

SYMPOSIUM REPORT

Celebrating 25 Years

MAPPING THE WAY TO
**SUSTAINABLE
EMPLOYMENT**



NOVEMBER 15-17, 2017
KUUJJUAQ, NUNAVIK

OVERVIEW

Celebrating 25 years mapping the way
to sustainable employment



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Symposium Executive Summary

In order to celebrate 25 years of helping Nunavik to generate employment opportunities and providing tools to increase the employability of Nunavimmiut in different sectors, the Sustainable Employment Department of the Kativik Regional Government (KRG) organized a symposium in Kuujuaq on November 15–17, 2017, under the theme **Celebrating 25 Years: Mapping the Way to Sustainable Employment.**

The purpose given to the symposium was to strengthen collaboration and partnership with a view to furthering sustainable employment. The symposium's specific objectives were:

- To celebrate our strengths and achievements in sustainable employment;
- To strengthen collaboration and partnership between all stakeholders towards sustainable employment;
 - To create links and synergy for the future;
 - To explore innovative solutions to increase Inuit employability;
- To develop a workforce strategic plan, prioritize actions and ensure mobilization.

Over 100 participants from 26 regional businesses and organizations (including staff of the KRG Sustainable Employment Department from all 14 communities) as well as from both the federal and provincial governments attended the presentations and workshops. The symposium provided excellent opportunities to discuss future actions, such as improving recruitment, enhancing training, and increasing the mobility of the regional workforce.

The symposium also served to recall important milestones of the KRG Sustainable Employment Department over the last 25 years and to celebrate the contributions of current and past directors and staff. The first employment and training symposium was held in Salluit in 1991.

Presentations Summary

November 15th 2017

Tunu Napartuk, Mayor of the Northern Village of Kuujjuaq and master of ceremony, provided some welcoming words and a prayer was said. Next, KRG Chairperson Jennifer Munick delivered her opening remarks.



Lydia Watt, Director of the KRG Sustainable Employment Department, introduced the symposium. She reminded participants that the KRG mandate regarding employment and training started 35 years ago with the coming into force of Section 29 of the James Bay and Northern Québec Agreement.

The KRG Sustainable Employment Department was created 10 years later with the signing of the first funding agreement with the federal government. Ms. Watt outlined the main achievements of the department. It has grown from two staff members to 70 through small steps, collaboration, hard work, innovation, dedication and vision. The department's raison d'être is to serve Nunavimmiut.

Ms. Watt mentioned that the goal of the symposium was to focus on strengths, best practices and solutions. She also reminded participants that: United together, we can have a significant impact.



"Our services and programs are designed to meet the unique needs of Inuit and are delivered in Inuktitut by the hardworking staff of the KRG in the 14 communities. Recruiting and retaining employees is always a challenge for Nunavik organizations and employers. For us, the solution lies in continuing to develop our local Inuit workforce, increasing our human capital, as we must find innovative ways to be more attractive as organizations and employers."

Jennifer Munick, KRG Chairperson

"From the beginning and still today, our strong partnerships and funding agreements with the federal and provincial governments and regional organizations have enabled us to perform important work. We're proud of our capabilities and we're eager to deliver as many programs as possible locally".

Lydia Watt, Director, KRG Sustainable Employment Department



Opening Plenary Sessions

Equitable Partnership

The symposium opened with a plenary session on equitable partnership. The session was facilitated by Normande Hébert. A presentation explored the concept of equitable partnership and the conditions for fostering it. Participants then had an opportunity to discuss their own partnership experiences, to explore their motivations and interest in undertaking partnership work, and to review the principles and values promoted by partnership. The session invited participants to think about the idea of equitable partnership during the symposium and see how it can serve us as an enabling condition to sustainable employment.

Discussion Panel

Beyond Social Media

A panel discussion was facilitated by Harriet Keleutak. The panelists were Étienne Lévesque, Sean Rorison, Alain Rochefort and Elias Moukannas.

Mr. Lévesque shared highlights of a study on the use of Facebook in the north, as well as the age and profile of users. This led to a discussion on how Facebook and Instagram could be used for recruitment and training.

Sean Rorison of Tamaani Internet delivered an update on current and future bandwidth capacities in Nunavik. He shared information on different platforms available for conferencing and training. He also indicated that, at certain times, less bandwidth is being used and the different platforms work most efficiently at these times.

Alain Rochefort of Jaanimmarik School in Kuujuaq gave a presentation on the teacher training program, which combines online and face-to-face learning.

Elias Moukannas from the Esuma school perseverance initiative concluded the discussion panel by inviting participants to think about how we are entering a new era of recruitment and training. He stressed that youth are comfortable with social media and that this know-how can be put to good use.

Partnership is a collaboration in which organizations work together in a transparent, equitable and mutually beneficial way towards a sustainable development goal and where those defined as partners agree to commit resources and share the risks as well as the benefits associated with the partnership. Adapted from Partnering Initiative.

COADY International Institute, St. Francis Xavier University

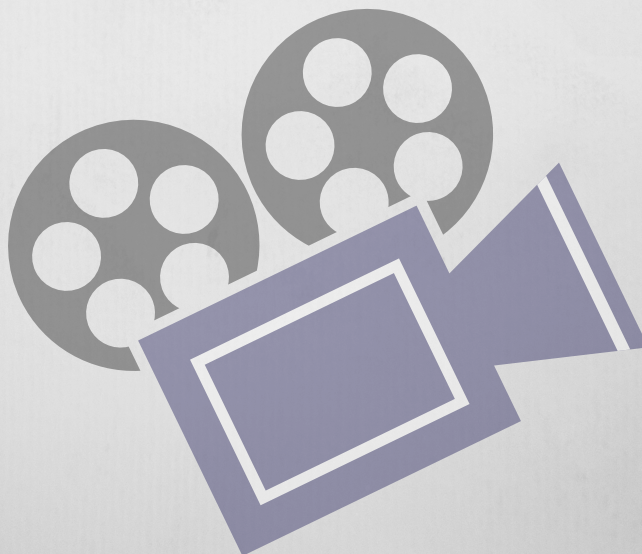


Presentation – Nunavik Labour Market and Educational Attainment Paradox

Andrew Sharpe led this presentation on the results of a study by the Centre for the Study of Living Standards, which is based in Ottawa. The study compared the four regions of Inuit Nunangat in terms of employment rate, labour force, participation rate and educational attainment outcomes. The results showed that Nunavik had a higher employment rate, a lower unemployment rate and higher labour force than the other three regions (Nunavut, Nunatsiavut and Inuvialuit), despite the fact that Nunavik had the lowest educational attainment rate of the four regions in 1996, 2001, 2006 and 2011. The results raised many questions and a few answers were explored.

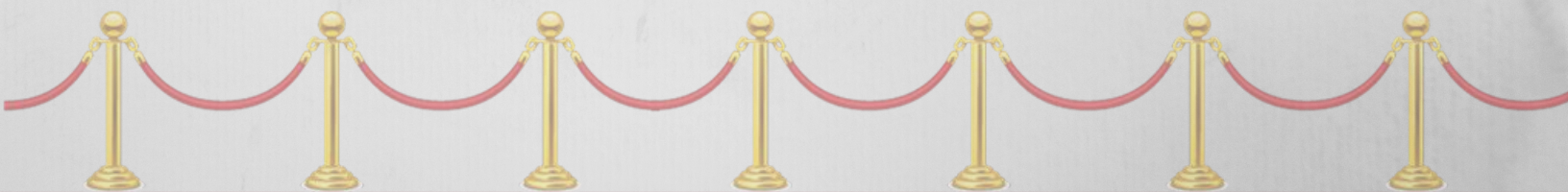
Showtime! – Video Presentations

Employment and recruitment videos used by Glencore at the Raglan Mine and by the Nunavik Regional Board of Health and Social Services were presented. As well, the video Aliasutta / Be Happy presenting the winning song of the 2016 song writing competition organized by the Esuma school perseverance initiative and the Aumaaggiivik Nunavik Arts Secretariat was shown. Larry Thomassiah Aka wrote the lyrics and the song was produced and recorded by Socalled of Montreal. Finally, a new video outlining the 25-year history of the KRG Sustainable Employment Department was shown for the first time.



Gala Night

The gala dinner took place in the evening. Tunu Napartuk, Mayor of the Northern Village of Kuujjuaq, acted as the master of ceremony. The Kuujjuaq youth group performed throat singing and recognition was offered to a number of special guests, including Assistant Deputy Minister of the Ministère du Travail, de l'Emploi et de la Solidarité Sociale (labour, employment and social solidarity), Martin Bouchard, KRG Chairperson, Jennifer Munick, Special Representative on Arctic Leadership of the Minister of Crown-Indigenous Relations and Northern Affairs, Mary Simon, President of the Makivik Corporation and former director of the KRG Sustainable Employment Department, Jobie Tukkiapik, and Vice-President of Economic Development of the Makivik Corporation, Andy Moorhouse.



