 30 hours a week with physical presence at the center.

#### **Semi-active:**

Participate actively in the program, 10-15 hours a week being physically present at the center.

#### **Outreach:**

Weekly follow-up done by the counselor regarding participant action plan. The counseling could be done over the phone, on social media or in person if the participant is able to come to the center.

**Sporadic:**

Participant contact the center with a specific request for support, professional, personal or psychosocial. The interventions could be done over the phone, on social media or in person if the participant is able to come to the center.

Source: Julie Després

**Kativik Iisarniliriniq (KI)**

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

**Class 5**

Due to COVID-19 travel restrictions in the region, Class 5 training was only offered in Salluit (August-October) and Kangiqsujuaq (October-December). Also, due to the public health situation, all Class 5 training was suspended from December-January.

KI is planning to start training again in Inukjuak (February 5-March 15) and Kuujjuaq (March 10-April 28), however all plans are tentative and will be revised as COVID-19 restrictions evolve.

The new driving school in Kangiqsujuaq, which opened October 2021, has had 35 individuals registered and started the Class 5 course and an additional 17 individuals register for a territorial license.

SAAQ was unable to visit Inukjuak in November as planned due to COVID. The next scheduled visit will be to Kuujjuaq in April/May.

Currently, there is only one driving instructor in Nunavik. KI is looking for community members interested in becoming driving instructors and is offering full instructor training. In January, KI recruited two individuals from outside Nunavik who they hope will begin their instructor training soon.

The Class 5 driving schools typically operate on KI's school year calendar (mid-August to May) however, this year, the driving schools will remain open and training will be offered in the communities during the summer months to determine if there is interest.

**Driving Under the Influence (DUI) Project**

The second phase of the DUI project started from September to December 2021, however the tour was cut short due to COVID travel restrictions announced in October.

Between September and December, the DUI consultant visited 8 communities and met with 85 clients; 41 of those were identified as having DUI.

Summary Report of DUI file Phase 2 from September to December 2021					
Community	Date Visited	# of Clients Met	No Sanction	PERRCCA Program Stage	
				Summary Assessment	Complete Assessment
Inukjuak	Sept - Dec	13	5	3	3
Akulivik	Sept 19-23	10	9	0	1
Ivujivik	Sept 24-27	7	3	3	1
Salluit	Sept 28 - Oct 9	4	1	2	1
Kangiqtujuaq	Oct 10-16	17	4	4	5
Puvirnituaq	Oct 18-23	7	0	3	1
Umiujaq	Nov 25-Dec 1	14	9	2	3
Kuujuarapik	Dec 1 - 9	13	6	2	5
<b>Total</b>		<b>85</b>	<b>21</b>	<b>16</b>	<b>10</b>

### Definitions:

- No Sanction = SAAQ file clear/no DUI charge; can apply for a Territorial License, Class 5 License or is eligible for training.
- PERRCCA = Program for the Evaluation and Reduction of the Risk of Impaired Driving
- Renewing = no DUI, individual simply owes fees to the SAAQ to renew their license.

The total number of DUI cases identified since this project launched in November 2020 is now 171. Three individuals have now successfully passed their Summary Assessment, received the Alcofrein session, and can apply for their driver's license. The next tour will start as soon as possible.

Source: Stephanie Agosta

### Nunavik Scholarship Funds (NSF)

The objective of the Nunavik Scholarship Funds is to encourage individuals to pursue their education at post-secondary levels. Eligible participants are those funded by Kativik IIsarniliriniq Post-Secondary department, or permanent residents of Nunavik. In order to be eligible for NSF, students must be accepted by a recognized full time post-secondary institution in studies that will lead to an accredited degree or certificate program of at least 2 years. Certain vocational training and technical trade schools are accepted.

The criteria of the NSF program has been changed to reflect the reality of what the students are challenged with at the post-secondary level, no prerequisites are required other than that the student maintains passing grades and/or have a good standing with their educational institution and Kativik IIsarniliriniq.

	2020-21 applied	2020-21 paid 1 <sup>st</sup> semester	2020-21 paid in full	2021-22 applied	2021-22 paid 1 <sup>st</sup> semester	2021-22 paid in full
<b>Full-time college/CEGEP: \$2,000/year</b>	64	59	32	44	37	7
<b>Full-time university: \$2,800/year</b>	20	20	16	10	10	3

<b>TOTAL</b>	<b>84</b>	<b>69</b>	<b>73</b>	<b>54</b>	<b>47</b>	<b>10</b>
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The payments given to the students in the first semester are made once the students sign the program file contract, in the second semester the students can obtain the second payment (paid in full) after submitting their grades to the Student Project Officer. The Student Project Officer is continuing efforts to inform the students through their academic counselors at Students Services of the Nunavik Scholarship Funds.

