



SUSTAINABLE EMPLOYMENT department

ACTIVITY REPORT JUNE TO SEPTEMBER 2021

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

On August 9, Lindsey Annanack started her position as the Youth Employment Officer in Inukjuak, replacing Tukai Weetaluktuk, who is now the YES Coordinator in Inukjuak.

Pascal Anctil, the Sanajit Coordinator is currently on leave until January 2022.

Maggie Shea has been on medical leave since June.

Jacqueline Amamatuak was hired as they Local Employment Office in June to replace Mina Kenuajuak.

Alvaro Gonzalez resigned from his position as the Employment Counselor in July.

Adamie Alayco resigned from his position as the Local Employment Officer in Akulivik in July.

Employment Section

Administrative Services from: May 01, 2021 to July 30, 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 | 266 | 1 | 10 | 143 | 16 | 5 | 17 | 5 | 13 | 6 | 6 | 4 | 2 | 4 | 6 | 5 | 23 |
| Kuujuuaq | 37 | 1 | 2 | 5 | 1 | 2 | 6 | 4 | 7 | 1 | 7 | | 1 | | | | |
| Tasiujaq | 17 | | 1 | | | | 2 | | | 4 | 2 | 1 | | | | 1 | 6 |
| Aupaluk | 19 | | 1 | 1 | 1 | 3 | 8 | | | 1 | 2 | | 1 | | | | 1 |
| Kangirsuk | 45 | | | 11 | 1 | 2 | 5 | | 1 | | 3 | 1 | | | 4 | | 17 |
| Quaqtaq | 7 | 2 | | 4 | | 1 | | | | | | | | | | | |
| Kangiqsujuaq | 309 | 128 | 109 | 31 | 3 | 7 | 1 | 2 | 2 | 2 | 4 | | | 1 | 2 | 3 | 14 |
| Salluit | 84 | 1 | 28 | 6 | 9 | 6 | 6 | 6 | 7 | 2 | 3 | | | 1 | | | 9 |
| Ivujivik | 6 | | | | 1 | 1 | 1 | | | | | | | | 1 | | 2 |
| Akulivik | 0 | 0 | | | | | | | | | 3 | | | | | | 6 |
| Puvirnitug | 28 | 1 | 4 | 1 | 2 | 1 | 5 | | 5 | | 7 | | | | | | 4 |
| Inukjuak | 72 | 9 | 2 | 19 | | 5 | 16 | 6 | | 2 | | | 1 | 1 | | 5 | 2 |
| Umiujaq | 24 | | 2 | 5 | 6 | | 1 | | | | 1 | | | | | 2 | 3 |
| Kuujuaraapik | 43 | | | 6 | 10 | 3 | 5 | 2 | 2 | | 4 | | 1 | 2 | 1 | | 6 |
| Montreal | 0 | | | | | | | | | | | | | | | | |
| TOTAL | 957 | 143 | 159 | 232 | 50 | 36 | 74 | 25 | 37 | 18 | 41 | 7 | 6 | 10 | 14 | 16 | 90 |

Source : Alain Thurber

Last Resort Financial Assistance

June 2021

| Community | Number of files | No limitations | With limitations | Severe limitations | Number of recipients |
|-----------------|-----------------|----------------|------------------|--------------------|----------------------|
| Kuujuaraapik | 38 | 21 | 11 | 7 | 39 |
| Umiujaq | 22 | 14 | 5 | 6 | 25 |
| Inukjuak | 135 | 95 | 26 | 27 | 148 |
| Puvirnitug | 68 | 30 | 10 | 31 | 71 |
| Akulivik | 26 | 18 | 4 | 4 | 26 |
| Ivujivik | 8 | 4 | 2 | 3 | 9 |
| Salluit | 34 | 25 | 6 | 8 | 39 |
| Kangiqsujuaq | 23 | 14 | 3 | 6 | 23 |
| Quaqtaq | 4 | 1 | 2 | 1 | 4 |
| Kangirsuk | 17 | 13 | 2 | 3 | 18 |
| Aupaluk | 9 | 6 | 3 | 0 | 9 |
| Tasiujaq | 2 | 0 | 1 | 1 | 2 |
| Kuujuuaq | 37 | 22 | 5 | 11 | 38 |
| Kangiqsualujuaq | 54 | 33 | 8 | 17 | 58 |
| Total | 477 | 296 | 88 | 125 | 509 |