November 16th 2017

In the morning, three series of concurrent workshops were organized. The purpose of the workshops was to allow different organizations an opportunity to share information on their initiatives and best practices regarding sustainable employment.

Workshops 1 and 2 (30 minutes)



The Makivik Construction workshop was led by Lydia Etok, Administrative Assistant, and David Larose, Coordinator. They started their presentation by sharing the context and some statistics of Nunavik. Mrs. Etok mentioned the potential and the barriers of Inuit workers in the construction industry. The means and the special projects that are actually put in place to favour Inuit employment in the construction industry were presented,



Workshops 1 and 2 (30 minutes)

The Social Economy workshop was led by Adel Yassa, Director of the KRG Regional and Local Development Department and Steve Grasser, Senior Economic Development Project Analyst. The workshop focused on the importance of the social economy as a dynamic force in Nunavik and emphasized that many Nunavimmiut are employed in different social economy enterprises. Effective examples of social economy enterprises were given and the Kangirsuk Think Thank case study was presented.



Workshops 3 and 4 (30 minutes)

The Tamatumaani Project workshop was led by Siasi Karnajuak. The Tamatumaani Project delivers a holistic approach to Inuit recruitment and training, including support throughout transitions to work. Different essential skill initiatives and specialized training programs were presented. The decrease in staff turnover and the increased number of Inuit employees, which has almost doubled since 2008, is proof of the project's success.

RAGLAN MINE
A GLENCORE COMPANY

"Raglan's vision in regards to Inuit employment: Every job belongs to an Inuk. If it cannot be filled by an Inuk than it will be offered to a non-Inuk. Be proactive versus 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?"

Siasi Karnajuak, Tamatumaani Project



Workshops 3 and 4 (30 minutes)



The workshop on the services of the KRG Sustainable Employment Department was led by Victoria Gordon, Assistant Director for Programs.

The workshop outlined the mission, mandates, services and programs of the department. Job creation programs, training opportunities and specific projects delivered in partnership with different organizations were also presented.



Workshops 5 and 6 (4.5 hours)

Vision and Prioritization of Human Resources Development



The second major workshop looked at How to Create Sustainable Jobs and Increase the Employability of Nunavimmiut through collaborative efforts. It was facilitated by David Guimont and André Gobeil of Llio Living Lab. This workshop gathered human resources managers, service providers, counsellors and employees, and focused on ways to increase employability, skills development and motivation in the workforce. A collective intelligence approach was adopted to identify potential solutions. Participants first took the time to get to know one another and share a dream concerning sustainable employability. Then, they were invited to celebrate examples of strengths and achievements in sustainable employment. The next step asked the group to explore reasons for increasing employability and to identify obstacles that could be encountered. Ideas and solutions generated in small groups were developed into a prototype project to increase employability in Nunavik. The full results of the workshops appear in Appendix 5.



LUNCH PRESENTATION

Mapping the Future for Youth Employment

The lunch presentation was opened by Alicia Aragutak, President of the Qarjuit Youth Council.

Qarjuit was created in September 2015 to represent the Inuit youth (aged 15 to 35) of Nunavik and Chisasibi, to improve their quality of living, to empower them and to help them achieve their full potential as responsible citizens and leaders. The organization is involved in governance and leadership training. It provides funding for local youth actions and is implementing a self-esteem campaign.



"When you positively impact the life of a youth you automatically change a family which can empower a whole community and, ultimately, the region of Nunavik."

Alicia Aragutak, Qarjuit Youth Council

Youth Employment Services (YES) Nunavik was presented by Eric Ataagootaluk, Coordinator.

YES Nunavik is a program of the KRG Sustainable Employment Department. Through offices in Inukjuak and Kuujuaq, it delivers employment counselling services, job search support, as well as school and entrepreneurial services. YES Nunavik is involved in many projects for youth aged 16 to 35, such as workshops, cultural activities and youth exchanges. Mr. Ataagootaluk also described a few challenges faced by YES Nunavik: Because the program is only directly accessible in two communities, Facebook is used to promote jobs, but this generates issues related to user security and confidentiality. He also mentioned that a student labour market needs to be developed..

"It is becoming normalized in the minds of youth that a resume is a very important document when seeking employment and YES Nunavik is the place to go to make a resume."
Youth Employment Services, Eric Ataagootaluk



LUNCH PRESENTATION

Mapping the Future for Youth Employment

The new Pijunnaqunga youth internship program was presented by Isabelle Picard.

The project developed through the KRG Sustainable Employment Department with P.S. Jeunesse, a non-profit employability organization. Pijunnaqunga aims to increase the employment capacities of young Nunavimmiut so they can strive to achieve significant positions in Nunavik organizations. Ms. Picard stressed the importance of the participation of regional organizations in this program as well as motivated mentors.



Discussion Panel

Strategies to address recruitment and retention challenges



This discussion panel was facilitated by Victoria Gordon, Assistant Director for Programs of the KRG Sustainable Employment Department. The panellists were Christine Nakoolak, Managing Director at Avataa Explorations and Logistics, Minnie Grey, Executive Director of the Nunavik Regional Board of Health and Social Services, and Regina Gasselsdorfer, Manager for Payroll Services at Air Inuit.

The three panelists outlined the services delivered by their organizations, their organization's Inuit staff numbers, as well as strategies employed to recruit Inuit employees and related successes and challenges. Ms. Grey mentioned that the strategies used by the Nunavik Regional Board of Health and Social Services include enhancing working conditions, delivering quality training, promoting career opportunities and acting as a strategic partner with other regional organizations. Ms. Nakoolak explained that her company provides logistical and camp management services to mining, exploration and geological companies with activities in the region. Avataa offers training for its employees in that very specific field. Ms. Gasselsdorfer mentioned that Air Inuit's strategies range from an Inuit employment policy to substantial training incentives, an employee-employer committee and diversified career opportunities. Challenges faced by Air Inuit relate to the part-time nature of most available jobs and competition with other organizations for the same human resources.



November 17th 2017

Milestones for Sustainable Employment, Workshops Findings, and Future Collaboration

This plenary session was led by André Gobeil and Jean Sébastien Bouchard. It synthesized the results of the two major workshops the preceding day and highlighted similarities and common goals. It was shown that the work performed in workshop 5 (Workforce Development, Human Resources Strategic Planning: Prioritization and Mobilization of the Actors) addressed the issues through an organizational lens and from a strategic point of view. The majority of proposed actions were at a strategic level and need to be looked at holistically and addressed regionally. Three main actors were identified: regional organizations, employers and the local workforce. The work performed in workshop 6 (How to Create Sustainable Jobs and Increase the Employability of Nunavimmiut) proposed concrete projects and solutions. Appendix 6 contains a joint list of nine similar projects that were identified during the plenary session. Appendix 7 contains a mindmap of discussions. Some of the proposed projects already exist. The fact that participants mentioned them again is proof that they are needed. Suggestions made during the workshop could contribute to improvements. All the proposed actions will be presented at the next meeting of the Kativik Regional Employment and Training Committee (KRETC) in January 2018.



Esuma

School Perseverance Initiative

Elias Moukannas presented the Esuma school perseverance initiative. He underlined the importance of education and graduates and shared statistics on the time students spend at home and in school. The mission of Esuma is to create a Nunavik-wide synergy and enhance actions around education to encourage all learners to persevere towards success. The four orientations of the Esuma action plan were presented. Participants reflected on the findings of the Study Report on the Aspirations of Nunavik Inuit Youth and what they say about the present and the future, and how stakeholders and community mobilization are crucial for school perseverance.



PowerPoint copies of all presentations made during the symposium are available at:
<http://www.krg.ca/publications/employment-training>



Conclusion

The following comments provided by participants demonstrate that the symposium was a real success:

“Very good conference, well organized and much thought went into the selection of presenters as well as content.”

“I was impressed to see that you were able to mobilize that many partners.”

“Great way to share our knowledge and experience. The interaction between different kinds of people was helpful and helped to show a lot of different point of views.”

“We have a lot of work ahead. I feel very encouraged to be part of our organization and more empowered.”

Synergy was created during the symposium and a genuine desire to give life to the action plan was expressed. Participants are eager to learn about the follow-up to the symposium and about how they can contribute. The symposium provided an opportunity for many stakeholders to get to know one another better and to strengthen their partnerships. They saw the importance of taking the time to dream together and imagine innovative solutions for sustainable employment in Nunavik.

