



SUSTAINABLE EMPLOYMENT department

ACTIVITY REPORT MARCH TO MAY 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

Charlene Williams took the place of Marie-Claude Belanger as the YES Coordinator in Kuujjuaq. Transition over from Inukjuak to Kuujjuaq to come.

On April 6, Tukai Weetaluktuk started his position as the YES Coordinator in Inukjuak, replacing Charlene Williams.

Mina Kenuajuak, LEO from Purvinituq retired in early January and her position has been posted.

Mary Joy Nayoumealuk, team leader socio- economic agents, returned to her position in March.

Susan Matt is the new LEO hired in Ivujivik and started in April.

The Socio-economic Agent position in Kuujjuaq is still vacant.

Julie-Ann Berthe is currently on leave until January 2022.

Employment Section

Administrative Services from: March 1, 2021 to April 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	169	1	13	61	14	0	10	10	15	6	6	4	5	4	13	2	5
Kuujuuaq	66	2	3	10	3	8	17	6	6	3	6						2
Tasiujaq	15						3			5							7
Aupaluk	9			2	2		3	1		1							
Kangirsuk	30		1	3	2	1	7				3		2		2		9
Quaqtaq	11	2	2	3		2	1								1		
Kangiqsujuaq	222	188	1	6	10		2			2	2	1			1	7	2
Salluit	82		18	10	14	7	10	1	6	4	3	1	2			1	5
Ivujivik	5	1					1		1		1						1
Akulivik	23	1		1	1	1	5	2	2	2	5						3
Puvirnituk	45	10		1		1	2	8	10	2	7						4
Inukjuak	74	13	2	21	1	3	7	7		2	10			2		3	3
Umiujaq	17				2	2	5			2	1					2	3
Kuujuaraapik	26		4	3	8	2	5	1	1				1				1
Montreal	12	7	1								1						3
TOTAL	806	225	45	121	57	27	78	36	41	29	45	6	10	6	17	15	48

Source : Alain Thurber

Last Resort Financial Assistance

March 2021

Community	Number of files	No limitations	With limitations	Severe limitations	Number of recipients
Kuujuaraapik	37	24	8	7	39
Umiujaq	21	14	4	6	24
Inukjuak	136	97	25	26	148
Puvirnituk	65	28	11	29	68
Akulivik	25	20	2	3	25
Ivujivik	8	6	1	2	9
Salluit	40	30	7	9	46
Kangirsujuaq	18	9	2	7	18
Quaqtaq	4	2	1	1	4
Kangirsuk	17	13	2	3	18
Aupaluk	9	6	3	0	9
Tasiujaq	2	0	1	1	2
Kuujuuaq	37	24	2	13	39
Kangirsualujuaq	57	38	6	17	61
Total	482	316	75	125	510

April 2021

Community	Number of files	No limitations	With limitations	Severe limitations	Number of recipients
Kuujuaraapik	38	23	8	7	37
Umiujaq	20	13	4	6	23
Inukjuak	139	98	27	27	152
Puvirnituq	68	29	11	31	71
Akulivik	27	20	4	3	27
Ivujivik	8	5	1	3	9
Salluit	38	28	7	8	43
Kangirsujuaq	18	10	2	6	18
Quartaq	4	2	1	1	4
Kangirsuk	17	13	2	3	18
Aupaluk	9	6	3	0	9
Tasiujaq	2	0	1	1	2
Kuujuuaq	38	24	3	13	40
Kangirsualujuaq	55	36	6	17	59
Total	485	312	80	127	513

May 2021

Community	Number of files	No limitations	With limitations	Severe limitations	Number of recipients
Kuujuaraapik	38	22	10	7	39
Umiujaq	20	14	3	6	23
Inukjuak	135	96	25	27	148
Puvirnituq	69	31	10	31	72
Akulivik	26	19	3	4	26
Ivujivik	8	5	1	3	9
Salluit	37	28	6	8	42
Kangirsujuaq	22	14	2	6	22
Quartaq	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	23	4	12	39
Kangirsualujuaq	55	35	7	17	59
Total	479	307	79	126	512

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.