August 2021

| Community | Number of files | No limitations | With limitations | Severe limitations | Number of recipients |
|------------------|-----------------|----------------|------------------|--------------------|----------------------|
| Kuujjuaraapik | 40 | 22 | 11 | 8 | 41 |
| Umiujaq | 23 | 15 | 5 | 6 | 26 |
| Inukjuak | 138 | 91 | 21 | 26 | 138 |
| Puvirnituk | 68 | 28 | 10 | 30 | 68 |
| Akulivik | 26 | 18 | 4 | 4 | 26 |
| Ivujivik | 7 | 4 | 2 | 2 | 8 |
| Salluit | 33 | 24 | 6 | 8 | 38 |
| Kangiqsujuaq | 21 | 12 | 3 | 6 | 21 |
| Quaqtaq | 4 | 1 | 2 | 1 | 4 |
| Kangirsuk | 16 | 12 | 2 | 3 | 17 |
| Aupaluk | 10 | 6 | 4 | 0 | 10 |
| Tasiujaq | 2 | 0 | 1 | 1 | 2 |
| Kuujjuaq | 36 | 20 | 7 | 9 | 36 |
| Kangiqsualujjuaq | 53 | 33 | 7 | 17 | 57 |
| Total | 477 | 286 | 85 | 121 | 492 |

Note: July report was not available to get the statistics.

Mary-Joy Nayoumealuk

PROGRAMS SECTION

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.

The YES Virtual Reality (VR) School Tour ended in May on the Ungava Coast. Marianne Perron (YEO) and Charlene Williams (YES Coordinator) offered VR and Career workshops to Cycle 2 classrooms at Arsaniq school in Kangiqsujuaq on May 5. In total there were 12 participants, including 2 teachers; 7 students were able to try at least 1 job simulation on the VR system.

On May 5, Charlene facilitated the 1-day workshop on self-awareness, job search strategies and resume making with 1 participant at the Adult Education and Vocational Training Centre in Kangiqsujuaq.

In May, YES launched a Facebook campaign in support of the Summer Challenge program; posts included information, videos and sources on job search strategies. In addition to this, the YES team also made visits to 4 communities to offer in-person resume services, including Kuujjuaq, Kangiqsujuaq, Inukjuak and Puvirnituk. These 4 communities were chosen based on the larger number of summer student job applications received in previous years. In total, 60 youth participated in our resume workshops and services and 37 created their own resumes.

- Kuujjuaq (May 13 – 14)
- Kangiqsujuaq (May 6)
- Inukjuak (May 3 – 4)
- Puvirnituk (May 17 – 18)

In June, YES, in partnership with the KRG Communications Department, videotaped 3 interviews in Kuujjuaq for our Nunavik Inspires project, which aims to showcase the work and school success

stories of Nunavimmiut. The videos are currently being edited and translated and will be featured on YES social media pages in the fall.

In late June, Charlene offered VR sessions in Akulivik and Ivujivik. The community visits were organized based on recommendations to offer VR sessions outside of schools. Akulivik and Ivujivik were chosen since they had been the only 2 communities we did not visit during the school year. On June 29, 12 youth took part in the session at the youth centre in Akulivik; 5 youth tried the VR system. On July 2 – 3, 18 youth took part in the sessions at the youth centre in Ivujivik; 10 youth tried the VR system. A lot of youth were interested in trying our VR system; many were familiar with the technology and enjoyed the simulations we had to offer.

In July, YES launched its new Instagram page. Through this account, [yes_nunavik](#), youth can find out about YES activities taking place in the region.

In July, YES also welcomed Pasha Lauzon as a Summer Student at the Kuujuaq office. She worked with YES staff in planning upcoming initiatives, creating social media posts, and in helping to update our website, [yesnunavik.com](#).

On July 13 – 16, YES piloted ‘Explore Nunavik Parks’, which included a 3-day visit to Kuururjuaq Park to learn about careers available, participate in park outings and learn more about vocational education and training opportunities available through Kativik Ilisarniliriniq. There were 4 youth participants, 1 cook/chaperon, 2 YES staff, and 2 parks guides (of which, 1 was a summer student). Participants were keen to take part in land-based activities and experience more fully what the parks have to offer.