Since the beginning of September, the Programs section has promoted the Nunavik Scholarship funding program with students through KI Post-Secondary Student services, through the KRG website and social media pages. It was reported by KI Post-Secondary Student services in November that there were 3 airplane pilot program students, 6 part-time students, and 129 full-time students registered through their services.

Source: Sheila Gordon

### **Nunavik Youth House Association (NYHA)**

The Sustainable Employment Department provides significant training funding for the Nunavik Youth House Association (NYHA). The NYHA is responsible of the management of human and financial resources of 13 of the 14 youth centres in the Nunavik communities. Besides providing all kinds of activities and access to equipment and material in a youth house, they provide jobs to more than 75 youth aged from 16 to 35 years old. For most of them it is their first job and need basic skills for employment plus special skills to organize activities within the youth centres and assure the security of the clientele. Since the beginning of the MSSS program for the implementation of youth centres, the training for animators and coordinators has been provided by the NYHA using the Big Book Program designed especially for the region. Over the past 15 years more than 95 coordinators have followed the coordinator Program (48 completed) and 200 animators followed the animators' program (65 completed). For every certificate of 220 hours the trainees received an increase of salary.

In December, 11 participants took the training from December 13 to December 17, in Montreal. The trainings included employee handbooks, how to prepare activities to children and youth, budgeting, team work, report writing, and leadership. As the training took place in Montreal, the participants were able to take advantage of shopping for their Youth Houses needs and activities.

Source: Rynee Kokiapik

### **Nunavik Regional Board of Health and Social Services (NRBHSS)**

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

The NRBHSS has been working closely with College Marie-Victorin and McGill University to develop and offer accredited programs titled: Social work Diplomas, Communication in Administration & Supervision in Human resources and Inuit management Training to Inuit staff in the health and social services network.

This year, they decided to upgrade the training offer to the students in helping relationships by stepping up the level of the training and by offering what they refer now as the ACS-DEC-BAC

gateway program in Social Work. The idea is to offer students the opportunity to further their education by allowing them to access a full DEC (CEGEP level) diploma and/or a BAC (University level) diploma, both in social work, all while being employed in the health and social services network and stay in Nunavik.

The continuum of the training will offer smooth transition to students who will be able to navigate from an ACS to a DEC and then into the BAC, if they wish, while reducing the number of courses needed in the following program by having completed the previous training. It also allows the student to reach a milestone – and get a diploma at different points during their journey.

### **Social Work diplomas**

In October, all students of the program were invited to gather in a classroom in Kuujuaq and Puvirnituk to attend, with the support of a facilitator, their introduction session online. Unfortunately, due to the Covid-19 outbreak, the rest of the semester was offered in virtual mode only. Communication in helping relationships trainings (AEC and DEC programs) classes was followed by students from Kuujuaq, Salluit, Puvirnituk, Inukjuak, Umiujaq, Akulivik, Ivujivik, Kangiqsujuaq, and Kangiqsualujuaq. Instructors gave individual training sessions and follow-ups by Messenger video, emails and phone calls.

### **Communication in Administration and Supervision in Human Resources**

In October, all students of the 'Communication in Administration' program were invited to gather in a classroom in Kuujuaq to attend, with the support of a facilitator, their introduction session online. Unfortunately, due to the Covid-19 outbreak, the rest of the semester was offered in virtual mode only. The Communication in Administration classes were followed by students from Kuujuaq, Puvirnituk, Tasiujaq and Salluit and the Supervision in HR classes by students from Kangiqsualujuaq, Inukjuak and Salluit. Instructor Éric Duchesneau, assisted by Pasha Keelan gave individual and group training sessions on TEAMS or ZOOM platform.

This semester, one student graduated from the same program. More AEC students are expected to graduate in 2022, probably the first ones in Supervision in HR.

### **Inuit Management Training**

The third class was given in November virtually due to the Covid-19 outbreak in the region. A new approach was taken in this class which led to some complications but the organizer of the training was able to make sure that the concerns of the students in the new method of training was taken into account and that they were still credited for their course. The students were evaluated and saw the complete subject of the class. The class was Foundation of organizational behavior and administration.