On February 18-19, Elsie Kasudluak (Youth Employment Officer - YEO) and Marianne Perron (YEO) took part in a 2-day online Transformative Life Skills (TLS) workshop on Trauma-Informed Stress Resilience. They learned about the science behind stress and trauma and how

to incorporate trauma-informed tools and stress release practices in their work. YES received sets of TLS resources to use in the YES offices.

On February 22, YES launched its new website, yesnunavik.com. Through the website, clients can find information about job opportunities in Nunavik and southern Quebec as well as education and training offerings in the region.

On March 1, YES launched its Virtual Reality (VR) career exploration system. Using the immersive technology of VR, youth can experience different careers through life-like simulations. In order to introduce this new service the team facilitated VR and Career Decision Making workshops in secondary classrooms in the region. Through this project, YES Nunavik aims to assist youth in thinking about possible career avenues they would like to explore while also encouraging them to stay in school or further their education. The following communities were visited by both Ungava and Hudson coast YES teams.

- Kuujuaq (March 10-11)
- Kangiqsualujuaq (March 12)
- Kangirsuk (March 16)
- Quaqtaq (March 18)
- Salluit (March 23-24)
- Tasiujaq (April 27)
- Aupaluk (April 30)
- Inukjuak (April 14-15)
- Puvirnituq (April 21)
- Kuujuaaraapik (April 27)
- Umiujaq (April 29)

In total, there were 269 participants, including 37 teachers; 84 students were able to try at least 1 Career-Labs job simulation on the VR system.

On April 8, Elsie, Charlene and Tukai participated in a 1-day CV workshop facilitator training in Inukjuak with Employment Services. The training was delivered by Álvaro and YES staff gained knowledge and skills on how to deliver the CV workshop with adult students and on how to effectively engage an audience. On April 20, Marilyn and Marianne participated in same training in Kuujuaq.

On April 22, Marilyn and Marianne facilitated 2 half-day resume workshops with the Secondary 4 and 5 classrooms at Jaanimmarik school in Kuujuaq. Students learned about what resumes are and why it's needed, then had the opportunity to create their own. There were 20 students in total that participated in the workshops and 19 created their own resumes.

On April 13, Charlene and Elsie facilitated the 1-day workshop on self-awareness, job search strategies and resume making with 6 participants at Nunavimmi Pigiursavik Adult Education and Vocational Training Centre in Inukjuak. On April 27, Tukai and Minnie Tookalook (LEO) facilitated the workshop with 4 participants at Sakivivik Adult Education Centre in Kuujuaaraapik.

Services and client information	Kuujuuaq	Inukjuak
Walk-in visits	4	6
Facebook response	8	8
E-mail response	4	2
Telephone response	6	1
Job search support	8	6
Interview preparation	-	-
CV making/review	10	21
Referrals	6	1
Equipment use (Internet, fax, phone and printer)	10	2
International information	-	-
Other services	9	2
Total day-to-day provided services	65	48
Total day-to-day clients	26	40
Special presentations/projects/partnerships with YES Nunavik	8	6
Youth reached through special presentations/projects/partnerships	166	112
Total of youth who have been in contact with YES Nunavik	192	152
New Facebook members	68	
Total Facebook members	2079	

Source: Charlene Williams and Tukai Weetaluktuk

Sanajiit Project

The Sanajiit 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.

Sanajiit Trainings

It is important to take note that, following Kativik Ilisarniliriniq's regulations, only 6 people can participate to each of the trainings this year because of COVID-19 limitations.