On July 26, YES piloted ‘Explore Aviation’, which included a visit to the Kuujuaq airport to learn about existing jobs and learn more about training opportunities available through Air Inuit and KRG to pursue careers within aviation. Our 2 youth participants met with KRG Transport staff and Air Inuit staff and visited a number of places, including the cargo warehouse, ramp, counter, hangar, and a Twin Otter aircraft. On July 27, participants met with Melissa Haney, the first Inuit captain in Canada and coordinator of the Air Inuit Sparrow program, by Zoom. We learned more about her experiences and got insight on how to join the Sparrow program.

On July 29, YES facilitated the VR and Career workshop with youth taking part in Nurrait’s summer carpentry skills training in Kuujuaq. In total, there were 11 participants, including 2 Nurrait staff; 3 youth were able to try at least 1 CareerLabs job simulation on the VR system. Youth enjoyed using the system and were eager to learn more about YES services since a few plan to look for work after their training.

| Services and client information | Kuujuaq | Inukjuak |
|---|----------------|-----------------|
| Walk-in visits | 10 | 119 |
| Facebook response | 11 | 6 |
| E-mail response | 10 | - |
| Telephone response | 7 | 6 |
| Job search support | 7 | 11 |
| Interview preparation | - | 1 |
| CV making/review | 49 | 113 |
| Referrals | 1 | - |
| Equipment use (Internet, fax, phone and printer) | 16 | 4 |
| International information | - | 2 |
| Other services | 6 | 1 |
| Total day-to-day provided services | 117 | 263 |
| Total day-to-day clients | 27 | 120 |
| Special presentations/projects/partnerships with YES Nunavik | 7 | 4 |
| Youth reached through special presentations/projects/partnerships | 55 | 61 |

| | | |
|---|-------------|------------|
| Total of youth who have been in contact with YES Nunavik | 82 | 181 |
| New Facebook members | 8 | |
| Total Facebook members | 2087 | |

Source: Charlene Williams and Tukai Weetaluktuk

Sanajit Project

The Sanajit Project, for Nunavik apprentices and journeypersons construction workers is focused on developing a strong and autonomous regional construction workforce through the delivery of work placement and training services.

Sanajit Trainings

Since the region has been Covid-19 free in the recent months, Kativik Ilisarniliriniq and Sanajit Project increased the limit of participants from 6 to 10 for all Sanajit trainings.

Painting and Plastering

This trade is essential in the construction industries where a construction worker has to know how to properly paint and plaster the interior of a house upon renovation or building of a new housing unit. There were 6 participants that completed the training in Inukjuak from May 17 to June 4.

Introduction to Construction Trades / Jeunes Karibu Students (Carpentry Skills Level 2)

In partnership with the Sanajit Project, Kativik Ilisarniliriniq invited high school students that are working with the Jeunes Karibus in Kuujuaq to work on a construction project and introducing them to several trades. The construction project aimed at promoting the different construction trades in a new generation of Sanajit with high potential to become construction workforce.

The project provided students to participate in the building of a 20' x 20' cabin. They worked on all aspects, including framing, insulation, exterior finishing and exteriors. Eight of the Jeunes Karibu students completed the training and constructed a shelter outside of the town in Kuujuaq just passed the barrel beach from July 26 to August 13.

Construction season 2021

The construction season started this summer of 2021 in most communities in Nunavik; 67 client referrals were made to contractors this summer to hire Inuit construction workers.

Mr. Jocelyn Benoit, Sanajit's Employment Service Councillor has been travelling to all of Nunavik communities since June. The purpose of his field work is to be sure that construction companies from the south working in Nunavik are aware of the Sanajit on-the-job-training program. The findings of the consultation meetings with on-site supervisors will be completed after the current construction season is completed.

CCQ

Since the pandemic rules in 2021 have been changed nearly back to normal for hiring in Nunavik, Inuit construction workers have been allowed to get back to work on the construction site keeping their CCQ regular cards active to work.

Source: Randy Gordon

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 Kuujuaq), 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 May 2021

