



Cree Human Resources Development Department
of the Cree Nation Government

Building a Cree Mining Workforce

An Overview of the Eeyou Mining Skills
Program

June 1-2, 2016

Mission:

“To equip and empower individuals with the skills and knowledge to achieve meaningful and sustainable employment and personal success”



Cree Human
Resource Development

CHRD

Our Mandate

Vision:

“Help build a qualified and professional workforce to fill any employment need in Eeyou Istchee”

“Literacy is important not only for personal development, but also for positive educational, social and economic outcomes.

Organisation for Economic Co-operation and Development



Cree Human
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CHRD

“Education is the Key”

Educated people not only earn higher incomes but also contribute disproportionately to business innovation, productivity, and national economic performance. There is a strong and direct relationship between educational attainment and economic growth.

Conference Board of Canada



Cree Mining Inclusion Plan

Start-up

Introduction SPF Agreement

Eeyou Mining Skills Enhancement

1. A Four Year Agreement
2. 1.6 Million (ESDC)
12.5 Million (Partner Cont.)

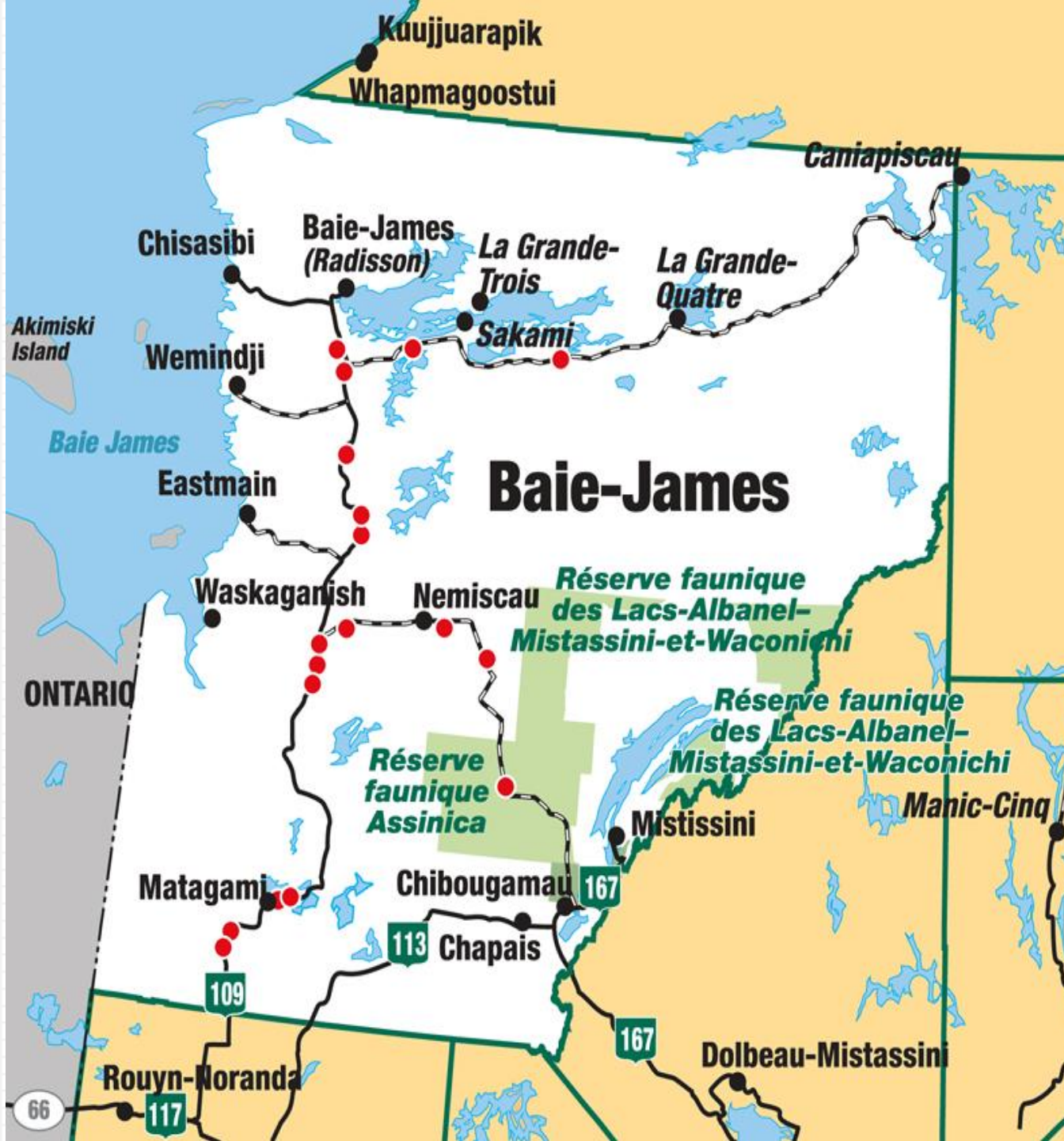
Objectives

- ✓ 400 assessments
- ✓ 200 Interventions
- ✓ 110 employed

Rationale

- Client education gaps
- Readiness in advance of mining employment

Eeyou Istchee



- Population as of 2016: 18,000
 - 60% living on the coast
 - 40% on the inland
- 9 Communities within 5,586.23 km²
 - 5 Coastal
 - 4 Inland
- Cree is the official spoken language
 - English is the primary language written and spoken (98.7%)
 - French is a secondary language (37.7 %)



A Cree Inclusion Framework

Labour Development



Skills Assessment



Training Model



Delivery



**Integration, Support &
Monitoring**

Understanding the labour requirements, the labour availability in the territory, and the state of readiness in the territory

Evaluating workplace skills and vocational training readiness to create a client action plan prior to entering training or the workplace

A continuous liaison with industry partners to develop a training program that fits their needs.
e.g. Workforce Inclusion Plan

Vocational partners from either MELS recognized programs or customized training solutions based on the employers needs

Aiding retention of workers on site by ensuring employer commitment, experienced resources and a link to continued skills development by providing financial assistance

Labour Market Development

- 1) Understanding job requirements and employment needs of industry
- 2) Profile available candidates for upcoming training and jobs

