




RAGLAN MINE
A GLENCORE COMPANY



Tamatumani
Then and Now
KRG Symposium, Kuujjuaq
November 16th, 2017

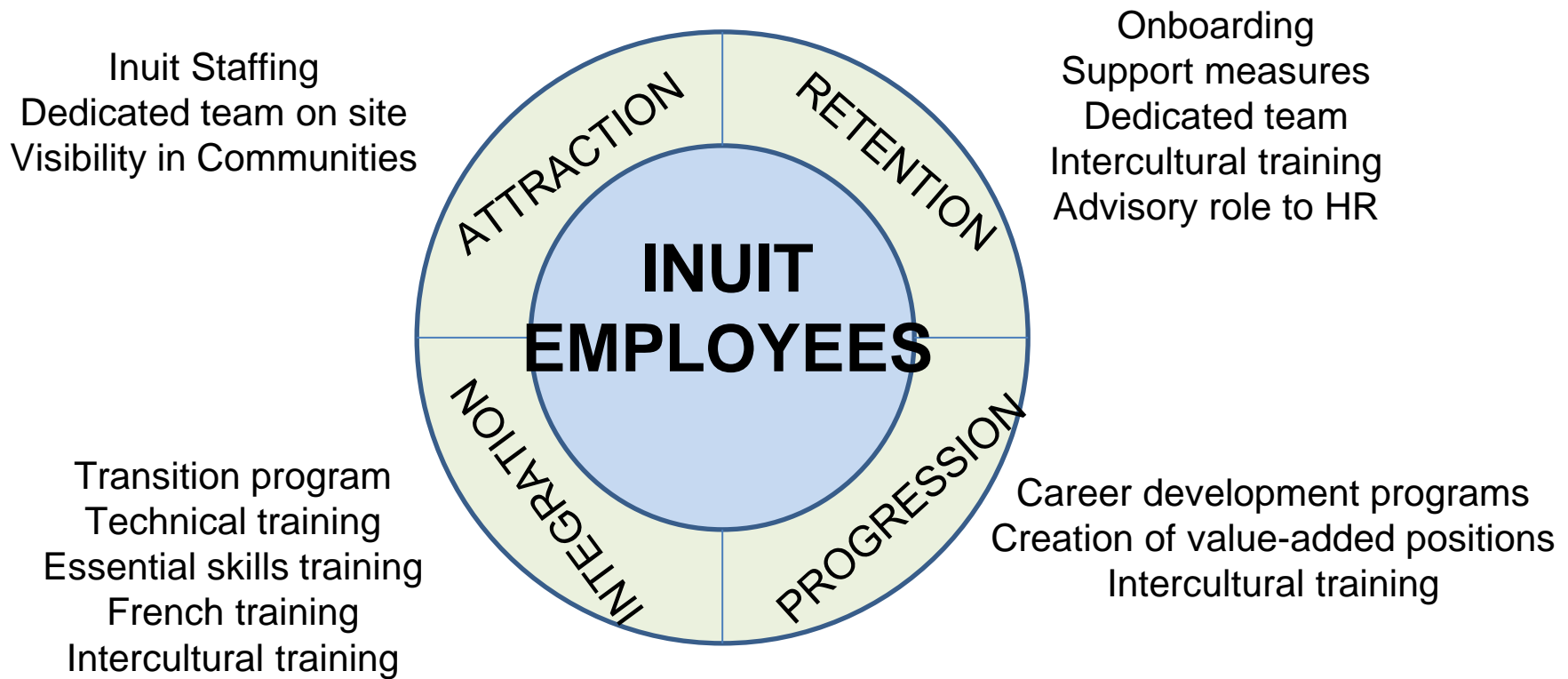


Tamatumani

RAGLAN MINE

Tamatumani Program

- In 2008, the Tamatumani Program was established. This program offers a more holistic approach to recruiting & training Inuit, including supporting their transition to work.



Raglan's vision in regard to Inuit Employment

Every job belongs to an Inuk. If it can not be filled by an Inuk than it will be offered to a non-Inuit

Be proactive vs reactive: Train Inuit employees in advance for future job openings

Work with blueprint of the company to prepare

What employee? What job? What training? When?