The symposium gave voice to different actors and partners. Together, they learned and shared how they see the future of employment and how it can be sustainable. A movement has been started. It is now up to each of us to continue this mobilizing action, each in our own spheres of activity. It is our shared responsibility to make it happen. The KRG Sustainable Employment Department plans to lead the development of a strategic work plan and prioritize actions to ensure progress towards sustainable employment.

The KRG Sustainable Employment Department would like to thank all participants and presenters for their valuable contributions.



APPENDIX 1

PROGRAM

SYMPOSIUM

Celebrating 25 Years

MAPPING THE WAY TO
**SUSTAINABLE
EMPLOYMENT**





PROGRAM



DAY 1 - NOVEMBER 15TH 2017

Registration of the delegates	1.00PM
Opening Words & Prayer	2.00PM
Introduction to the Symposium	2.15PM
Opening plenary - Working towards equitable partnership Enabling conditions to Sustainable employment - Animated by Normande Hébert	2.30PM




Health break

3.30 to 4.00

Beyond social media	4.00PM
Nunavik labour market & educational attainment paradox with Andrew Sharpe	4.30PM
Showtime! - Promotional videos presentation	5.00PM
Meet & Greet - Creating links for the future	5.30PM

Gala Dinner

6.30pm





P R O G R A M



DAY 2 - NOVEMBER 16TH 2017

SHARING INITIATIVES AND BEST PRACTICES

9.00 AM

Concurrent workshops

- Workshop 1 Makivik construction – presented by David Larose and Lydia Etok
Workshop 2 Social economy – presented by Adel Yassa and Steve Grasser

SHARING INITIATIVES AND BEST PRACTICES

9.35 AM

Concurrent workshops

- Workshop 3 Tamatumaani – presented by Siasi Kanarjuak
Workshop 4 Sustainable Employment dept. services – presented by Victoria Gordon



Health break

10.05 to 10.30

VISION AND PRIORITIZATION OF HUMAN RESOURCES DEVELOPMENT IN NUNAVIK (Part 1)

10.30 AM

Concurrent workshops

- Workshop 5 Workforce development, human resources strategic planning: Prioritization and mobilization of the actors – Presented by En Mode Solutions
Workshop 6 How might we create sustainable jobs and increase employability of Nunavimut, through collaborative efforts – Presented by Llio Living Lab

Luncheon

Mapping the future of Sustainable employment
with
Qarjuit, YES Nunavik and Pijunnaqunga

12.00 PM



P R O G R A M



DAY 2 - NOVEMBER 16TH 2017

VISION AND PRIORITIZATION OF HUMAN RESOURCES DEVELOPMENT IN NUNAVIK (Part 2)

1.30 PM

Concurrent workshops

Workshop 5 Workforce development, human resources strategic planning: Prioritization and mobilization of the actors - Presented by En Mode Solutions

Workshop 6 How might we create sustainable jobs and increase employability of Nunavimut, through collaborative efforts - Presented by Llio Living Lab



Health break

4.15 to 4.30

DISCUSSION PANEL

4.30 PM TO 5.30 PM

Strategies to address recruitment and retention challenges

*Participants names to be determined



SUSTAINABLE
EMPLOYMENT



P R O G R A M



DAY 3- NOVEMBER 17TH 2017

MILESTONES FOR SUSTAINABLE EMPLOYMENT, WORKSHOP FINDINGS, AND FUTURE COLLABORATION

9.00 AM

With André Gobeil & Jean Sébastien Bouchard



Health break

10.00 to 10.30

ESUMA: SCHOOL PERSEVERANCE

10.30 AM

With Elias Moukannas

CLOSING REMARKS AND CONCLUSION

11.00 AM

With Jennifer Munick


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Thank you!

Merci!

**THIS EVENT
WAS MADE POSSIBLE THROUGH THE
SUPPORT OF OUR SPONSORS**




Québec 



RAGLAN MINE
A GLENCORE COMPANY

Secrétariat
aux affaires
autochtones

Québec 



CANADIAN  ROYALTIES INC.

 **FIRST AIR**
The Airline of the North


Air Inuit

Other partner

Canada 

APPENDIX 2

LIST OF PARTICIPANTS AND

ORGANIZATIONS

Attendees list

First Name	Last Name	Organisation	City/Community	Confirmed yes/no	Workshop
1. Aani	Elijassiapik	Kativik Regional Government – SED	Inukjuak	YES	6
2. Adamie	Alayco	Kativik Regional Government – SED	Akulivik	YES	5
3. Adel	Yassa	Kativik Regional Government – RLDD, Director	Kuujuaq	YES	5
4. Aida	Puxley	Glencore Canada Inc		YES	5
5. Alain	Lefrancois	Ministère Economie, Sciences et Innovation		YES	
6. Alexis	Bado	Kativik Regional Government – SED	Kuujuaq	YES	5
7. Alice	Berthe	Kativik Ilisarniliriniq	Kuujuaq	YES	6
8. Alicia	Aragutak	Qarjuut Youth Council	kuujuaq	YES	
9. Alicia	Elijassiapik	Kativik Regional Government – SED	Inukjuak	YES	5
10. André	Gobeil	Consultant Llio	Riviere-du-Loup	YES	N/A
11. Andrea	Avila Sahar	Consultant WTN communication			N/A
12. Andrew	Sharpe	Center for the study of living standards		YES	
13. Andy	Moorehouse	Makivik Corporation		YES	5
14. Annie	Tukai	Kativik Regional Government – SED	Inukjuak	YES	6
15. Anthony	Raimondo	Outland Camps		YES	5
16. Ariane	Quirion	Kativik Regional Government – SED	Kuujuaq	YES	5
17. Bobby	Putulik	Kativik Regional Government – SED	Quaqtaq	YES	6
18. Bridget	Saunders	Kativik Regional Government – SED	Kuujuaq	YES	6
19. Céline	Gill	Kativik Regional Government – SED	Kuujuaq	YES	5
20. Chantal	Landry	Service Canada	Montreal	YES	5
21. Chantal	Matte	Service Canada	Montreal	YES	5

Attendees list

22.	Charlie	N. Saviadjuk	Kativik Regional Government – SED	Salluit	YES	6
23.	Cheryl	Glesthorne	Fédération des Coopératives du Nouveau Québec	Baie D'Urfe	YES	5
24.	Christine	Legault	Service Canada	Montreal	YES	6
25.	Christine	Nakoolak	Avataa Explorations and Logistics		YES	
26.	Daniel	Guay	Ministère du Travail de l'Emploi et la Solidarité Sociale		YES	
27.	Daniel	Pettigrew	Kativik Ilisarniliriniq	Kuujuaraapik	YES	5
28.	Darquis	Gagné	Invited Guest		YES	5
29.	Dave	McMullen	Kativik Ilisarniliriniq	Inukjuak	YES	6
30.	David	Guimont	Consultant Llio	Riviere-du-Loup	YES	N/A
31.	David	Larose	Makivik Construction	Saint-Laurent	YES	
32.	Denis	Lefebvre	Consultant-Programmer	Montreal	YES	5
33.	Dolly	Meshner	Nunavik Regional Board of Health & Social Services		YES	6
34.	Dominic	Allard	Ministère du Travail de l'Emploi et de la Solidarité Sociale		YES	6
35.	Doris	Beaudoin	Major Drilling		YES	5
36.	Elaisa	Uqittuq	Canadian Royalties	Montreal	YES	5
37.	Elias	Moukannas	Esuma coordinator – KRG - SED	Montreal	YES	5
38.	Elisapi	Tookalak	Kativik Regional Government – SED		YES	5
39.	Elsie	Kasudluak	Kativik Regional Government – SED	Inukjuak	YES	6
40.	Émilie	Ruffin	Commission construction du Québec		YES	
41.	Eric	Atagotaalook	Kativik Regional Government – SED	Inukjuak	YES	5
42.	Eric	Lewin	Fédération des Coopératives du Nouveau Québec		YES	5
43.	Etienne	Levesque	Kativik Management Housing Board		YES	