Health and Safety on Construction Sites

The health and safety on construction sites course is mandatory for construction workers. It is taught by a certified teacher from ASP. This course is also the gateway for many new workers to the field. Sanajiit had not been able to offer the course since March 2020 due to the pandemic. Sanajiit organized 3 courses in the Nunavik region between January and April with a total of 12 registrations: Kangiqsujuaq, from February 15 to 23, Kuujuuaq, from March 1 to 9 and Kangiqsualujuaq, from March 22 to 30.

Carpentry, Level 1

This training is aimed at workers with little or no work experience. Participants learn the basics of the trade through theoretical courses (notions of mathematics included in the project) and practical courses (construction of a shed). Carpentry training, level 1 was organized in Kangiqsujuaq, from March 22 to April 2 with a total of 8 participants.

Roofing, Furniture & Accessories

These 2 new trainings have been developed for apprentice workers with construction experience who wish to develop their skills in roofing and with furniture and accessories

installation. These are elements covered in the classroom and in the workshop. These trainings are taken directly from the existing vocational study diploma in carpentry. Participants are credited with the module if they have the necessary prerequisites for the vocational study diploma. If this is not the case, participants are automatically enrolled in the Kativik Ilisarniliriniq's prior learning recognition program (RAC). The roofing training took place in Inukjuak from February 15 to March 3, with 7 participants, and the furniture and accessories training also took place in Inukjuak from March 6 to 24 with a total of 6 participants.

On the job training

On the job training is a program that helps Inuit construction apprentices find jobs and develop their skills in the construction trades. Usually, throughout the construction season, the apprentices are paired with certified journeymen who provide instruction on the diverse skills required to become a good construction worker. Since January, a total of 4 apprentice workers were referred to contractors.

CCQ

Following the 2020 construction season, many workers did not have the necessary amount of hours to keep their apprenticeship certificate valid for a multitude of reasons all in relation with the pandemic: Late start to the construction season, organisations pushing back start dates for new jobsites, some communities shutting down jobsites, some communities shutting down jobsites to local workers, health restrictions, etc. With the help of members of the ROC committee, the Sanajit team made the necessary steps to make sure no apprentices lose their certificate over the last season. Other steps were taken to make sure the construction labour pool for carpenters stays open so contractors can hire new local apprentices throughout the next season.

Source: Pascal Ancil

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 important to understand that although Local Employment Officers can provide a reference to the program section, only the Program Officers are able to work on program files and make recommendations.

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 February 2021

1	Kativik Ilisarniliriniq	Nunavimmiut Futures Fair 2021	\$156,860
2	Kativik Ilisarniliriniq	Childcare Educator Phase 4 Kuujjuaq	\$172,157
3	Kativik Ilisarniliriniq	Traveling Print Making Workshop	\$185,254
4	N.R.B.H.S.S.	Inuit Management Training Program	\$189,485
5	Canadian Royalties Inc.	Blaster Drill Helper	\$194,638
6	Frontier College	Community Literacy Catalysts	\$199,999
7	Inuulitsivik Health Center	Turartavik, Acting Early Program	\$207,630
8	Canadian Royalties Inc.	Wash Bay Labourer	\$218,365
9	Canadian Royalties Inc.	Open Pit Miner	\$233,212
10	Kativik Ilisarniliriniq	Nutrition Summer	\$242,679
11	Ayagutaq Inukjuak Elders Home	Elders Home – Creation Year 1	\$253,110
12	Kativik Ilisarniliriniq	HEO 2021-2022	\$257,658
13	Kativik Ilisarniliriniq	Childcare Nutrition Regional	\$266,311
14	Ayagutaq Elders Home	Elders Home – Year 2	\$297,789
Total			\$3,075,147