| | | | |
|----|-------------------------------------|---|-----------|
| 1 | Kativik Regional Government | Observer/Communicator Training | \$150,950 |
| 2 | Unaaq Men's Association of Inukjuak | Youth Camp Construction/Carpenter Wood Workshop | \$152,646 |
| 3 | Kativik Ilisarniliriniq | Sanajit – CS3 – Inukjuak | \$153,595 |
| 4 | Canadian Royalties Inc. | Maintenance Warehouse Apprentice Clerk | \$154,393 |
| 5 | Societe Kuujuaamiut Inc. | Welding Project | \$155,730 |
| 6 | Northern Village of Salluit | Salluit General Works Project 2021 | \$163,566 |
| 7 | Kativik Ilisarniliriniq | Welding Workshops 2021-2022 | \$164,416 |
| 8 | Canadian Royalties Inc. | Tire Repairer | \$167,585 |
| 9 | Canadian Royalties Inc. | Carpenter Class 4 | \$167,585 |
| 10 | Canadian Royalties Inc. | Welder Class 3 | \$167,585 |
| 11 | Canadian Royalties Inc. | Blaster Drill Helper | \$167,585 |
| 12 | Canadian Royalties Inc. | Employment and Training Officer | \$167,585 |
| 13 | Kativik Ilisarniliriniq | Class 5 Driving School Inukjuak | \$175,622 |
| 14 | Air Inuit Ltd. | Challenge 2021 | \$178,148 |
| 15 | Kativik Ilisarniliriniq | Management Childcare AEC | \$178,716 |
| 16 | Kativik Ilisarniliriniq | Class 5 Driving School Salluit | \$180,142 |
| 17 | Kativik Ilisarniliriniq | Class 5 Driving School Kuujuaq | \$180,797 |
| 18 | Nunavik Youth House Association | NYHA Staff Training | \$192,511 |
| 19 | Kativik Regional Government | Challenge 2021 | \$195,720 |
| 20 | Avataq Cultural Institute | Inuk and Me | \$198,000 |
| 21 | Kativik Ilisarniliriniq | Traveling Jewelry Design Workshop | \$198,231 |
| 22 | Kativik Ilisarniliriniq | Regional First Aid | \$199,698 |
| 23 | Northern Village of Inukjuak | Seasonal Road Crew 2021 | \$205,040 |
| 24 | Canadian Royalties Inc. | Maintenance Labourer | \$215,462 |
| 25 | Canadian Royalties Inc. | Warehouse Clerk Class4 | \$215,627 |
| 26 | FCNQ Construction Inc. | Construction on Different Projects | \$234,322 |
| 27 | FCNQ | Challenge 2021 | \$235,913 |
| 28 | Inuulitsivik Health Center | Turartavik, Acting Early Program | \$247,130 |
| 29 | Canadian Royalties Inc. | Mechanic Maintenance | \$263,669 |
| 30 | Canadian Royalties Inc. | Labourer Site Service | \$282,741 |
| 31 | Raglan Mine Glencore | Heavy Equipment Mechanic Class 3 | \$284,074 |

| | | | |
|--------------|-------------------------|--------------------|--------------------|
| 32 | Kativik Ilisarniliriniq | Ilivvik 2021-2022 | \$293,258 |
| 33 | Kativik Ilisarniliriniq | Challenge 2021 | \$305,813 |
| 34 | Raglan Mine Glencore | Mining Orientation | \$349,999 |
| Total | | | \$6,943,854 |

Source: Bridget Saunders

Sanarrutik 2021

| Community | Budget 2021 | Application received/approved |
|-----------------|-------------|--|
| Kangiqsualujuaq | \$367,623 | 2021-353 |
| Kuujuaq | \$792,600 | 2021-283 |
| Tasiujaq | \$157,174 | 2021-133 |
| Aupaluk | \$110,936 | Waiting for Resolution from NV Aupaluk |
| Kangirsuk | \$242,509 | 2021-282 |
| Quaqtaq | \$187,432 | 2021-48 |
| Kangiqsujuaq | \$314,245 | 2021-47 |
| Salluit | \$585,551 | 2021-241 |
| Ivujvik | \$189,132 | Received 2021-08-16 |
| Akulivik | \$276,507 | 2021-321 |
| Puvirnituaq | \$672,246 | 2021-286 |
| Inukjuak | \$680,746 | 2021-285 |
| Umiujaq | \$206,471 | 2021-354 |
| Kuujjuaraapik | \$284,327 | 2021-284 |

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.

As response to the affects of COVID-19, 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 August 16, there are 39 summer challenge files recommended for funding.

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.

End-Of-Year Campaign

The annual activity of End-Of-Year Campaign took place from June 21 to June 25. The theme was ‘**School’s out, Stand Proud**’. The purpose of this project was to highlight the perseverance of students and teachers. The campaign spotlighted Nunavimmiut resilience in the face of hardship; the health measures put in place due to COVID-19, and to generate traffic on ESUMA’s and KI’s social media platforms. Schools were invited to submit footage in order to produce the video showcasing students and teachers.

