

*Celebrating 25 years*  
*Mapping the way to*



**SUSTAINABLE  
EMPLOYMENT**

**Symposium, November 2017**

# Mission

- To provide comprehensive and professional services for employment, training, income support and child care services to the Nunavik population to develop competent and skilled Inuit workforce.



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# Mandates

- ▶ The department administers and coordinates all matters related to employment services, training programs, childcare services and income support.



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# Organizational Chart

## Management / Administration

Department Director, 3 Assistant Directors, Accounting Manager  
5 Coordinators, Senior Liaison Officer  
Information Officer, Department Secretary

### Employment Services

2 Coordinators  
2 Service Advisors  
18 L.E.O.

### Income Support

2 Team Leaders  
4 Income Support Agents  
Clerk

### Programs

Team Leader  
7 Program Officers  
Clerk

### Childcare

Management Advisor  
7 Counselors  
Accountant

### Specific Services

Sanajiit Coordinator  
Sanajiit Officer  
2 YES Coordinators  
4 YES Y.E.O.  
Mining LEO

# SED Services

## ▶ Childcare

- Professional services for Nunavik childcare centers

## ▶ Employment Services and Income Support

- Local Employment Officers in all Nunavik communities
- Employment insurance, parental assistance, old age pension, SIN and birth certificates

## ▶ Programs

- Funding programs for job creation and training projects/programs
- Sanajit program
- Youth Employment Services
- Mining
- Operations budget : \$8.5 million, plus childcare operation budget

# Childcare Section



- ▶ \$17.5 million operational budget
- ▶ 19 Nunavik childcare centers, 1,005 places
- ▶ Over 200 full time jobs, held by Inuit; Directors, Educators, Cooks and Janitors
- ▶ [www.nunavikchildcare.ca](http://www.nunavikchildcare.ca)



# Childcare Services

- ▶ Development and coordination of the childcare centers
- ▶ Financial, professional and technical support
- ▶ Issuing childcare permits
- ▶ Ensuring compliance with laws and regulations
- ▶ Developing resources for childcare centers





# Employment Services

- ▶ Advertise job offers from Nunavik employers
  - <http://www.krg.ca/careers>
- ▶ Job search assistance
- ▶ Employment counselling, develop individual action plans
- ▶ Application for Social Insurance Numbers or birth certificates
- ▶ Old Age Security
- ▶ **Employment Insurance and Income Support**
  - Deliver federal and provincial government income support services and provides information about others.



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# Complementary Services

**We also provide information and assistance...**

- ▶ Family allowances
- ▶ Child tax credit
- ▶ Quebec pension plan
- ▶ Quebec labour standards
- ▶ Quebec human rights commission



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# Programs Section

- ▶ Support training activities that reflect the region's needs for economic and social development
- ▶ Foster activities that help Nunavimmiut improve their employability
- ▶ Stimulate full-time job creation
- ▶ Support activities that encourage students to complete their studies which will have a direct impact on their employability



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# 2017-18 Program Funding

- ▶ Program budget \$10.2 million
- ▶ 479 active files
- ▶ 2,940 clients
- ▶ **Funding Sources**
  - HRDC
  - INAC
  - MTESS
  - Sivunirmut



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# Program Budget 2017-18

Job Creation	\$2,045,940
Purchase of Training (full-time, part-time)	\$5,657,345
Challenge (summer and part-time)	\$650,000
Stay in School	\$250,139
Delivery Assistance	\$500,000
General Projects	\$400,000
Individual Action Plans	\$30,000
Self-employment Assistance	\$50,000
Nunavik Scholarship Funds	\$75,000
Persons with Disabilities	\$50,000
Trainee Allowances	\$500,000
<b>TOTAL</b>	<b>\$10,268,403</b>

# Job Creation Program

## ► Objectives

- Support promoters in hiring and training unemployed persons
- Employing Inuit
- Offer a full-time job, minimum of 30 hours/week
- Create an opportunity for a permanent job when the project ends