Tamatumani's Initiatives

- Inuit Employment Centre
 - Essential Skills Training
 - Specialized training programs
 - Stope School
 - R.I.D.E. Program
 - Scholarship Funds
-

Inuit Employment Center

Siasi Kanarjuak

Inuit Recruitment & Relations Supervisor

Aida Puxley & Leah May

Inuit Recruitment Counsellors

Malisa Carrier-Keleutak

Inuit Recruitment Clerk

Essential Skills Programs

Reading & Writing

Maths

French as a second language

Computer training

Working with others

Driver's territorial permit

Pre-test for provincial driver licence



Specialized Training Programs

- Heavy Equipment Mechanic
- Welding
- Building Maintenance
- Heavy Equipment Operators
- Carpentry
- Stope School



Stope School

- 2 Supervisors/Instructors
- 2 Instructors
- Dedicated workplace
- Dedicated Mining Equipments
- 10 to 12 apprentices at all time



Rapid Inuit Development in Employment (R.I.D.E.)



- **RIDE Leadership**

- Employees with outstanding leadership potential
- Mentoring program
- Special projects

- **RIDE**

- Employees with potential and interest to progress within the company
- Individual Development Plan & Essential skills training
- French classes

- **PRE-RIDE**

- Employees with potential but need to develop behaviour skills
- Essential skills training
- French classes