Literacy Catalyst Workers (LCW)

This project in collaboration with Frontier College aims to train people hired locally to become Literacy workers in the community. We are presently working in Salluit, Kuujjuarapik and Puvirnitug.

The activities that support the goals for the Literacy Catalyst Workers (LCW) project vary according to the specific needs and priorities of the community members, and the unique talents and skills of facilitators and local LCWs. Facilitators provide training and mentoring specific to LCWs’ professional development goals. This support might include, for example, computer skills training, or coaching on developing relationships with community partner agencies. As a LCW increases their capacity and confidence, they are able to deliver literacy activities that respond to community needs, and to engage children and families in fun, effective, and culturally relevant programming.

The goals of the project are to: help children improve their language and literacy skills (Inuttitut, English, or French), help children increase their confidence as lifelong learners, engage more members of the community in learning, create enhanced opportunities for intergenerational sharing and engagement through literacy, build the capacity of families, parents, and caregivers to support the literacy skill development of their children.

Salluit:

Kara the trainer from Frontier College and Anthony (locally hired) did a big book giveaway for both adult and kids books. They met with members of the community to get a better idea of their needs and has put together a contact list for other people who would be interested in joining the activities in other spaces (for example, Family House etc).

Kuujjuarapik:

It has been challenging to recruit someone local as a LCW, since they are currently working other jobs, or working with the Cree school board on their own literacy activities. There is also a challenge with finding housing for a facilitator, but there might be an opening soon for someone to live with a teacher.

Puvirnitug:

The challenge to begin the LCW program in this community has been finding housing to lodge the trainer/coordinator for this project. The Northern Village was approached and the schools for assistance, but no houses were available to rent or share. As last resort, we tried the hotel, but it was also booked for the whole summer with no availabilities. For the next school year, Frontier College have been speaking to the school principal about the possibility of lodging the trainer with

a teacher. Housing is paramount to the success of the project and we are hoping that we will be able to find one for this coming school year.

Source: Elias Moukannas

Pijunnaqunga

Pijunnaqunga is an internship program that aims to empower Inuit from all over 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 to Nunavik, the Pijunnaqunga team has adapted their functioning to provide employability services by remote work to Nunavimmiut.

In the last months, the team, along with other members of the SED department, have been involved in a committee responsible for developing a needs assessment survey for Nunavik employers. Following Pijunnaqunga's initial project of developing a job inventory listing all existing jobs per community, the two teams joined forces in hopes of gathering in a unique survey data on existing jobs and information related to the future employment needs and training for the employers. The Pijunnaqunga team has been involved in developing the survey itself and has also created a plan of action of all the possible ways to proceed with the distribution of the survey and the data collection. In a similar way, the Pijunnaqunga team is looking at the possibility of using this survey to inquire about the interest of employers to receive Pijunnaqunga's newly developed employee's skills development training.

Other activities include working on the potential candidates list and reaching out to them through social media for recruitment. The team has also been developing a document containing all the summary of the statistics since the beginning of the program.

Finally, Pijunnaqunga approached Charlene Williams, YES Coordinator, in an attempt to see how they could join YES's explore program in order to offer more opportunities for their participants.

Source: Isabelle Picard

Ivirtivik (Montreal)

Ivirtivik's main objective is to ensure the continuation of counseling and employability services to Inuit living in the urban area.

Ivirtivik is strictly adhering to the health measures recommended by the INSPQ and the CNESST. The measures apply to staff, participants and any outside visitors to the Centre.

The current hours for the participants are from Monday to Friday 9:00 AM to 12:00 PM. In the morning they have group activities in the training room (workshops, learning computer skills, hands-on activities and games), combined with individual counseling with each participant. In the afternoon from 1:00 PM to 4:30 PM the center remains open for individual meetings with the participants. The staff maintains contact with the participants and can offer assistance by phone, email, Facebook or messenger.

From July 1, 2020 to June 30, 2021, 35/40 participants registered on Measures and Services to Individuals (MSI) with Services Quebec. MSI allows the online monitoring of the participation of individuals in certain activities and programs related to employment services.

The Centre reached 88% of the target, which is quite impressive considering the context of the pandemic. When required, the staff accompanies the participants when they register with Services Quebec for income support. Many participants face a language barrier and find the forms quite difficult to fill out.

The French class given by a teacher from Kativik Ilisarnilirniq was on hold due to the pandemic until May 12. As of this date the course is offered online once a week every Wednesday morning. An introduction to basic computer skills workshop is offered each week to the participants by the staff.