Attendees list

44.	Geela	Echalook	Kativik Regional Government – SED	Inukjuak	YES	6
45.	Georges	Saunders	Translator		YES	
46.	Gina	Jean	Kativik Regional Government – SED	Kuujuaq	YES	6
47.	Guillaume	Lambert	Service Canada		YES	6
48.	Guy	Poirier	Kativik Regional Government – HR, Director		YES	
49.	Hakima	Touami	Direction des politiques de l'emploi et des stratégies	Québec	YES	5
50.	Harriett	Keleutaq	Makivik Corporation		YES	5
51.	Harry	Adams	Canadian Royalties	Montreal	YES	6
52.	Isabelle	Picard	Pijunnaqunga	Montreal	YES	5
53.	Jean-Etienne	Begin	Nunavik Regional Board of Health and Social Services.		YES	6
54.	Jean-Sébastien	Bouchard	Consultant En modes solutions		N/A	
55.	Jennifer	Muncik	Kativik Regional Government – EC, President		YES	
56.	Jessica	Besette	Kativik Regional Government – SED	Kuujuaq	YES	6
57.	Jimmy	Audlaluk	Kativik Regional Government – SED	Ivujivik	YES	5
58.	Jimmy	Emudluk	Nunavik Youth House Association		YES	5
59.	Jobie	Tukkiapik	Makivik Corporation - President	Kuujuaq	YES	
60.	Julie	Després	Kativik Regional Government – SED	Kuujuaq	YES	6
61.	Julie	Gordon	Kativik Management Housing Board			
62.	Julie	Grenier	Taqramiut Nipingat	Dorval	YES	5
63.	Julie-Ann	Berthe	Kativik Regional Government – SED	Kuujuaq	YES	5
64.	Kaudjak	Padlayat	Kativik Ilisarniliriniq	Montreal	YES	5
65.	Lianne	Morin	Service Canada		YES	6
66.	Linda	Gordon	Kativik Regional Government – SED	Kuujuaq	YES	6
67.	Lisa	Kulula	Kativik Regional Government – SED	Inukjuak	YES	6
68.	Lisa	Mesher	Kativik Ilisarniliriniq	Montreal	YES	5
69.	Liza	Cotnoir	Kativik Regional Government – SED	Kuujuaq	YES	5
70.	Lizzie	Putulik	Kativik Regional Government – SED	Kangirsuk	YES	6

Attendees list

71.	Lizzie	York	Translator		YES	
72.	Lydia	Watt	Kativik Regional Government – SED, Director	Kuujuaq	YES	5
73.	Lydia	Etok	Makivik Construction	Saint-Laurent	YES	
74.	Margaret	Gauvin	Invited Guest	Alexandria	YES	6
75.	Mario	Paquin	Glencore Canada Inc	Rouyn-Noranda	YES	5
76.	Martin	Bouchard	Sous-Ministre MTESS	Quebec	YES	
77.	Mary	Unatweenuk Emudluk	Kativik Regional Government – SED	Kuujuaq	YES	6
78.	Mary Joy	Nayoumealuk	Kativik Regional Government – SED	Inukjuak	YES	5
79.	Mary T.	Padlayat Papigatuk	Northern Village Salluit		YES	
80.	Mary- Christine	Mullings	Air Inuit Ltd.		YES	
81.	Mary- Elena	Annatok	Kativik Regional Government – SED		YES	6
82.	Maryse	Turcot	Kativik Regional Government – SED	Kuujuaq	YES	6
83.	Mina	Kenuajuak	Kativik Regional Government – SED	Puvimituq	YES	5
84.	Minnie	Akpahatak	Kativik Regional Government – SED	Aupaluk	YES	6
85.	Minnie	Alaku	Kativik Regional Government – SED	Kangiqsujaq	YES	5
86.	Minnie	Tookalook	Kativik Regional Government – SED	Kuujuaaraapik	YES	6
87.	Minnie	Alaku	Kativik Regional Government – SED		YES	6
88.	Minnie	Annahatak	Kativik Regional Government – Legal Dept.		YES	5
89.	Minnie	Grey	Nunavik Regional Board of Health and Social Services	Kuujuaq	YES	5
90.	Nancianne	Grey	Kativik Regional Government – RLDD		YES	
91.	Nancy	Mcrae	Fédération des Coopératives du Nouveau Quebec	Baie D'Urfe	YES	6
92.	Natalia	Delgado Avila	Consultant WTN communication			N/A
93.	Nathan	Cohen-Fournier,	Makivik Corporation	St-Laurent	YES	6
94.	Normande	Hébert	Consultante –Symposium coordinator	Warden	YES	N/A
95.	Pierre	Ouellet	Kativik Regional Government – SED	Kuujuaq	YES	5
96.	Randy	Gordon	Kativik Regional Government – SED	Kuujuaq	YES	5

Attendees list

97. Regina	Gasselsdorfer	Air Inuit Ltd		YES	
98. Renée-Claude	Baillargeon	Ministère du Travail de l'Emploi et de la Solidarité Sociale	Chibougamau	YES	5
99. Richard	Desrosiers	Kativik Regional Government – SED	Brossard	YES	5
100. Robert	Watt	Kativik Ilisarniliriniq		YES	
101. Robert	Nixon	Consultant – Chair of Kautapik Committee		YES	5
102. Roddy	Stewart	Qiniqtiq Landholding Corporation		YES	
103. Roger	Tremblay	Ministère du Travail de l'Emploi et de la Solidarité Sociale		YES	
104. Roxanne	Boulay	Glencore Canada Inc.		YES	5
105. Rynee	Kokiapik	Kativik Regional Government – SED	Inukjuak	YES	6
106. Sabine	Georges	Ungava Tulatavik HealthCenter	Brossard	YES	5
107. Sally	Nuktie	Kativik Regional Government – SED	Kuujuaq	YES	5
108. Sarah	Gordon	Kativik Regional Government – SED	Kuujuaq	YES	5
109. Sarah	Inukpuk	Kativik Regional Government – SED		YES	N/A
110. Sean	Rorison	Kativik Regional Government – Administration Dept.		YES	
111. Sheila	Gordon	Kativik Regional Government – SED	Kuujuaq	YES	
112. Sheila	Ningiuruvik	Northern Village Qaqtaq		YES	
113. Sherolyn	Damhé	PS Jeunesse	Salaberry-de-Valleyfield	YES	5
114. Siasi	Kanarjuaq	Gencore Canada Inc.	Rouyn-Noranda	YES	6
115. Solange	Loiselle	Kativik Regional Government – SED	St-Damase	YES	5
116. Solange	Cossette	Kativik Management Housing Board	Kuujuaq	YES	6
117. Steve	Grasser	Kativik Regional Government – RLDD	Salluit	YES	
118. Susie	Munick	Kativik Regional Government – SED	Kuujuaq	YES	6
119. Susie	Tulugak	Kativik Regional Government – SED	Kuujuaapik	YES	5
120. Tommy	Baron	Kativik Regional Government – SED	Kangisualujuaq	YES	5
121. Tunu	Napartuk	Northern Village Kuujuaq - Mayor		YES	5
122. Victoria	Gordon	Kativik Regional Government – SED	Kuujuaq	YES	6
123. Viola	Novalinga	Kativik Regional Government – SED	Puvimituq	YES	5

APPENDIX 3
SUMMARY OF THE
EVALUATIONS

Evaluation Summary

Symposium Celebrating 25 Years MAPPING THE WAY TO SUSTAINABLE EMPLOYMENT

Kuujuuaq, November 15–17, 2017

Purpose

Strengthening collaboration and partnership towards sustainable employment in Nunavik.

Objectives

Develop a workforce strategic plan, prioritize actions and ensure mobilization.

Celebrate and share our strengths and achievements in sustainable employment.

Create links and synergy for the future.

Explore innovative solutions to increase Inuit employability.

The figures in bold for each question/entry below represent the percentage of participants who provided feedback.

		Fully	Partly	No
1. Do you think the symposium objectives were met?	(84%)	63	12	
2. Will what you learned at this symposium be helpful for you?	(73%)	55	20	

3. Indicate your level of satisfaction for each entry below:

	Excellent	Good	Adequate	Fair	Poor
Facilities (82% excellent to good)	34	36	4	1	
Handouts/materials (80%)	29	38	5	3	
Duration (75%)	19	35	15	3	
Equitable partnership (85%)	27	33	7	2	
Beyond social media (77%)	25	28	9	4	2
Nunavik paradox (87%)	27	30	5	2	1
Gala dinner (99%)	52	17	1		
Workshop 1 — Makivik Construction	26	31	2		
Workshop 2 – Social economy (96%)					
Workshop 3 – Tamatumaani	25	28	2		
Wrkshp 4 – Sus.Employ.Dept (94%)					
Workshop 5 – En mode solutions	41	25	3		
Workshop 6 – Llio Living Lab (94%)					

YES /Pijunnaqunga/Qarjuit (luncheon)	(72%)	31	28	5	3	
Discussion panel	(65%)	23	27	8	5	1
Esuma	(93%)	19	25	3		
Symposium – overall	(100%)	47	20			