Source: Bridget Saunders

Sanarrutik 2020

Community	Budget 2020	Application received/approved	Amendment Received
Kangiqsualujjuaq	\$361,816	2020-208	2021-52
Kuujjuaq	\$783,127	2020-212	
Tasiujaq	\$152,494	2020-211	
Aupaluk	\$109,496	2021-46	
Kangirsuk	\$238,156	2020-348	
Quaqtaq	\$184,826	2020-206	2021-44
Kangiqsujuaq	\$306,486	2020-207	2021-43
Salluit	\$561,806	2020-210	2021-51
Ivujivik	\$183,159	2021-49	
Akulivik	\$269,821	2021-45	
Puvirnituq	\$645,468	2020-209	2021-50
Inukjuak	\$654,467	2020-394	
Umiujaq	\$202,491	2020-396	2021-134
Kuujjuaraapik	\$272,821	2020-205	

Sanarrutik 2021

Community	Budget 2021	Application received/approved
Kangiqsualujjuaq	\$367,623	Received 2021-01-25 waiting for resolution from NV Kangiqsualujjuaq
Kuujuuaq	\$792,600	Not received yet
Tasiujaq	\$157,174	2021-133
Aupaluk	\$110,936	Not received yet
Kangirsuk	\$242,509	Not received yet
Quaqtaq	\$187,432	2021-48
Kangiqsujuaq	\$314,245	2021-47
Salluit	\$585,551	Received 2021-04-01
Ivujivik	\$189,132	Not received yet
Akulivik	\$276,507	Not received yet
Puvirnituk	\$672,246	Received 2021-02-04
Inukjuak	\$680,746	Received 2021-02-16
Umiujaq	\$206,471	Not received yet
Kuujuaraapik	\$284,327	Received 2021-03-29

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.

An invitation for proposals for the Summer Challenge program was sent out to employers in the region on March 8. This would provide students employment opportunities during the summer when they are on a break from school. The deadline for these applications to be received was April 30, 2021. The program section of the department is also 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 addition to the invitation for summer challenge proposals, YES Nunavik is offering support for students to create their resumes and prepare for interviews. YES Nunavik is also providing support for employers to prepare and conduct interviews for the selection of candidates.

As response to the affects of COVID-19, the Sustainable Employment Department has 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 May 4, there are 8 part-time challenge files and 27 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.

The annual activity of School Perseverance Days (SPD) took place from February 15 to 19, all over Nunavik and the province of Quebec. The goal of the SPD is to engage Nunavimmiut to think and act on the educational success of the youth. The event also focuses on the vital role played by parents and employers to encourage young people to stay in school.

This year, the theme of SPD was “Learning is my Journey”; this theme was to highlight that not all learning paths for everyone are not the same but still as important for the individual’s success and how the support from their community helps them through their learning process. Several promotion and events were carried out on the week of February 15th:

- Increase public awareness with press release and through social media and website;
- Cross promotion campaign (example, Pingupaa Challenge with Isuarsivik);
- SPD branded electronic signature used by KRG and partnering organizations;
- ESUMA student representative interviewed on the radio;
- Promotional material sent to specific audiences; teachers, parents, students, and organizations (window decals, hats, temporary tattoos, note books, reusable masks);
- Special promotion in partnership with Air Inuit, as they displayed the promotion of SPD on their planes;
- Online campaign *Ajuinnata!*, organized by Sylvia Cloutier and her team to interview community leaders as sources of encouragement and inspiration, and invite community members to share their stories of perseverance. Those who participated in *Ajuinnata* were eligible for a prize of an Air Inuit ticket;
- Call for projects with the Northern Villages to receive \$5,000 to organize a community event; 7 communities applied for funds and organized something to symbolize their commitment to school perseverance.

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 services to provide employability services through remote work to Nunavimmiut. In the last months, the Pijunnaqunga team has been looking at different ways to offer its services and develop new ideas to bring to the communities. One of these projects would be developing a job inventory with the goal of listing all existing jobs per community. We believe this would be a great asset for locals to be aware of the career they can have in their own communities. This would also be a great tool to develop local internships, as well as for all the other employment services of the Sustainable Employment Department.