The Social Assistance and Integration Program continued during this reference period, one participant is doing 15 hours a week, performing a variety of tasks at the Centre and also attending some workshops. He will finish the program at the beginning of July 2021.

The center is in the process of hiring a fourth counselor to replace an employment counsellor on maternity leave.

They had a student who started an 11 week internship on February 9, working one day a week. The stage ended on April 20. The Cegep du Vieux Montreal referred the student who is studying in social work. The part-time Inuk student working at the Centre 15 hours/week finished her contract on April 30. On June 2 they hired 2 Inuit students to work full-time as animators during the summer. On June 21 a third Inuk student joined the team as full-time animator during summer. The team has seven members presently: three employment counselors, one urban employment agent and three Inuit students.

Since the beginning of Ivirtivik in 2010 until June 30, 449 different participants officially registered with Ivirtivik. Of this number, 62 returned to school or undertook some form of training and 226 obtained employment.

Source: Julie Després

Kativik Ilisarniliriniq (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.

Heavy Equipment Operator (HEO)

Kativik Ilisarniliriniq ran two types of HEO training:

1. Summer DEP program for Northern Heavy Equipment Operator (as outlined by the Ministry of Education) that took place in Inukjuak from August – October 2020. The program deals with the safe operation and maintenance of heavy construction equipment such as excavators, bull dozers, loaders, graders and off road dump trucks.
2. Additional HEO training activities took place in Inukjuak, Salluit, Puvirnituk, Umiujaq and Kuujjuaraapik from January to March 2021 where the trainer met individually and in small groups with KRG Transport airport runway maintenance workers and operators working for other organizations (Landholding organization of Inukjuak, KI maintenance workers and interested individuals) to fine-tune skills and provide tips.

For the DEP program, all participants were recommended by the Northern Village of Inukjuak and the NV was KI's machine partner for this training. Because training started later than normal and there was a break in the course, KI was not able to graduate any students last summer, however, students did progress through the modules. While 10 students started this summer training, only 4 were left attending regularly at the end of the course. Typically HEO courses have a 75% retention rate, as opposed to the 40% in 2020-21 which was due to multiple challenges which KI intends to address to ensure the return to success for this program.

For the additional HEO training activities, a total of 20 individuals received training. This was the first time KI offered this type of service to organizations who employ HEO operators and it opened up a new need that KI was not aware existed: to reinforce the walk-around inspections, greasing, maintenance/servicing schedules and general safety concerns, and also to teach new skills and machine upgrades. KI feels this type of support and service should be extended to all the villages in Nunavik, both mine sites and any organization that employs HEO operators.

Nunavik Arctic Guide

Activities started November 3, 2020 and ran until May 14, 2021. 8 participants started the training and 2 finished, 1 of which graduated from the full program.

Class 5

No activities were conducted between May – August as driving schools were closed for summer. All driving schools will reopen August 26, 2021 until May 13, 2022. Instructors will be in town or available to travel to support the courses but the actual schedule for theory and practical lessons is to be determined.

What about class 3? last report said that results were not known for the report –
And is there any activities this summer? many NV are missing drivers – that course should be offered more often

Drinking Under the Influence Program

The DUI consultant has conducted two tours across 13 communities since the project launched; November – December 2020 and February – May 2021. Since the last report to Regional Council, the DUI consultant met with an additional 25 clients between March – June 2021. This brings the total number of clients working with the DUI Consultant to 130.

| DUI Cases Identified: November 2020 – June 2021 | | | | | | |
|---|-----------------|-----|------------------------|-------|---------------------|----|
| Communities | Number of Cases | | PERRCCA* Program Stage | | | |
| | Women | Men | Summary Assessment | | Complete Assessment | |
| Women | | | Men | Women | Men | |
| Akulivik | 0 | 2 | 0 | 1 | 0 | 1 |
| Aupaluk | 3 | 10 | 1 | 3 | 2 | 7 |
| Inukjuak | 1 | 12 | 0 | 5 | 0 | 6 |
| Ivujivik | 1 | 1 | 1 | 0 | 0 | 1 |
| Kangihsualujuaq | 0 | 4 | 0 | 1 | 0 | 3 |
| Kangihsujuaq | 2 | 6 | 1 | 3 | 1 | 3 |
| Kangirsuk | 0 | 5 | 0 | 2 | 0 | 3 |
| Kuujuaq | 4 | 17 | 2 | 2 | 1 | 16 |
| Kuujuarapik | 3 | 10 | 0 | 2 | 3 | 8 |
| Puvirnituq | 8 | 25 | 1 | 5 | 7 | 20 |
| Quaqtaq** | 0 | 0 | 0 | 0 | 0 | 0 |
| Salluit | 1 | 6 | 0 | 2 | 1 | 4 |
| Tasiujaq | 0 | 2 | 0 | 2 | 0 | 0 |
| Umiujaq | 0 | 7 | 0 | 4 | 0 | 3 |