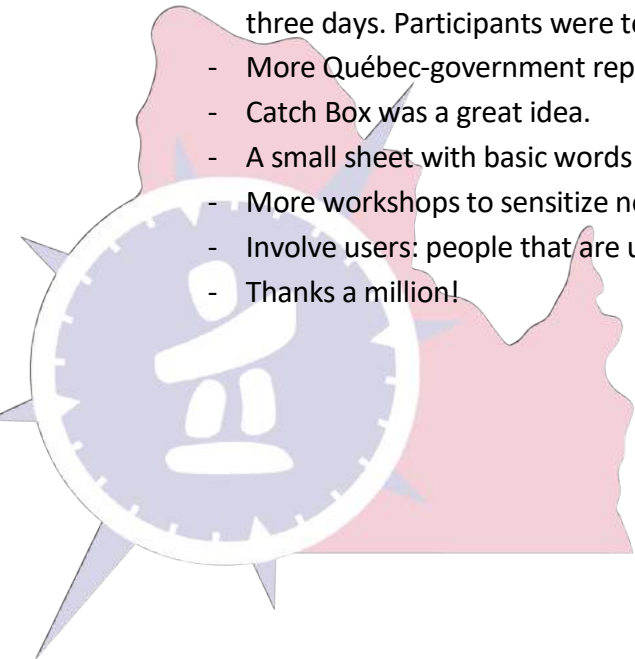
- A total of 75 evaluations were partly or fully completed:
- 84% of participants indicated the symposium objectives were partly or fully met; 73% of participants indicated that what they learned at the symposium would be helpful to them.
- The different elements of the symposium were also highly appreciated with a majority (over 80%) of the workshops/presentations rated from good to excellent.
- Unfortunately, the workshops were not identified separately on the evaluation form, making it impossible to know which concurrent workshop had been evaluated.
- 70% of participants said that the overall symposium was excellent and 30% good.

4. Do you have any comments on the symposium that you would like to share?

- Many participants mentioned that the symposium was a great opportunity to listen to people sharing their experiences. The symposium had the capacity to mobilize a great diversity of partners, a great mix of delegates, and there was a wide selection of presenters. The interaction between different participants was helpful and demonstrated a lot of different points of views. The symposium was seen as a highly motivating event and the workshops were very instructive and convivial.
- Staff mentioned that the communications training was good and that the symposium will bring more group cohesion and team spirit. Someone said that they feel more empowered and very encouraged to be part of the organization.
- Many participants recognized the careful organization (logistics) that had gone into the symposium and indicated that it had exceeded their expectations.
- Workshops 5 and 6 were very well designed, well led and comprised interesting processes to support creativity. It was good to have translation.
- Participants indicated unanimously that the Gala evening was marvellous! Throat-signing was enlightening and an opportunity to learn about the rich culture.
- Some participants mentioned that the symposium created a better understanding of northern realities and that they hoped to be able to use that new knowledge in their work.

5. Do you have any suggestions for future employment and training symposiums?

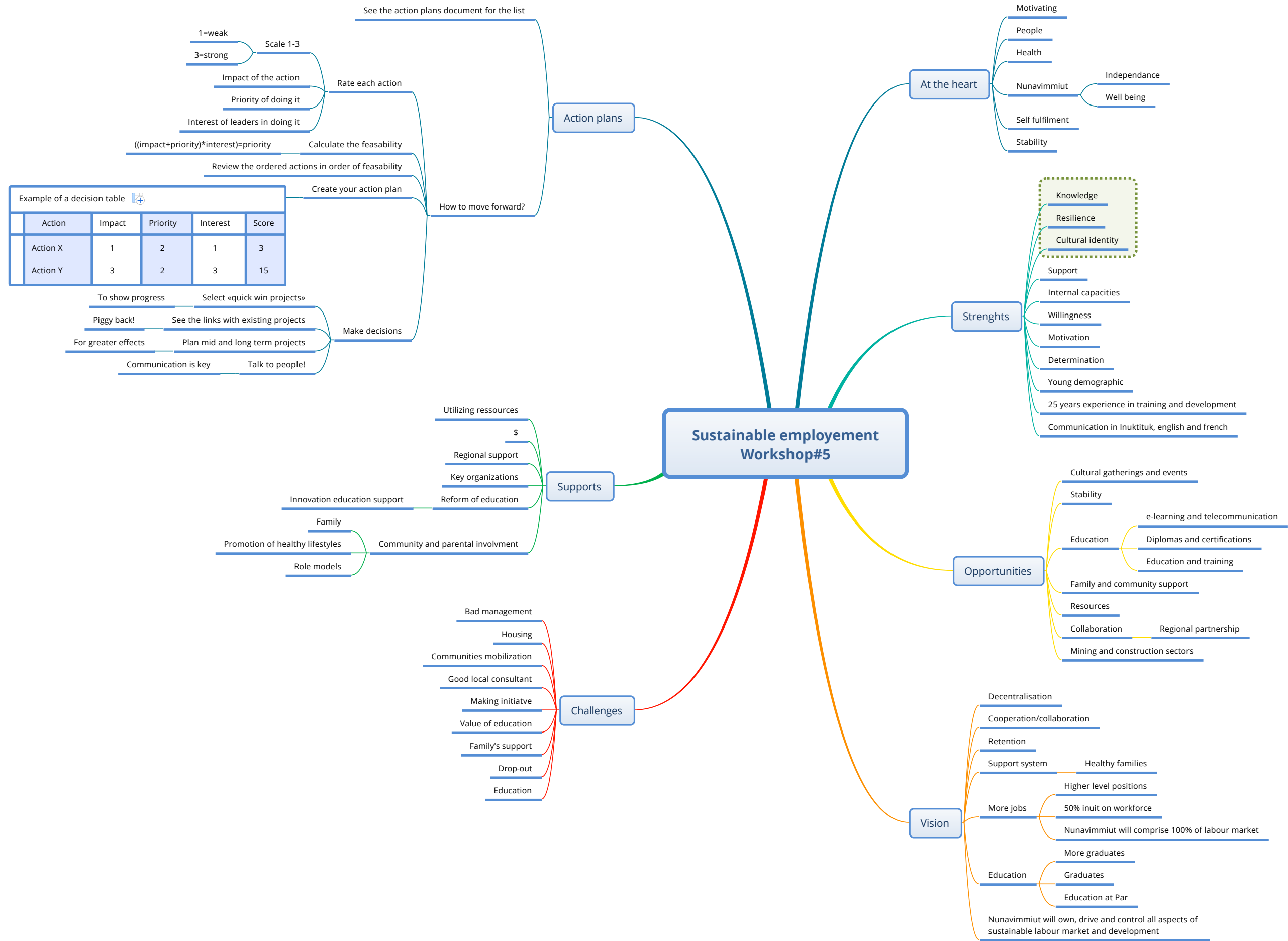
- Provide more information about prior learning assessment and recognition. Check with the CEGEP de Rivière du Loup.
- Recognize long-time employees with certificates.
- Invite clients to attend activities.
- Make available more information and more training about the services, programs and funding of the Sustainable Employment Department.
- Talk more about the roles of local employment officers and client challenges.
- Organize specific, concrete workshops, by sector of activity or type of partnership.
- Meet with young people in order to understand their aspirations.
- The days were too long. Allow more free time for discussions. Extend the symposium over three days. Participants were too tired by the end of the day to be productive.
- More Québec-government representatives
- Catch Box was a great idea.
- A small sheet with basic words in Inuktituk would have been good.
- More workshops to sensitize non-Inuit about our communities.
- Involve users: people that are unemployed, young people, people struggling to hold a job, etc.
- Thanks a million!



SUSTAINABLE
EMPLOYMENT

APPENDIX 4

WORKSHOP 5, RESULTS



APPENDIX 6

WORKSHOP 6, RESULTS

Workshop 6 - As human resources managers, service providers and counsellors : How might we increase employability of Nunavimmiut through collaborative efforts?

What is at the top of the ladder towards achieving sustainable employability?

A few examples identified by the participants : Independence, stable life, personal accomplishment, certificate, culturally relevant business, make difference in the community, ability to go camping, pride, role model, leisure time, enjoy what you do, etc.

How do we reach the top of the ladder of sustainable employability?

A few examples identified by the participants : Resilience to outside realities, prevention campaign, having scope of possibilities, culturally sensitive employers, day care, knowledge, incentives such as employers providing time off work to employees for traditional activities, help in interview preparation, support from parents, job search program, IT courses, etc.

How can we increase employability?

Ideas and possible solutions can be turned into project prototypes. A project is an idea turned into action. The goal is to develop projects involving at least two organizations attending the symposium.

A few recurring themes and ideas in the projects:

- Professional training;
- Recognition of prior learning;
- Cross-cultural training;
- Pride and determination;
- Better coordination between services, fewer silos, specific projects to experiment collaborative innovation;
- Combination of professional training with useful production (build more houses);
- Better trained and better selected human resources managers;
- Inuit role models, coaches and trainers;
- Target young people and involve elders.