The Pijunnaqunga team is also looking at ways to promote job creation (wage subsidy) with local promoters to our participants, as well as offering them customized support during this new job integration. This could be an alternative when internships matching the interests of our participants are not available.

Another avenue that is being explored is the possibility of opening our skills-development training to employees of the Nunavik organizations.

Following our last training in November 2020, the team has also diligently reviewed and updated the workshops of the 2-week training, as well as creating new workshops such as computer literacy and digital skills.

As for the internships, unfortunately the context of the pandemic forced us to postpone 3 of them in the last 3 months due to remote working conditions and sanitary restrictions. Other internships have also been put on-hold since the beginning of the pandemic.

Source: Isabelle Picard

Ivrtivik (Montreal)

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

Ivrtivik 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.

Ivrtivik's services are currently promoted mainly on Facebook. They publish a weekly job board as well as positive quotes, *did you know?*

Ivrtivik Facebook Page has 635 likes, 669 followers and our account has 1,382 members.

The staff mailed out pamphlets to the partner's organisations and keep in contact by phone and email. Montreal is currently classified as a Red Zone. Many of the partner's organizations are teleworking or working under reduced hours.

Nipivut Radio have been contacted to renew the ads about their services for another 3 months, twice a month every Tuesday, alternatively in Inuktitut ad English.

The French class given by a teacher from Ilisarnilliriniq is currently on hold due to the pandemic as well as the other group activities (job search, exploratory visits, volunteering, cultural days, elders visit, speed jobbing, etc.). The introduction to basic computer skills workshop is still offered each week to the participants by the staff.

The participants are doing quite well in spite of the restrictions related to COVID-19. They have adapted extremely well to the sanitary measures that are in effect at the Centre. The staff hopes to return to regular hours by the summer of 2021, but this remains to be seen.

Since the beginning of Ivrtivik in 2010 until March 31, 2021, 435 different participants officially registered with Ivrtivik. Of this number, 62 returned to school or undertook some form of training and 218 obtained employment.

Source: Julie Després

Kativik Ilisarnilliriniq (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.

Gunsmith

In March, a new Gun Smith training was offered to the public in four communities: Puvirnituq, Kuujjuaq, Kangiqsujaq, Inukjuak. In this training, participants developed practical skills including maintaining, repairing and modifying their firearms.

In the 2021-22 fiscal year, KI plans to offer this training again in 4 communities and will extend the length from 2 to 5 days.

Income Tax Workshops

In March, 57 individuals from 9 communities learned how to complete their personal income taxes in KI's new 1-day income tax workshop. The communities visited and number of participants were: Kangirsuk (8), Kangiqsualujjuaq (12), Kuujjuaq (16 over two days), Quaqtaq (5), Tasiujaq (6), Salluit (5), Kangiqsujaq (4) and Ivujivik (2). While training in Aupaluk was cancelled due to poor weather conditions, 2 individuals from Aupaluk travelled to Salluit for training.

For the 2021-22 fiscal year, KI plans to offer a 5-day, 35-hour course in two communities to teach participants income tax preparation in-depth which should enable them to provide income tax returns for other individuals.

Class 5 – Automobiles

In Inukjuak, individuals who registered for Class 5 training between September-December continue to follow their training, however, there will be no new registrations between January – May while the new trainer completes requirements to be able to deliver training without supervision. It is expected that the trainer in Inukjuak will be ready to accept new registrants when the driving school reopens in August.

In Kuujjuaq, there were 6 new registrations in Feb-March.

In Salluit, 81 people have registered with the driving school since it opened (unofficially) in January. KI is still working on completing the administrative tasks to officially open the school. As a result, training for individuals who already possess a territorial license has started and the trainer is preparing people for the exam with SAAQ. However, individuals who registered for Class 5 but do not have a territorial license, will not begin their training until the school reopens in August.

The SAAQ will be in Kuujjuaq in May, and Salluit and Inukjuak in September to offer driving exams.