| | | | | | | |
|------------------|-----------|------------|----------|-----------|-----------|-----------|
| Total by type | 23 | 107 | 6 | 32 | 15 | 75 |
| Total by project | 130 | | 38 | | 90 | |

* Program for the Evaluation and Reduction of the Risk of Impaired Driving (PERRCCA)

** The DUI Consultant will visit Quaqtaq in September 2021.

Activities were suspended from June-July 12, 2021. Since then, 4 new clients have been referred by the mines and municipalities.

The DUI Consultant has prepared a schedule of follow-ups with existing clients (requiring either the summary assessment or complete assessment) in the region until December 2021.

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.

| Post-secondary levels | 2020-21 Applied | 2020-21 Paid 1 st semester | 2020-21 Paid in full (2 nd semester) |
|---------------------------------------|-----------------|---------------------------------------|---|
| Full-time college/CEGEP: \$2,000/year | 64 | 48 | 38 |
| Full-time university: \$2,800/year | 20 | 20 | 19 |
| TOTAL | 84 | 68 | 57 |

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 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.

Source: Sheila Gordon

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 credited 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 diploma and if wanted a BAC 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 his journey.

Due to COVID, the online course format is still in use. However, for the *Inuit Management Training*, for the month of June, the students were brought together in Puvirnituk and Kuujuaq in a room to allow them to take their online course together, so that they could support each other while respecting health measures.

Regarding the project *Social work diplomas*, the training has been given to Inuit interveners in order to increase their knowledge and their skills regarding their work at CLSC 1st Line Services, Youth Protection and Rehabilitation Centers. The objective is to complete the program and graduate with an AEC diploma in Communication in Psychosocial Intervention or a DEC diploma in Social work from Collège Marie-Victorin. Communication in Helping relationships (AEC diploma) was followed virtually by students from Kuujuaq, Puvirnituk, Salluit, Akulivik, Inukjuak and Umiujaq. Trainer Émilie Thibeault, assisted by Lizzie Alaku gave individual training sessions and follow-ups by Messenger video, emails and phone calls. A total of 12 participants took part in the training.

Finally, regarding the Communication in Administration & Supervision in HR: Both trainings were given to Inuit staff that work in administration in order for them to become more confident in their work, to increase their skills and professionalism and to encourage them to take and/or request more tasks related to their position. The objective is to complete the program and graduate with an AEC diploma in Communication in Administration or Supervision in HR from Collège Marie-Victorin. Communication in Administration was followed virtually by students from Kuujuaq, Puvirnituk, Salluit and the Supervision in HR by students from Kangiqsualujuaq and Salluit. Trainer Éric Duchesneau, assisted by Pasha Keelan gave individual and group training sessions on TEAMS or ZOOM platform. A total of 8 participants took part in the training

Source: Nadejda Yao

Mining Sector

As of August 23, the programs section received 37 applications from the mines 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 August 23rd are the following: Canadian Royalties Inc. has 72 participants, Raglan Mine Glencore has 78 participants and Contractors has 27 participants for a total of 177.

Source: Mary Unatweenuk

Mining

| | GlenCore Raglan Mine | | Kiewit Nuvumiut | | Katinniq Transport | | Nunavik Construction | | Avataa Rouillier | | Arngak | | 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 |
| Inuit | 219 | 215 | 16 | 14 | 3 | 1 | 2 | - | 5 | 9 | - | - | 245 | 239 |
| Non-Inuit | 954 | 936 | 71 | 96 | 22 | 21 | 125 | 84 | 80 | 80 | - | 87 | 1,252 | 1,304 |
| Total Workers | 1,173 | 1,151 | 87 | 110 | 25 | 22 | 127 | 84 | 85 | 89 | - | 87 | 1,497 | 1,543 |
| Inuit % | 18.7% | 18.7% | 18.4% | 12.7% | 12 % | 4.5% | 1.6% | 0.0% | 5.9% | 10.1% | - | 0.0% | 16.4% | 15.5% |

| Company | 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 |
| Quarterly | | | | | | | | | | | | | | | | | | |
| 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% | |