TAMATUMANI

- Inuit Kitchen

- Arts and Crafts

- Sports activities and events

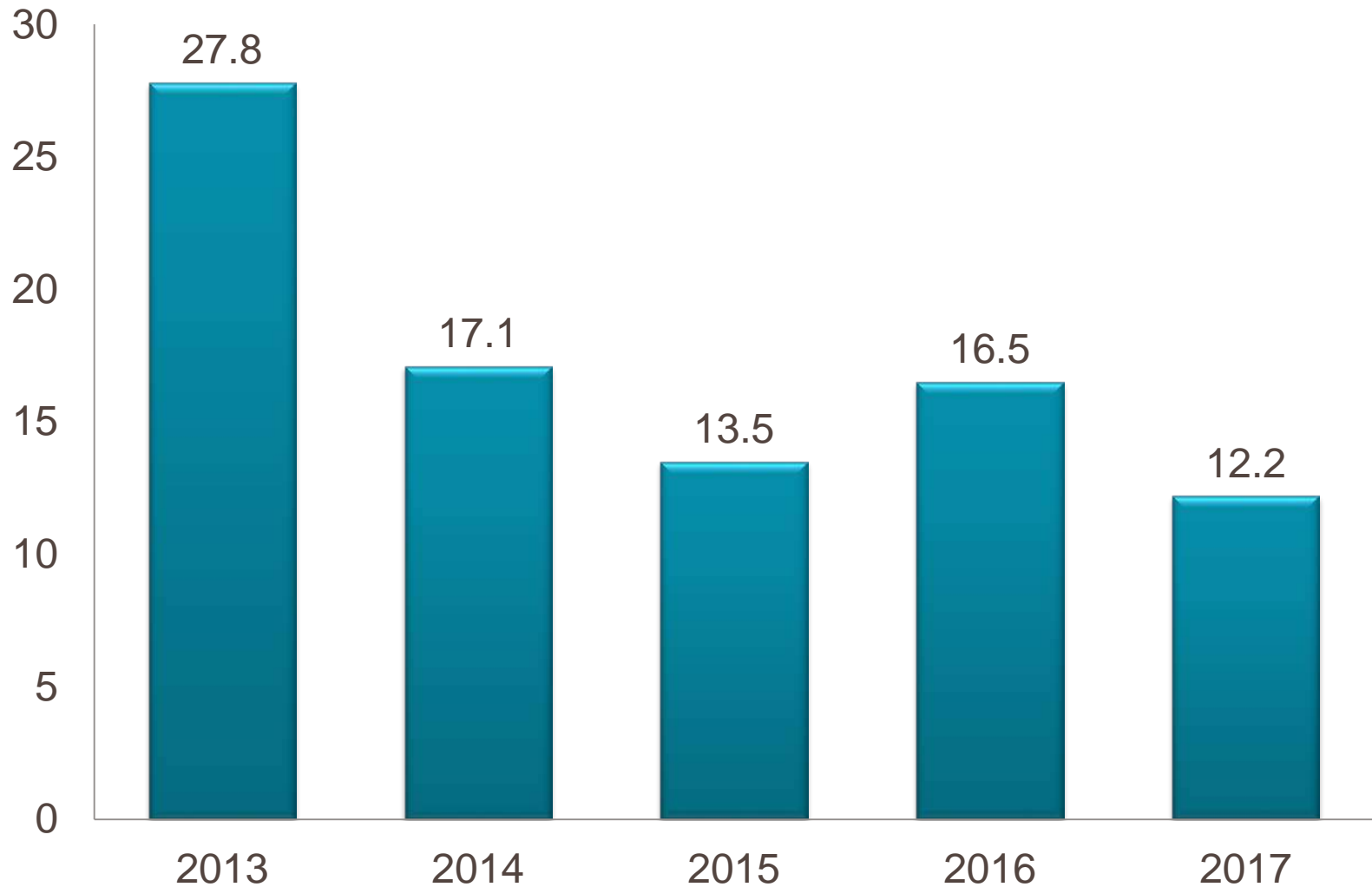
- Fishing



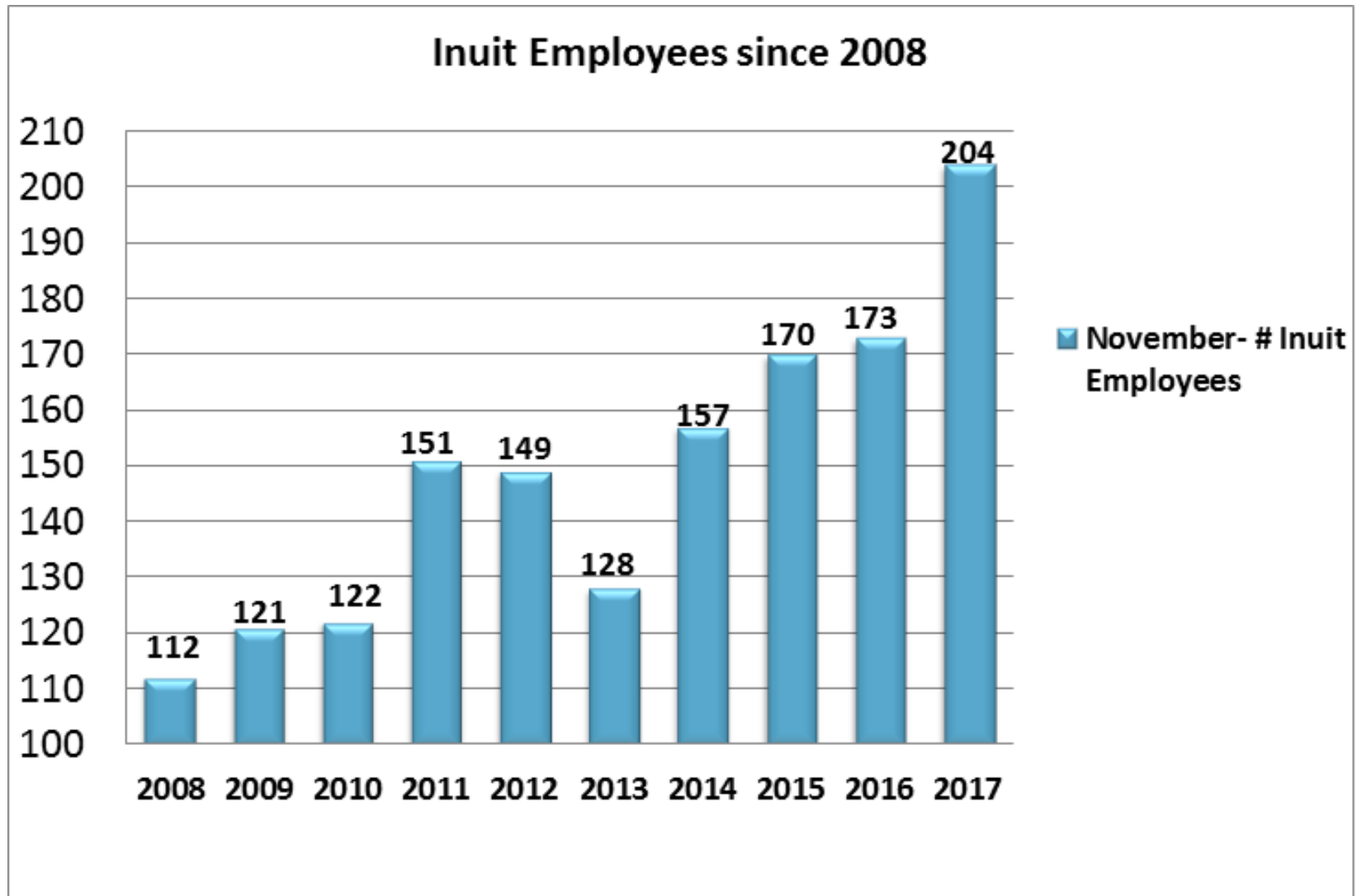
Tamatumani's results



Voluntary Resignation %



Tamatumani (as of Nov 7th)



Special Thanks

- KRG
- KSB
- Employment and Social Development Canada
- Emploi-Québec
- Universalialia





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Nakurmiik
Merci
Thank you