The student had to work on individual projects, mostly class reflection and report assignment like case studies. The objective is still to complete the program and graduate with a certificate from McGill University (10 courses = 30 credits).

Depending on the Covid-19 situation, this year one or two students will be graduating, the actual number of those to graduate would be more than 10. Many students are only missing 1-3 classes to graduate.

To improve all the trainings, the Health Board plans to offer the face-to-face training option as soon as they receive the authorization from Public Health.

Source: Nadejda Yao

### **Makivik Construction, on-the-job training**

The JBNQ beneficiaries' construction work force remains in a state of development; to promote and support this development, an effort is made to attract, hire and train unemployed Nunavik Inuit. Through the on-the-job training initiatives, Makivik Construction helps the participants increase their trade skills, get a more qualified work force in the construction sector, and contribute to social development.

The following on-the-job trainings with housing projects with Makivik Construction are;

- Kuujjuaraapik, with 1 successful female carpenter apprentice started in May continued to the end of the project in January;
- Umiujaq, 2 carpenters worked on the project until December;
- Inukjuak had 11 participants and their project ended in December;
- Puvirnituk continues to employ 3 carpenters until the end of the January;
- Salluit has 3 carpenters that will continue to the end of January;
- Kuujjuaq has 2 carpenters to continue to the end of January.

Source: Lisa Kulula

### **Mining Sector**

As of January 20, 2022, the programs section received 42 applications from the mines and 10 applications from the mining contractor's for the fiscal year 21-22. With significant program funding, the Sustainable Employment department is able to provide funds so Nunavimmiut can have more employment opportunities and develop skills in the mining sector. The number of participants recorded in our system as of January 20, are the following: Canadian Royalties Inc. has 52 participants, Raglan Mine Glencore has 44 participants and Contractors has 34 participants for total of 130.

Source: Mary Unatweenuk

### **Raglan Mine - % Inuit employees - 2021**

	GlenCore Raglan Mine		Kiewit Nuvumiut		Katinniq Transport		Nunavik Construction		Avataa Rouillier		Arngak		Total	
	Dec. 2020	Dec. 2021	Dec. 2020	Dec. 2021	Dec. 2020	Dec. 2021	Dec. 2020	Dec. 2021	Dec. 2020	Dec. 2021	Dec. 2020	Dec. 2021	Dec. 2020	Dec. 2021
Inuit	219	210	16	10	3	-	2	-	5	8	-	4	245	232
Non- Inuit	954	991	71	70	22	22	125	51	80	80	-	101	1,252	1,315
Total Workers	1,173	1,201	87	80	25	22	127	51	85	88	-	105	1,497	1,547
Inuit %	18.7%	17.5%	18.4%	12.5%	12 %	0.0%	1.6%	0.0%	5.9%	10%	-	3.8%	16.4%	15.0%

Quarterly	Canadian Royalties		Redpath		FCNQ		ORBIT GARANT		LOGISTEC		MOREAU		CMAC		SODEXO		TOTAL	
	Dec. 2020	June 2021	Dec. 2020	June 2021	Dec. 2020	June 2021	Dec. 2020	June 2021	Dec. 2020	June 2021	Dec. 2020	June 2021	Dec. 2020	June 2021	Dec. 2020	June 2021	Dec. 2020	Feb. 2021
Inuit	52	46	-	1	-	1	-	0	2	2	-	0	2	1	9	6	65	57
Non-Inuit	424	-	-	87	-	22	-	40	11	24	-	15	6	7	73	81	514	-

Total	536	-	-	88	-	23	-	40	13	26	-	15	8	8	82	87	639	-
	10%	-	-	1.1%	-	4.3%	-	0%	18%	7.7%	-	0%	25%	13%	11%	6.9%	12.4%	

\*Statistics were not received from Canadian Royalties for the contractors in time for the report.