Source Qalingo Saviadjuk

CHILDCARE SECTION

| Community | Number of places | Registered | Waitlist 0-17 mts | Waitlist 18+ mts | Employees |
|--------------------------|------------------|------------|-------------------|------------------|-----------|
| Kangiqsualujuaq | 105 | | | | |
| Kuujuaq | 160 | | | | |
| Tasiujaq | 30 | | | | |
| Aupaluk* | 30 | | | | |
| Kangirsuk* | 30 | | | | |
| Quaqtaq | 30 | 27 | 17 | 15 | 4 |
| Kangiqsujuaq | 45 | | | | |
| Salluit | 140 | 55 | 10 | 12 | 11 |
| Ivujivik | 30 | 26 | 6 | 1 | 8 |
| Akulivik * | 30 | 17 | 0 | 0 | 6 |
| Puvirnituq | 160 | | | | |
| Inukjuak | 145 | 88 | 1 | 8 | 45 |
| Umiujaq | 30 | 23 | 5 | 13 | 8 |
| Kuujjuaraapik | 40 | 35 | 21 | 3 | 5 |
| Pairitsivik Home daycare | 49 | 0 | 0 | 0 | 0 |
| Total | 1054 | | | | |

*Did not provide the numbers in time for the report

Childcare

We had the annual Childcare week celebrations at the beginning of June.

Mikijuaq Childcare centre in Kangirsujuaq had 3 employees who successfully completed the educator training.

The Managers training has started again in June with a new group of trainees. Due to the pandemic a new method of teaching is being used where the teacher online and not traveling every few weeks to the region.

Sukliateet Childcare centre in Aupaluk finally opened in July after over a year of being closed.

Source Julie-Ann Berthe

SUSTAINABLE EMPLOYMENT STAFF

Kuujuuaq

| | |
|-----------------------------|---------------|
| Department Director: | Lydia Watt |
| Accounting Manager | Julie Despres |
| Executive Secretary | Susie Munick |
| Department Clerk | Linda Gordon |

Employment

| | |
|---------------------------|----------------------|
| Assistant Director | Maggie Shea (leave) |
| Ungava Coast Coordinator | Alain Thurber |
| Employment Advisor | Two vacant |
| Local Employment Officer | Sapina Annanack |
| Income Support Officers | two positions vacant |
| Information Officer | Stephanie Jacques |

Programs Section

| | |
|---------------------------|---|
| Assistant Director | 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 (leave) |
| Sanajit Employment Counselor | Jocelyn Benoit |
| Construction Program Officer | Randy Gordon |
| YES Coordinator | Charlene Williams |
| YES Officer | Merilyn Whiteley, Marianne Perron |

Childcare

| | |
|---------------------------|---|
| Assistant Director | Julie-Ann Berthe |
| Childcare Counselors | Qullik Sequaluk, Jana Lingard, Cassandra Tabor, one vacant |
| General Accountant | Vacant |
| Coordinator Projects | Maryse Turcot |

Kangiqsualujjuaq

| | |
|---------------------------|-------------------------------------|
| Local Employment Officers | Jessie Etok-Stewart and Lucina Etok |
|---------------------------|-------------------------------------|

Tasiujaq

| | |
|--------------------------|-------------|
| Local Employment Officer | Lucina Cain |
|--------------------------|-------------|

Aupaluk

| | |
|--------------------------|------------------|
| Local Employment Officer | Minnie Akpahatak |
|--------------------------|------------------|

Kangirsuk

| | |
|--------------------------|----------------|
| Local Employment Officer | Lizzie Putulik |
|--------------------------|----------------|

Quaqtaq

| | |
|--------------------------|--------------------|
| Local Employment Officer | Bobby Putulik |
| Program Officer | Mary-Elena Annatok |

Kangiqsujuuaq

| | |
|---------------------------|-------------------|
| Local Employment Officer | Ettuk Sakiagak |
| Mining Employment Officer | Qalingo Saviadjuk |

Salluit

Local Employment Officers
Receptionist

Charlie Saviadjuk, Aja Cameron
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 Eljasiapik

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

Mary Cookie Crow

Kuujjuaraapik

Local Employment Officers
Childcare Counselor

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

Montréal

Liaison Officer

Solange Loiselle