KI is currently seeking a location for the new school in Kangiqsujaq set to open this year.

Class 3 – Trucks (Fuel, Water, Sewage), Class 4 (Bus)

After careful evaluation, the Programs section of the department informed the Northern Villages that starting April 1, 2021 to March 31, 2022, the funding for KI Class 3 and 4 driving courses would be funded at 100%. Under normal circumstances, all employers are to reserve a budget in their annual operational budget to contribute financially towards the training of their employees; the Sustainable Employment department provided 50% contribution for KI, as the Northern Villages would or should have been able to cover the remaining 50%. It is expected that the Northern Villages will take this opportunity to have a bank of drivers that will be able to

continue to services that are essential to the community on a continuous basis. Any Northern Village interested in the Class 3 or 4 training should contact KI to get further support or information.

For the Class 3 training in Kuujuaq which started in November 2020, of the 7 people who were trained, 3 received their Class 3 permits and 4 have not due to missing identification. KI will continue to support those individuals in the hope that they will eventually receive the permit.

Another group of Class 3 training ran in Kuujuaq in February where 5 participants completed training.

Class 3 training also started in Kangirsuk with 19 participants at the end of March and will continue until end of May. Completion results of training are not known at the time of preparing this report.

This concludes Class 3 training activities until August/September 2021.

Let's Stop DUI

In November 2020, KI launched a project to develop a DUI Program for Nunavik called "Together, Let's Stop DUI" with the following goals:

- Identify individuals in Nunavik who have DUI files with SAAQ (Société de l'assurance automobile du Québec) and the stage their file is at
- Identify the measures to be taken to recover a driver's license
- Support individuals through the process to recover their Driver's License including accompanying them in their dealings with the SAAQ
- Improve the employability of people who have lost their driver's license
- Initiate conversations and develop relationships with key stakeholders [e.g. SAAQ, CIUSSS (Integrated University Health and Social Services Center), employers and organizations in Nunavik]

Challenges:

- The existing Program for the Evaluation and Reduction of the Risk of Impaired Driving (PERRCCA) run by CIUSSS and the Alcofriend education program, developed by the SAAQ, do not seem to take sufficient account of the particular realities of Nunavik and therefore deprive part of the population of the ability to comply with the SAAQ's requirements.
- Process is complicated and can take up to two years
- Individuals have difficulty understanding the steps to recover a driver's license (for example, SAAQ sends response letters in French when an individual makes an inquiry about their DUI file) which leaves files open/untouched for years
- Employers not being able to hire individuals because their file is blocked somewhere in the process with their DUI
- Employers who train employees in Class 3 (for example), but after training the individual is unable to obtain a permit due to a DUI

Process:

- The individual contacts (or is referred to) the DUI Consultant who holds individual meetings/calls with participants to gauge if they're ready to get back on the road.
- Individual pays to open file at SAAQ
- **Summary Assessment:** Through CIUSSS, a psychologist assesses the client (by phone or in person if in Montreal) to verify whether the client has changed their consumption habits or behaviours and whether they understand the need to change their behaviours.
 - If the assessment results in a favourable decision, the DUI Consultant will deliver the 3-hour Alcofrein session which addresses:
 - Personal, social, financial and legal consequences

- Myths and beliefs about alcohol, drugs, and driving
- Alternative solutions
- If the assessment results in an unfavourable decision, the individual must undergo a **comprehensive assessment** as part of the program to assess and reduce the risk of impaired driving. This process continues with SAAQ until they feel the individual is ready for the Alcofrein session.
- Finally, the client can undertake Class 5 driver training, or, if they already have a valid Class 5 License, an update is made on their file.