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# Purchase of Training

## ► Objectives

- Help workers and non-workers to acquire new skills and improve their employability, through courses purchased from specialized organizations (educational institutions) or individuals
- **Part-time**, short duration (1 day/1-2 weeks)
- **Full-time**, long term (ex. Childcare Educators)



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# Training Opportunities



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Kativik Ilisarniliriniq

- ▶ First Aid (Certification)
- ▶ Childcare Educators (AEC)
- ▶ Heavy Equipment Operator
- ▶ Nunavik Arctic Guide (AEC)
- ▶ Light Vehicle Mechanics
- ▶ Welding (A.E.P. accreditation)
- ▶ Automobile Mechanics

## Other promoters/employers

- ▶ Air Inuit - Sparrow
- ▶ FCNQ - Class 3 Drivers Permit
- ▶ Childcare - Nutrition
- ▶ KI - Building Maintenance
- ▶ NRBHSS - Health and Social Services Sector
- ▶ First Responders
- ▶ NV - Bus Drivers Permit



# Challenge

## ► Objectives

- Help students acquire work experience and improve their understanding of the labour market and stimulate work ethics throughout the year and summer period

## ► Participants

- Minimum 14 years of age
- Must have attended school on a full-time basis during the previous year and intend to continue studying full-time the following school year

## ► Duration

- Part-time, maximum of 35 weeks within the regular Nunavik school calendar, maximum 15 hours/week
- Summer, maximum of 40 hours/week



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# Delivery Assistance

## ► Objectives

- Obtain expertise that is not available in Nunavik, needed to develop training plans for participants
- Assistance can be used to promote and prepare training programs, identify potential participants, or to provide specialized services



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# General Projects

## ► Objectives

- Offer productive short-term jobs to unemployed individuals by creating jobs that help them become active members of the workforce through work related training and experience
- Coordinator must **present a project** that will,
  - Relate to community development
  - Offer full-time jobs of a minimum of 30 hours/week



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# Persons with Disabilities

## ► Objectives

- Assist persons with disabilities in preparing for, obtaining and maintaining employment
- Objective achieved in testing innovative approaches that demonstrate best practices to promote the economic integration with persons with disabilities



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# Other Programs

## ► **Stay in School**

- To help students at risk to complete their education and provide all students with an exploration of career choices attained through education and a successful integration into the labor market

## ► **Individual Action Plans**

- Provide customized employment and training assistance to individuals seeking to improve their employability, preparing for, obtaining and improving their skills
- Action plan tailored to the individual's specific needs

## ► **Self-employment Assistance**

- Assist unemployed persons to secure self-employment through the creation of a small business

## ► **Nunavik Scholarship Funds and Trainee Allowances**



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# KRETC

- ▶ **Kativik Regional Employment and Training Committee (KRETC)**
  - Advisory Committee; the major employers in Nunavik
  - Priority is given to job creation projects
  - Analyze training needs in Nunavik, as well as financial estimates from the input of regional organizations
  - Establish priority for training according to the regional needs and budget availability



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# Specific Programs



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YOUTH EMPLOYMENT SERVICES NUNAVIK  
CARREFOUR JEUNESSE-EMPLOI NUNAVIK



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 Thinking around Education  
 Pensées Éducation