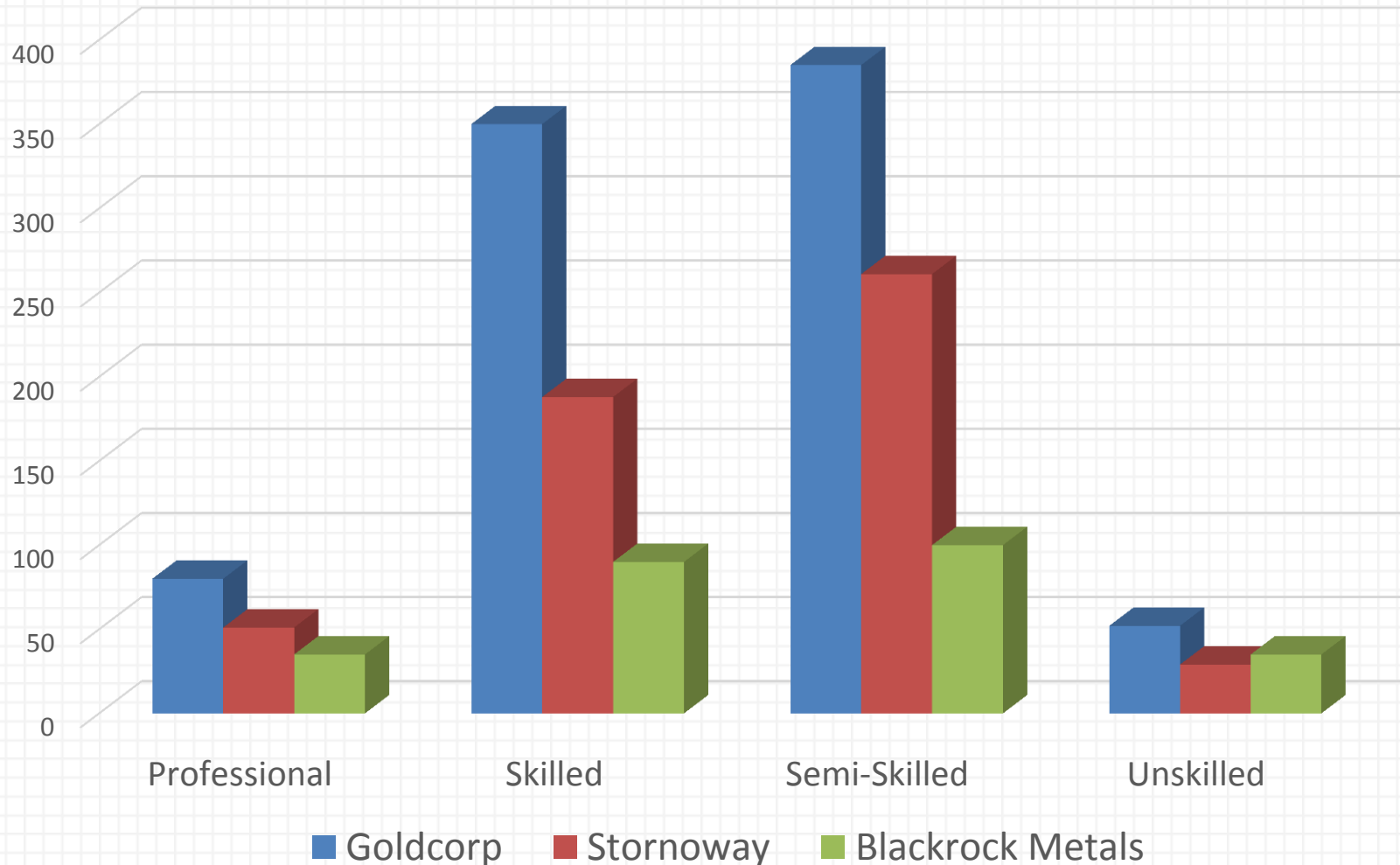


1. ***Public Outreach: Each year CHRD funds and attends events that support industry outreach and networking between our clientele, employers and communities***
2. ***Mining Labour Studies: CHRD/EMSEP impacted communities including Mistissini and Ouje-Bougoumou were assessed to understand the educational level, labour available and skills***
3. ***Employer Needs Assessment: CHRD works with employers across the region to understand what are their HR requirements, skills related to jobs and what timelines need to be considered for training/integration.***

Defining Mining Employment

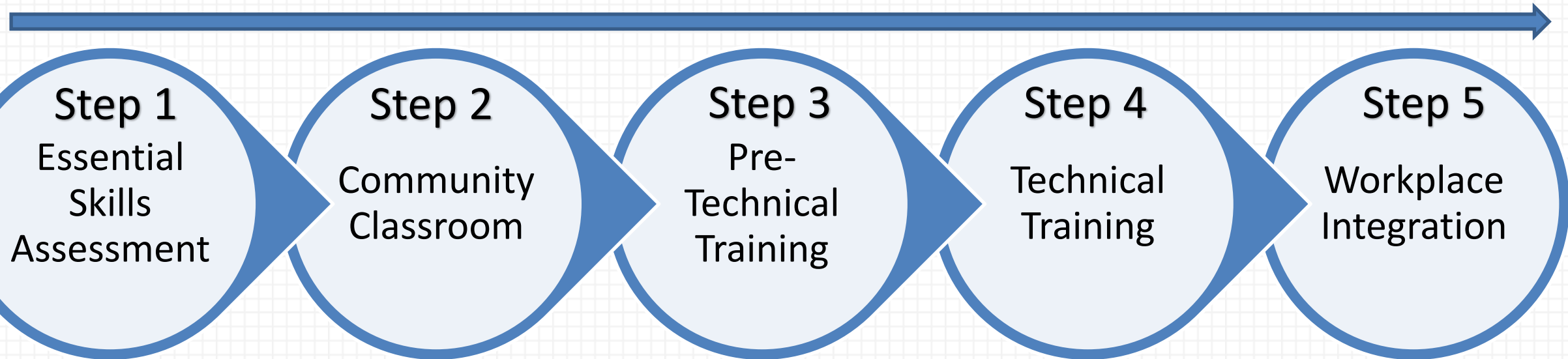
Understanding employer needs

Employment by Skill Level



Does not include
the indirect jobs
that will be created
as a result of mining
activities, which is
nearly equal to the
amount of mining
jobs created
estimated at
1,600 new jobs

Our Continuum of Support



Industry
Partner

Training Model

Purpose: CHRD/CSB work together with industry partner to design a training model that is employment driven



Cree Workforce Inclusion Plan

- ***CHRD worked with industry partners and Cree School Board to develop a model for recruitment, essential skills , technical training, employment and retention***
- ***Each partner have their responsibilities outlined in the model and many are collaborative between partners***
- ***Regular meetings are held to ensure that each member of the partnership is informed about all facets of the model and progress to date.***

Training Delivery

Purpose: Address readiness in essential skills pre-entrance to technical training



Pre-Technical Training

- *All candidates undergo a 10 day curriculum delivery of pre-technical ES programs*
- *Working in partnership with the Cree School Board and other educational partners*
- *Life Skills related to mining is an integrated element*

Onsite Support & Training With Industry Partners



Integration, Support and Monitoring

- *As operations come into effect, the work integration will begin*
- *On-going support during employment includes employer driven support mechanisms coupled with CHRD work integration funding.*
- *This is intended to improve the overall level of retention and employment advancement of Cree workers at the mine site and open up entry positions for new Cree workers*



Cree Human
Resource Development

Outcomes

What has been achieved 2012-2016?