**Source Qalingo Saviadjuk**

## CHILDCARE SECTION

<b>Community</b>	<b>Number of places</b>	<b>Registered</b>	<b>Waitlist 0-17 mts</b>	<b>Waitlist 18+ mts</b>	<b>Employees</b>
<b>Kangiqsualujuaq</b>	105	55	15	20	20
<b>Kuujjuaq</b>	160	146	50	44	45
<b>Tasiujaq</b>	30	30	20	8	7
<b>Aupaluk</b>	30	0	0	0	0
<b>Kangirsuk</b>	30	*	*	*	*
<b>Quaqtaq</b>	30	*	*	*	*
<b>Kangiqsujuaq</b>	45	*	*	*	*
<b>Salluit</b>	140	61	24	25	6
<b>Ivujivik</b>	30	24	6	0	12
<b>Akulivik</b>	30	17	0	0	7
<b>Puvirnituaq</b>	160	*	*	*	*
<b>Inukjuak</b>	145	*	*	*	*
<b>Umiujaq</b>	30	*	*	*	*
<b>Kuujjuaraapik</b>	40	35	20	9	5
<b>Pairitsivik Home daycare</b>	49	0	0	0	0
<b>Total</b>	1054	368	135	97	102

\*Did not provide the numbers in time for the report

### Childcare

Centers that are closed:

- Saralikitaaraapiit; Due to no staff.
- Sukliateet is closed due to busted pipes but it is being worked on.
- Tasiursivik due to renovations in the centre.
- Pirursaivik; Due to oil leak, being worked on.

All the childcare centres have been receiving the educational toys and material that KRG had ordered for them. They are very appreciative for all the toys and they will still be receiving some more in the coming weeks.

Source Julie-Ann Berthe

## **SUSTAINABLE EMPLOYMENT STAFF**

### **Kuujuaq**

<b>Department Director:</b>	Lydia Watt
Accounting Manager	Julie Despres
Executive Secretary	Susie Munick
Department Clerk	Linda Gordon

### **Employment**

<b>Assistant Director</b>	Maggie Shea (leave)
Ungava Coast Coordinator	Alain Thurber
Employment Advisor	Two vacant
Local Employment Officer	Sapina Annanack
Income Support Officers	one position vacant
Information Officer	Stephanie Jacques

### **Programs Section**

<b>Assistant Director</b>	Victoria Gordon
Team Leader	Bridget Saunders
Program Officers	Ina Saunders, Mary Unatweenuk, Christina Kleist (leave), Nadedja Yao, Stephanie Agosta

Student Project Officer	Sheila Gordon
Construction Coordinator	Pascal Anctil
Sanajit Employment Counselor	Jocelyn Benoit
Construction Program Officer	Randy Gordon
YES Coordinator	Charlene Williams
YES Officer	Marianne Perron, one vacant

### **Childcare**

<b>Assistant Director</b>	Julie-Ann Berthe
Childcare Counselors	Qullik Sequaluk, Jana Lingard, Cassandra Tabor (leave), one vacant
General Accountant	Vacant
Coordinator Projects	Maryse Turcot

### **Kangiqsualujuaq**

Local Employment Officers	Jessie Etok-Stewart and one Vacant
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### **Tasiujaq**

Local Employment Officer	Lucina Cain
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### **Aupaluk**

Local Employment Officer	Minnie Akpahatak
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### **Kangirsuk**

Local Employment Officer	Lizzie Putulik
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### **Quaqtaq**

Local Employment Officer	Bobby Putulik
Program Officer	Mary-Elena Annatok

### **Kangiqsujaq**

Local Employment Officer	Ettuk Sakiagak
Mining Employment Officer	Qalingo Saviadjuk

**Salluit**

Local Employment Officers  
Receptionist

Charlie Saviadjuk, Aja Cameron (leave)  
Elisapee Uqauya Kuannanack

**Ivujivik**

Local Employment Officer

Susan Matt

**Akulivik**

Local Employment Officer

Vacant

**Puvirnitug**

Local Employment Officers

Viola Novalinga, Jacqueline Amamatuak

**Inukjuak****Employment Section**

Hudson Coast Coordinator  
Secretary  
Local Employment Officer  
Income Support Team Leader  
Income Support Agents  
Income Support Office Clerk

Geela Echalook  
Vacant  
Andree Langlois  
Mary-Joy Nayomealuk  
Sarah Inukpuk and one vacant  
Alacie Elijasiapik

**Programs Section**

Program Officers

Rynee Kokiapik, Lisa Kulula

Sanajit Project Officer

Natalie Echalook

Yes Coordinator  
Yes Officer

Tukai Weetaluktuk  
Elsie Kasudluak and Lindsey Annanack

**Umiujaq**

Local Employment Officer

Vacant

**Kuujjuaraapik**

Local Employment Officers  
Childcare Counselor

Minnie Tookalook, Susie Tulugak  
Jeannie Aragutak and Lizzie-Anne Esperon

**Montréal**

Liaison Officer

Solange Loiselle