Nine proposed projects:

- Broken Tree Inc.;
- Back on Track;
- Stamped and Approved;
- Career Fest;
- Inuk & Me;
- Managing the Managers;
- Say What !;
- Susutsagit;
- Igloo Project.

Broken Tree Inc.

We need more housing and Broken Tree Inc. will become part of the solution. As well as a construction service, BTC will provide on-the-job training in carpentry for Inuit. Training done by Inuit trainers and mentors. This project will help local workers to obtain CCQ competency certificates (and safety cards, apprenticeship and acknowledgement).

WHY:

- To qualify Inuit employees;
- Career opportunities;
- Build housing in the communities;
- Have a local workforce instead of an imported workforce.

FOR WHO:

- Inuit workforce (requirements: commitment, punctuality, flexibility and hardworking).

HOW:

- Project management;
- Supportive manager;
- Feedback;
- Safety equipment/class;
- Great teacher (blueprint);
- Advertising on radio, Facebook and posters;
- Partnership with the regional organization (support, funding);
- Employer : flexible, incentive (paid training), culturally responsive and sensitive;
- Commitment;
- First cohort: May to October 2018.

Back on Track

This initiative is looking to create an ecosystem with dropouts and other members of the community in order to accompany them back to school. The programs and services (Support, interventions, and mentors) will be designed and tested by the men and women who dropped out. We hope through this idea to bring back pride and determination for the “endangered future”.

WHY:

- Back on tracks aims to reach dropouts and help them develop their determination to become contributing members of each community. They are the “endangered future”.

WHO:

- Dropouts, both girls and boys.

HOW:

- Involve women's and men's groups;
- Put together lists of dropouts;
- Identify the reasons for dropping out;
- Identify their aspirations and needs;
- Include them in the design of the project;
- Set achievable goals;
- Make action plans;
- Identify means or tools;
- Develop a vision;
- Set timeline and deadline;
- Acknowledge strengths and weaknesses;
- Delegate a mentor for each group;
- Create group support;
- Provide knowledge of roots and pride of history;
- Address health issues.

PARTNERS:

- Tamatumaani Project;
- Esuma School Perseverance Initiative;
- Yes Nunavik;
- Kativik Ilisarniliriniq, Adult Education;
- Kativik Ilisarniliriniq, Nunavimmi Pigiursavik Training Centre;
- Unaaq Men's Association;
- Qajaq Network;
- Saturviit Inuit Women's Association of Nunavik;
- Avataq Cultural Institute.

Stamped and Approved

A service that will help Inuit to obtain recognition of their skills and competencies through a process that assesses their past experiences. This recognition should give access to attestations of college studies and diplomas of college studies (college level) as well as attestations of vocational studies and diplomas of vocational studies (school board level). Prior learning assessment and recognition.

WHY:

- Because there is no college in Nunavik, studies are not recognized and students do not receive certificates.

HOW:

- Record the numbers of hours or years worked in the same job or position;
- Deliver on-the-job courses that would be paid as work.

WHO:

- Inuit with a lot of experience who have no certificates;
- Employers;
- Colleges or school boards.

Career Fest

A way to promote job opportunities for Inuit by Inuit by bringing employers to school. Every career and job as well as all employers should be represented by an Inuk role model to facilitate emulation. The Fest will travel to schools in the communities and will be promoted on Facebook and on local FM radios.

WHY:

- For a better future for Nunavimmiut.

WHO:

- Everyone and anyone. We would establish a committee of stakeholders.

HOW:

- Promotions of jobs and training;
- Advertise about the benefits provided by companies;
- Booths for each company;
- Information sessions (Q & A);
- Advertisements: Facebook, local FM radio, posters and pamphlets.

WHERE:

- Most times at schools.

STAKEHOLDERS:

- Air Inuit;
- KI;
- Kativik Regional Government;
- Federation of Cooperatives of Northern Québec;
- Hydro-Québec;
- Nunavik Regional Board of Health and Social Services;
- Northern villages;
- Raglan Mine;
- CRI;

- Some private businesses.

WHEN:

- Tasiujaq;
- Aupaluk;
- Umiujaq;
- Kuujjuaraapik.

DREAM:

- To have a local Inuk employed at each organization.

Inuk & Me

A project that will help Inuit share their culture, language and trade via classes, activities, cooking workshops, shared meals, and other activities with non-Inuit. Available in every Nunavik community and in Montreal. Videos will be available on YouTube.

STAKEHOLDERS:

- Kativik Regional Government;
- Kativik Ilisarniliriniq;
- Avataq Cultural Institute;
- Friendship Centre.

WHEN AND WHERE:

- Monthly workshops in Montreal and in Nunavik communities. Open to all.
- Available on YouTube for distance training;
- Advertised on local FM radio, posters. Teaser ads on YouTube and on Facebook.

HOW:

- Open invitation to teach about your culture and to learn about the cultures of others in the region.
- Workshops will include learning about a new skill (sewing, dog sledding, cooking classes, etc.) and Inuit games;
- Discussion will take place about the cultural history and importance of the skill;
- A shared meal/feast will be organized;
- Inuktitut, English and French lessons and conversational groups.

Managing the Managers

Challenge: Bad management, taking responsibility for staff development, equitability, better communication. A training program for managers and to achieve better managers.

WHY:

- Lots of managers do not have the skills needed to manage their employees;
- Be responsible for staff development;
- Be equitable;
- Increase communication skills.

WHO:

- All levels of managers and supervisors.

HOW:

- Get commitment of the elected people or senior managers;
- Workshops:
 - effective management practices;
 - typical human resource management problems (lateness, suspensions, etc.);
 - tailor-made employee development plans;
 - intercultural and traditional activities, training;
 - leadership training;
- Manager interviews should include evaluation of management skills, language (Inuit, French, English) as well as testing regarding racism and discrimination.

STAKEHOLDERS:

- High level of commitment on the part of boards of directors;
 - more effective organizations;
 - more equitable for all employees;
 - more effective managers;
 - increased productivity;
 - increased retention.
- Employee users: integrate their input before developing the content.

Say What !

Challenge: Cultural distance/stereotypes for new employees entering an organization/business. A program to learn about the different cultures of those working in the same place.

WHAT:

- Through existing cultural orientations;

- Understand each others' cultures in the same workplace;
- Language differences: idiosyncrasies;
- Expressions: body language and verbal;
- Brief history statements;
- Breaking down stereotypes of each other's culture;
- Videos;
- Speeches and lectures.

STAKEHOLDERS:

- Employers and employees;
- Cultural review board.

Susutsagit (be respectful)

Challenge: Bullying affects everybody. An organization to inform about bullying in schools, workplaces, social media: gathering, prevention campaign, awareness sessions for the parents.

WHAT:

- Anti-bullying, non-profit organization.

WHERE:

- Public places;
- Work environment;
- Social media;
- In homes.

WHEN:

- Prevention should be done on a regular basis.

WHY:

- Security of citizens.

HOW:

- Having regular gatherings;
- Prevention campaigns in the communities;
- Awareness sessions for parents.

Stakeholders:

- Schools;
- Kativik Regional Government;
- Youth centres;

- CLSCs;
- Family houses;
- Recreation centres.

Igloo Project

Challenge: Lack of proper coordination, too much working in silos. An "igloo" where everyone can collaborate, where organizations and services (like the Sustainable Employment Department) take initiative on collaborative projects.

WHY:

- Lack of communication;
- Lack of initiatives;
- Developing initiatives specific to the organizations, not as a group;
- Logistical issues;
- Lack of human resources: staff to implement, no leadership.
- Ensuring the Sustainable Employment Department leads initiatives, and promotes, develops and coordinates all related plans.

Stakeholders:

- Kativik Regional Government;
- Northern villages;
- Kativik Municipal Housing Bureau;
- Nunavik Regional Board of Health and Social Services;
- Makivik Corporation;
- Inuulitsivik and Ungava Tulattavik health centres;
- KI;
- Federation of Cooperatives of Northern Québec;
- Nunavik Landholding Corporations Association;
- Air Inuit and First Air;
- etc.

APPENDIX 7
WORKSHOP 5 & 6
JOINT LIST OF PROJECTS

Plenary session

**Let's share the insights from
yesterday's workshops... and
start moving forward.**

Groups of 2

Walk around the room and share the story of your work from yesterday. Try to connect ideas and see what should the priorities be.