Results

Project Interventions



Data Note:

Employment within sector is measured from the time of intervention within 2 years where a client finds employment within the field of mining or a parallel sector relevant to their training.

- ✓ TOWES Skills Assessments: 544/400
- ✓ Training/Skills Interventions: 395/200
- ✓ Employment: 219/110
- ✓ In Sector Employment 154/110

Mining Vocational Programs

Ore Extraction
65 Diplomas – 6 Programs

90%

Mineral Processing
21 Diplomas – 3 Programs

57%

Drilling & Blasting
12 Diplomas- 2 Programs

70%

Diamond Drilling
15 Diplomas- 2 Programs

83%

Northern Heavy Equipment Operators
86 Diplomas- 8 Programs

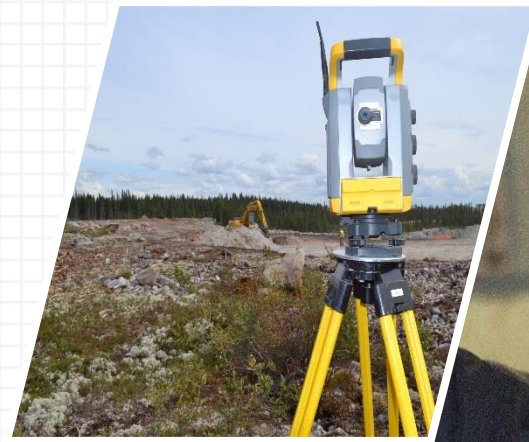
90%

Heavy Equipment Mechanics
3 Diplomas- 1 Program

30%

Mobile Mine Mechanics
15 Diplomas- 2 Programs

63%



Mining Vocational Programs

Professional Cooking
10 Diplomas – 1 Program

83%

Class 1 Truck Driving
28 Diplomas – 3 Programs

70%

Class 3 Truck Driving
29 Permits- 3 Programs

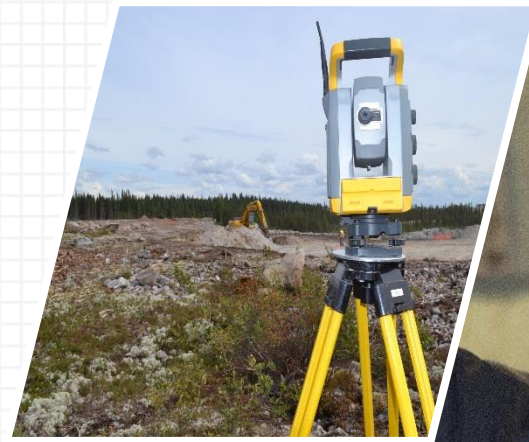
79%

Mining Modules
172 Cards- 19 Programs

76%

Industrial Security
9 Diplomas 1 Program

76%



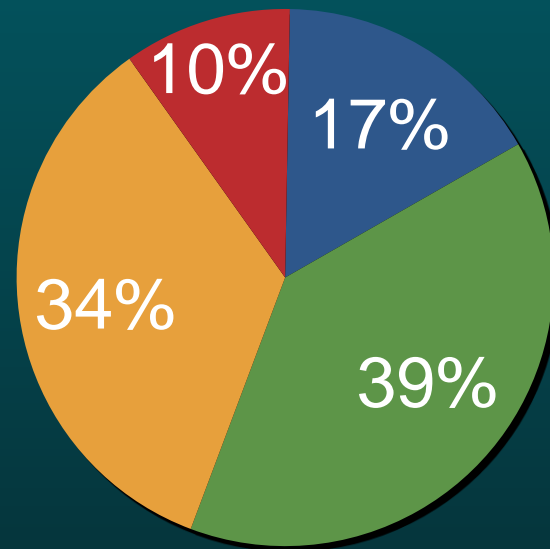
Employment

Post-Training Results



Client Data Note:

Employment within sector is measured from the time of intervention within 2 years where a client finds employment within the field of mining or a parallel sector relevant to their training.



65 ■ Employed out of
sector of training

154 ■ In Sector

136 ■ Unemployed
Skilled Labour Pool

40 ■ At School



Contact Us!

Whether you have specific needs or just want to say hello, feel free to send us a message or give us a call.

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