Accomplishments:

- Multiple meetings with the various economic (Air Inuit, Co-op, etc.), social (police, Nunavik public health) and governmental (SAAQ, KRG) stakeholders were made to start the DUI project
- Hired a DUI consultant to meet with individuals and stakeholders
- Identified 114 DUI cases in eight communities (Akulivik, Inukjuak, Kangiqsualujjuaq, Kangiqsujaq, Kangirsuk, Kuujjuaq, Puvirnituq and Salluit). See chart below.
- Official launch of *Together, Let's Stop DUI* to public in March (See press release: <https://nunatsiaq.com/stories/article/nunavik-program-helps-get-drivers-back-on-the-road-after-duis/>)
- As of April 28, the DUI Consultant has met individually with 103 clients:
 - 16 of those have no penalties on their file at SAAQ and can apply for a Territorial or Quebec driver's license
 - 81 will continue the process to recover their driver's license which may take 1-2 years
 - Client ages vary between 18 and 50, and 84 per cent are men
 - 3 clients (who had already started the license recovery process before this program launched) have recovered their licenses
- KI has referred two Nunavimmiut to the evaluation process and has been able to deliver Alcofrein training in the region for the first time.

Community	Cases Identified (Female)	Cases Identified (Male)	No Sanction	Summary Assessment Required	Complete Assessment Required
Akulivik	0	3	1	1	1
Inukjuak	2	12	1	4	3
Kangiqsualujjuaq	0	6	2	1	3
Kangiqsujaq	4	4	3	3	1
Kangirsuk	0	10	3	2	4
Kuujjuaq	3	20	2	3	21
Puvirnituq	5	22	0	8	20
Salluit	4	8	4	1	5
Total	103		16	23	58

Future Goals

- Launch a prevention and road safety education campaign in primary and secondary schools
- The school board hopes to eventually be able to do evaluations in the region, and offer its program in Inuktitut

A second round of visits will start in September. For more information, contact the DUI Consultant, Innot.MushAyuma@kativik.qc.ca or by phone at 1-800-361-2244, ext. 515.

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 Ilisarniliriniq 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 Ilisarniliriniq.

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	31
Full-time university: \$2,800/year	20	20	16
TOTAL	84	68	47

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 total number of students registered at the post-secondary level with Kativik Ilisarniliriniq are 131 students for 2020-2021 academic year; this information was provided at the beginning of October. 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

Innuilitsivik Health Center

There are eight ongoing projects with the Innuilitsivik Health Centre. One of them is the Acting Early project. Acting Early is a new Ministerial Program aimed at ensuring rapid detection and support of children with developmental delays and neuro developmental disorder from 0 to 5 years of age. This program is one of the provincial's government's leading project, they have invested significant amount of funding to permit this rapid deployment across Quebec. However, funding has not been provided to hire local personnel. The coordinator felt it was important to hire Inuit employees to ensure that the screening and intervention processes were carried out in manner that was culturally appropriate and acceptable way for families and the community. Since signing the contract with the KRG, the project has evolved and these local community workers are now called *Turartavik* (Navigators) – interesting whose role is to act as a link between the community and the health and social service professionals hired from the south for the Acting Early Program. For the year 2020-2021, more than 300 children in Hudson Bay were able to receive culturally appropriate services aimed at the early detection of developmental delays and neurodevelopmental disorders. This project can be considered a success story and the promoter plans to increase the program's deployment capacity over the next few years.

Source: Nadejda Yao

Mining Sector

As of May 4th, the programs section received 48 applications from the mines for the fiscal year 20-21. 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 May 4th are the following: Canadian Royalties Inc. has 41 participants, Raglan Mine Glencore has 53 participants and Contractors has 16 participants for a total of 110.