00 : 15 : 00



#

#

#

#

#

MAIN CHALLENGE

AVOID CHALLENGES

USE SUPPORTS

6

SIGNATURE

	WHAT?	WHO?	WHEN?
1			
2			
3			
4			
5			
6			

[illegible]

**SELF ESTEEM
RESILIENCE
EMPOWERING
PEOPLE
GET A DIPLOMA
LOWER DROPOUTS
DIVERSIFYING PATHS TO SUCCESS
STUDENT RETENTION**

1

**MORE
GRADUATED
INUITS**

Drop out:

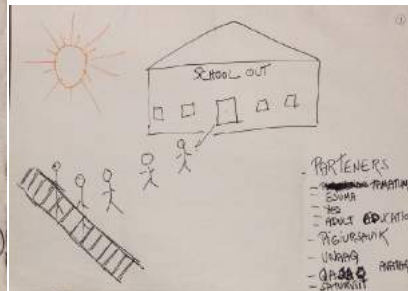
Back on Track

- Reach the dropouts to develop their determination
~~to~~ to become contributing members of the community.
(each community)
+ involve women's
- Why - they are the endangered future.
- Who - dropouts, both girls + boys
- How - Involve women's + men's groups
- Put together list of dropouts
 - reasons for dropping out
 - their aspirations, needs
 - include them in the design of the project
 - set achievable goals
 - make action plan
 - identify means or tools
 - develop vision
 - set timeline/deadline
 - acknowledge strengths and/or weakness
 - delegate mentor for each group
 - create group support
 - provide knowledge of roots (pride of history)
 - address health issues (physical + mental)

Back on Tracks

This initiative is looking to create an ecosystem with dropouts and other members of the community in order to accompany them back to school.

The programs and services (Support, interventions, mentors, support) will be designed by the men and women who dropped out and tested by them. We hope through this idea bring back pride and determination for the endangered future.



SELF SUFFICIENCY

KNOWLEDGE

2

MENTORS

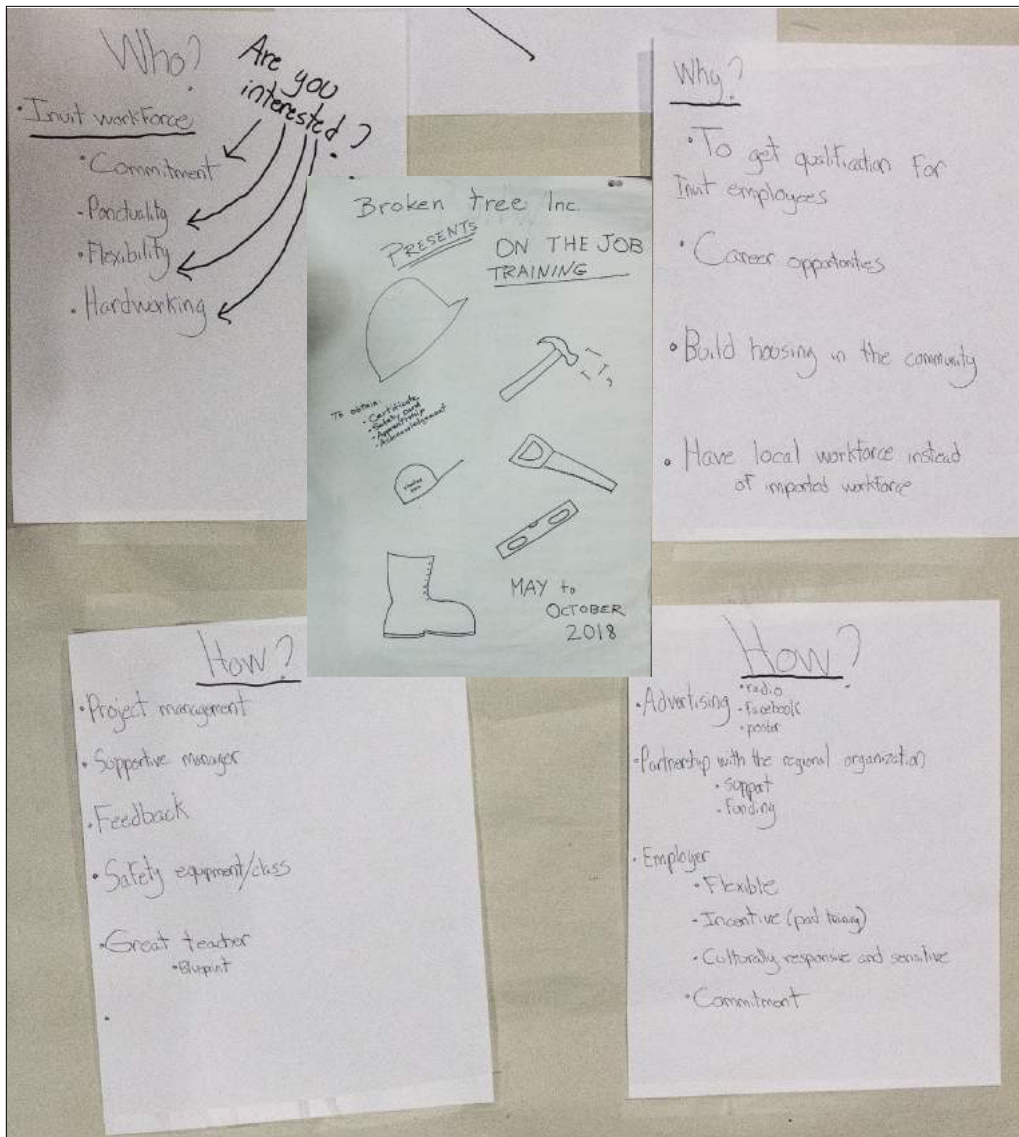
LONG TERM JOBS

**MORE JOBS IN
COMMUNITIES**

LACK OF HOUSING

BUILD MORE HOUSES

**ROLE
MODELS**



Broken Tree Inc.

We need more housing and Broken Tree company will become part of the solution.

As well as a construction service, BTC will provide on the job training in Carpentry for Inuit, training done by Inuit trainer and mentor.

This project will help local workers to get their competencies certificate from the CCQ.

**WELL BEING
RESILIENCE
HEALTHY FAMILIES³
ISOLATION
COMMUNITY
STRATEGY TO ADDRESS
THE RANGE OF SOCIAL
ISSUES**

**FAMILY AND
COMMUNITY
SUPPORT**

Susutsagit

WHO: BULLYING EFFECTS EVERYBODY

WHAT: ANTI-BULLYING NON-PROFIT ORGANIZATION

WHERE: PUBLIC PLACES, WORK ENVIRONMENT, SOCIAL MEDIA AND IN HOMES.

WHEN: PREVENTION SHOULD BE DONE ON A REGULAR BASIS

WHY: SECURITY OF CITIZENS

HOW: - HAVING REGULAR GATHERINGS

- PREVENTION CAMPAIGN IN THE COMMUNITY

- AWARENESS SESSIONS FOR THE PARENTS.

SCHOOL KRG YOUTH CENTERS

HEALTH BOARD FAMILY HOUSE RECREATION CENTERS

Susutsagit

(Be respectful)

Challenge : Bullying effects everybody

An organization to inform about bullying in schools, workplaces, social media : gathering, prevention campaign, awareness sessions for the parents

**INDEPENDANCE
LANGUAGE
UNDERSTAND
EACH OTHER
LACK OF
UNDERSTANDING
INTERCULTURAL
TRAINING**

4

**E-LEARNING
& TELECOMS**

Say what !

Challenge : Cultural distance/
stereotypes for new employees
entering an organization/business

A program to learn from different
cultural groups, to understand each
other's culture working in the same
place

The image shows a piece of paper with handwritten notes and three sticky notes. The sticky notes are: 'Say WHAT!?' (green), 'Improve Communication' (yellow), and 'Cultural Communication links - orientation' (pink). The handwritten notes are:

- New employees entering an organization/business
 - learn from the different cultural groups
 - Existing through cultural orientation program
 - eg: Inuit ↔ Québécoise English
 - understanding each other's culture working in same workplace
- Video
- Speech / Lecture
-
- Brief history statement
- Breaking down stereotypes of each other's culture
- Stakeholders
- Employers / Employees
- Cultural Review Board

**MOTIVATING
SUPPORT
EVALUATION OF
CAPABILITIES
UTILIZING RESSOURCES
MORE FLEXIBILITY
WITH ORGANISATIONS
REGIONAL SUPPORT**

5

**BAD
MANAGEMENT**

"MANAGING the MANAGERS"

WHY? Lot of managers don't have the abilities
To manage their employees
Be Responsible about staff development
Be equitable
Increase communication skills.

WHO? All level of managers/supervisors.

HOW? 1. Get commitment of the elected
people and/or high management level

2. Workshops:

- a) Distance effective ^{init} management
 - b) Typical HR management problems
(anniversary, suspension, time...)
 - c) Tailor made employees development plan
 - d) Inter cultural x Traditional activities. Training
 - e) Leadership training
3. Managers interviews should include evaluation
of management skills, language (I-F-E) as well
as test on Racism, discrimination.