# PIJUNNAQUNGA

**COMMITMENT. LEARN. EARN.**



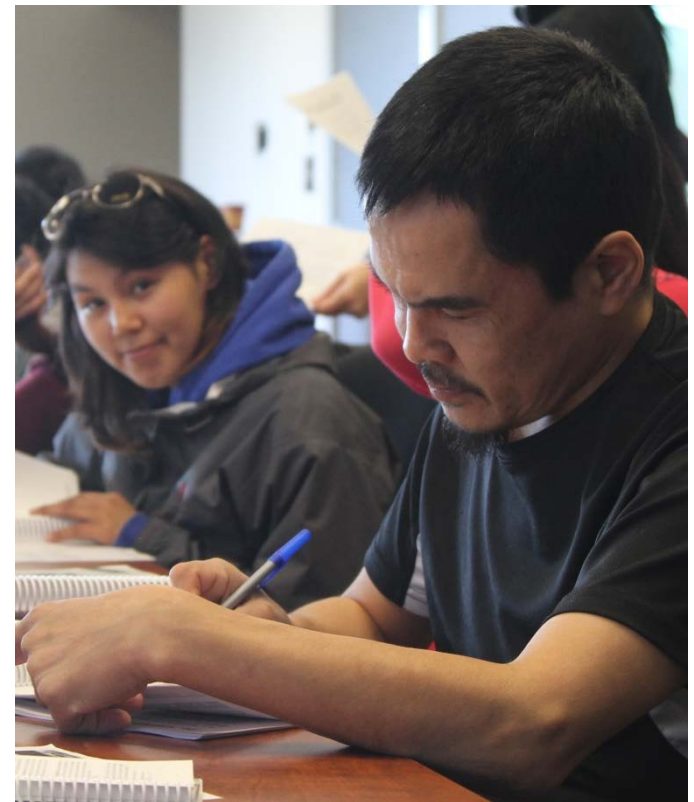


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- A photograph of three women standing indoors, likely in a school hallway, participating in a bake sale. The woman on the left is wearing a purple winter coat with a fur collar and is holding a white bowl filled with chocolate chip cookies. The woman in the center is wearing a maroon winter coat with a fur collar and glasses; she is holding a white sign that reads "BAKE SALE YES YOUTH EXCHANGE FUNDRAISER". The woman on the right is wearing a green winter coat with a fur collar, glasses, and a colorful patterned scarf; she is also holding a white bowl filled with chocolate chip cookies. In the background, there is a large potted plant with green leaves and a red wall.





- **Sanajiit** is focused on developing a strong and autonomous regional construction workforce through the delivery of work placement and training services.







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- ▶ Internship program that aims to empower young Inuit from Nunavik to develop their skills through hands-on work experience.
  - in-depth interviews
  - intensive training session
  - two paid internships in Nunavik organizations with a firm mentoring support



- ΔΕΙΞΤΕ ΜΕΡΟΣ  
 ΔΕΙΞΤΕ ΑΝΤΙΣΤΑΣΗ
- LA PERSÉVÉRANCE  
 SCOLAIRE EST  
 L'AFFAIRE DE TOUS
- SCHOOL  
 PERSEVERANCE  
 IS EVERYONE'S  
 BUSINESS
- 
 ΕΣΥΜΑ  
 Training around Education  
 Προσόντων Εκπαίδευση
- 





- ▶ The Ivritvik Centre, located in the Montreal borough of Verdun, opened in 2010. The centre serves Inuit in the Montreal metropolitan region. Its objective is to help participants join the workforce or return to school.
  - Individual coaching - Individualized action plans
  - Guidance counseling - Basic skills development
  - Job search strategies
  - Career development
  - Activities with working professionals
  - French courses for beginners





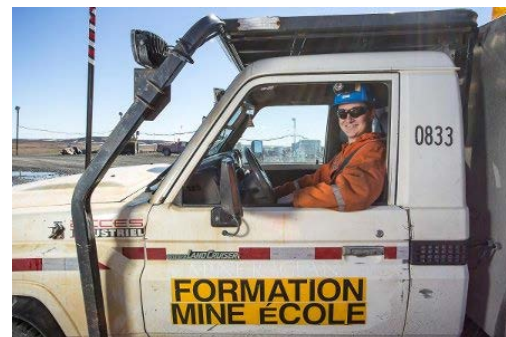
# Kautaapikkut

## ► A strategy to significantly increase the number of Inuit working in the mining industry.

- Building training capacity
- Strengthen pre-employment processes
- Reinforce employee retention
- Improve education levels

## ► Partners

- Kativik Regional Government, SED
- Glencore Group (Raglan Mine)
- Canadian Royalties
- ESDC
- Emploi-Québec
- Makivik Corporation
- Nunavik Landholding Corporation Association
- Nunavik Mineral Exploration Fund
- Kativik Ilisarniliriniq



# Questions?

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## Thank you    Merci



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