Source: Mary Unatweenuk

Mining

	GlenCore Raglan Mine		Kiewit Nuvumiut		Katinniq Transport		Nunavik Construction		Avataa Rouillier		Total	
	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021
Inuit	219	214	16	15	3	3	2	2	5	5	245	239
Non-Inuit	954	952	71	62	22	21	125	125	80	80	1,252	1,240
Total Workers	1,173	1,166	87	77	25	24	127	127	85	85	1,497	1,479
Inuit %	18.7%	18.4%	18.4%	19.5%	12 %	12 .5%	1.6%	1.6%	5.9%	5.9%	16.4%	16.2%

Company	Canadian Royalties		Redpath		FCNQ		ORBIT GARANT		LOGISTEC		MOREAU		CMAC		SODEXO		TOTAL	
	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021	Dec. 2020	Feb. 2021
Inuit	52	42	-	1	-	-	-	-	2	1	-	-	2	2	9	7	65	53
Non-Inuit	424	-	-	-	-	-	-	-	11	-	-	-	6	-	73	-	514	-
Total	536	-	-	-	-	-	-	-	13	-	-	-	8	-	82	-	639	-
	10%	-	-	-	-	-	-	-	18%	-	-	-	25%	-	11%	-	12.4%	28.8%

Source Qalingo Saviadjuk

CHILDCARE SECTION

Community	Number of places	Registered	Waitlist 0-17 mts	Waitlist 18+ mts	Employees	Replacements
Kangiqsualujuaq	105	50	23	8	10	4
Kuujuaq	160	154	65	54	27	1
Tasiujaq	30	30	12	3	5	0
Aupaluk	30	14*	3*	0*	4*	1*
Kangirsuk*	30	30	10	0	4	9
Quaqtaq	30	29	18	13	7	4
Kangiqsujuaq	45	40	18	8	9	3
Salluit	140	89	16	22	14	18
Ivujivik	30	26	1	0	5	5
Akulivik *	30	26*	1*	0*	5*	4*
Puvirnituq*	160	89	3	3	48	2
Inukjuak	145	102	8	4	36	17
Umiujaq	30	30	5	15	8	4
Kuujuaaraapik*	40	39	15	8	5	3
Pairitsivik Home daycare	49	0	0	0	0	0
Total	1054	709	194	104	179	80

*Did not provide the numbers in time for the report

Childcare

Centre directors meetings were held in the month of March. The first meeting was in Kuujuaaraapik for the Hudson Childcare centres and the other one in Kuujuaq for the Ungava coast. At these meetings, the Childcare centres' human resources policies for employees and management were revised to reflect the actual HR benefits and conditions. Each centre director has the responsibility of having the HR policies modified and approved by their Board of directors in order to apply the new benefits.

Management training: 4 blocks have been completed so far with the ZOOM technology due to the COVID 19 protocols but starting June 14-18 in Kangiqsujuaq, the classes will be held in person for the students while the teacher on zoom. Up to now we have 11 students are registered for the group training.

The activities of the Tumiapiit facility in Kuujuaq had to be relocated to the old church and to a construction camp in March because of presence of mold in the crawl space. After being decontaminated, the staff and children have reintegrated the facility on April 23rd.

Facebook Page: Since Monday 26th, the Nunavik Childcare has its Facebook page to have more visibility of the services and opportunities in daycare.

Source Maryse Turcot

SUSTAINABLE EMPLOYMENT STAFF

Kuujjuaq

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

Employment

Assistant Director	Maggie Shea
Ungava Coast Coordinator	Alain Thurber
Employment Advisor	Alvaro Gonzalez and one 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
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
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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, Ajia Cameron
Elisapee Uqauya Kuannanack

Ivujivik

Local Employment Officer

Vacant

Akulivik

Local Employment Officer

Adamie Alayco

Puvirnitug

Local Employment Officers

Viola Novalinga, one vacant

Inukjuak**Employment Section**

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

Geela Echalook
Aani Elijasiapik
Andree Langlois
Leave
Sarah Inukpuk and one vacant
Alacie Elijasiapik

Programs Section

Program Officers

Rynee Kokiapik, Lisa Kulula

Sanajiit Project Officer

Natalie Echalook

Yes Coordinator
Yes Officer

Tukai Weetaluktuk
Elsie Kasudluak and vacant

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