Managing the manager

Challenge : Bad management, taking
responsibility for staff development, be
equitable, communicate better

A training program for manager and better
selection of manager

STABILITY
LEADERSHIP
COMMON GOALS
ACCOUNTABILITY

6

INSTABILITY OF SERVICES

GOOD PARTNERSHIP
(COLLABORATION BETWEEN
SERVICES)

COMMON VISION WITH ALL
ORGANIZATIONS

RESSOURCES
COLLABORA-
TION

- Lack of Communication.
 - Lack of Initiatives.
 - Developing initiatives specific to them, not as a group.
- Logistic ISSUES (Distance)
- Lack of Human Resources (staff to implement) (no leadership)
- Sustainable Employment.
Dept to head initiatives, to Promote, Develop, Coordinate etc... all related Plans of ~~Program~~

KRG - Municipalities	KMHB	NRBHS	MAKIB
Inuulitsiit	KI	SED Utilizing the right resources to assist in communicating	others
FCNQ.	NLHCA. - land holding COPPS.	Nowva Air - Inuit. First Air. + others.	others

Igloo project

Challenge : Lack of proper coordination, too much silos

An « igloo » where everyone collaborate, where organizations and services (like SED) take initiative at doing collaborative project

HEALTH KNOWLEDGE 7 CULTURAL GATHERINGS

**MAINTAINING A CAREER &
CULTURAL IDENTITY**

**HERITAGE (TRADITIONAL
VALUES)**

LOCAL FAMILY HOUSES

RECOGNITION PROGRAMS FOR STUDENTS

**COMMUNICATIONS
IN INUKTITUK,
ENGLISH &
FRENCH**

Inuk & Me

Brought to you by: KRG, KSB, Avataq & the Friendship center

→ Invite you to attend, learn & teach about your culture & other cultures in the region.

→ Monthly Workshops in Montreal, Nunavik open to all.

→ Each ~~work~~ workshop includes:

→ Learning a new skill

(Sewing, dog sledding, cooking classes, etc)
(Inuit games activities)

→ A history discussion of the cultural history & importance of this new skill

→ A shared meal. (Feast)

+ Inuktitut & English & French lessons & conversation groups.
(Conversational skills)

→ Workshops will be available on youtube for distance training.

+ Will be advertised on local FM, posters,
and with teaser ads on youtube / our Facebook.

Inuk & Me

A project that will help Inuits shared their culture, language and trade via classes, activities, cooking workshops, shared meals, and others with non-inuits.

Available in every Nunavik community and Montréal. Videos will be available on Youtube.

Share holders

High level
Board of directors
More effective for the company
More equitable for all employees
More effective managers
Increase the productivity
Increase the retention

Users in the center

Involves employees right before developing the content.
EMPLOYEES

**SELF-FULLFILMENT
MOTIVATION**

8

**JOB SEARCH
SIMPLIFYING JOB**

POSTINGS

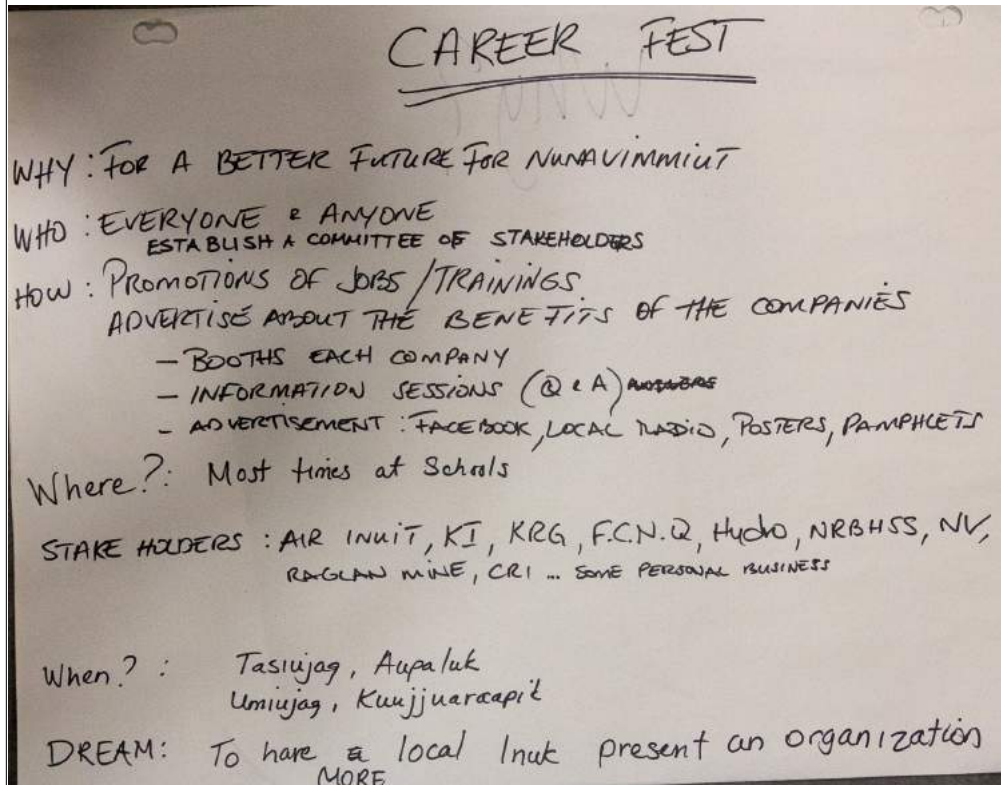
**MORE JOBS IN
COMMUNITIES**

CAREER WEEKS

MORE

JOBS

Career Fest



A way to promote jobs opportunity for Inuk by Inuk by bringing employers to school.

Every career or job as well as employers should be represented by Inuk role models to facilitate emulation. The Fest will travel around communities in schools and will be promoted by Facebook and Radio.

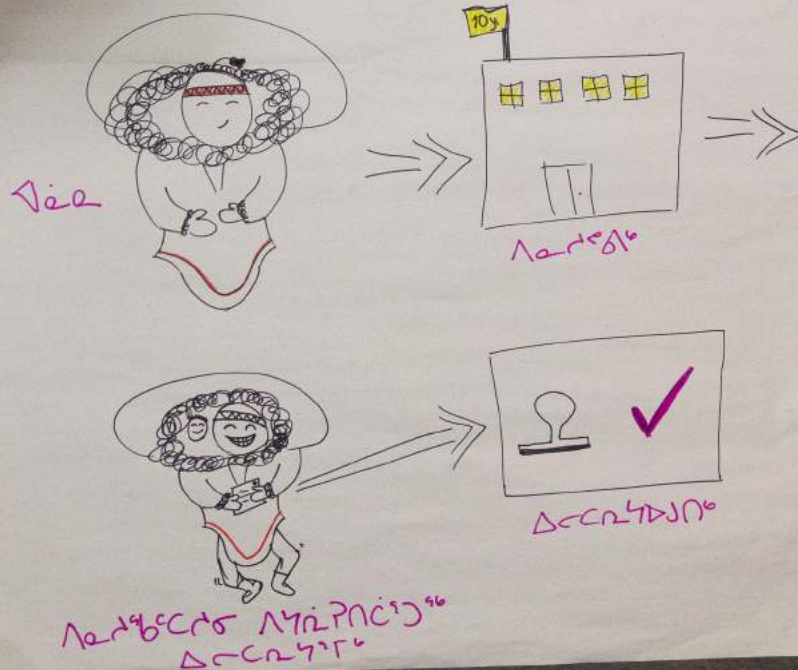
**MOTIVATING ⁹
DETERMINATION
EDUCATION
MORE INUIT GRADUATES
KEY ORGANIZATIONS
RECOGNITION PROGRAMS
FOR STUDENTS**

**VALUE OF
EDUCATION**

STAMPED AND APPROVED

WHY? - Not enough recognition/certification of services
 because there is no college in the north.
 The number of hours/years worked in the
 same job/position; under the RAC
 ↳ on the job courses (paid as work) Recognition of Acquired Skills.
 Recognition of Acquired Skills.
 AEC/DEC.

WHO? - Inuit with lots of experience who have
 no recognized paper.
 - Employers → RAC → Do-able
 ↳ college that recognizes the RAC
 - or School boards



Stamped and Approved

A service that will help Inuits getting a recognition of their skills and competencies through a process that will recognize their past experience.

This recognition should give access to AEC and DEC (Cegep) and AEP and DEP (Schoolboard).

Landing strips for the future

**Planes are on the air...
where should we land them?**

APPENDIX 8
WORKSHOP 5 & 6
INPUT SUMMARY
(MINDMAP)

