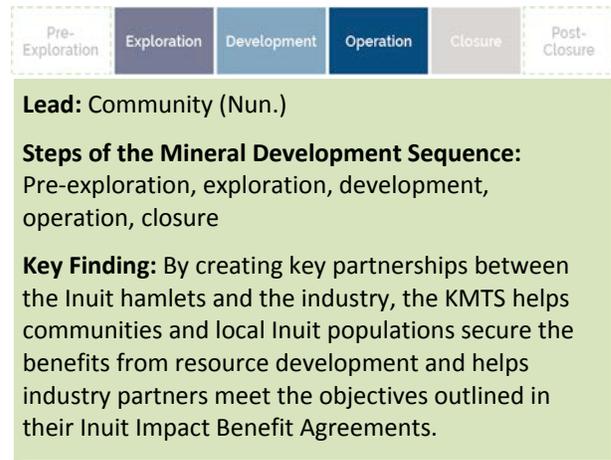


The Kivalliq Mine Training Society

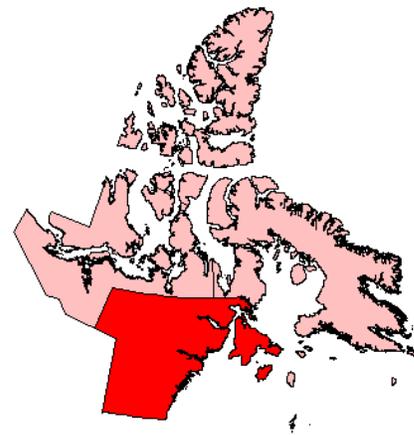
Context

Kivalliq is an administrative region of Nunavut with seven Inuit hamlets and a population of approximately 9,000. It consists of the portion of Nunavut to the west of Hudson Bay together with Southampton Island and Coats Island. The Kivalliq Mine Training Society (KMTS), launched in 2010, is an Inuit and private-sector partnership created to strengthen the Kivalliq regional labour force. It uses a number of programs and support activities to help prepare individuals and communities in the region to take full advantage of the opportunities presented by mineral resource development in Nunavut, including Agnico Eagle's Meadowbank gold mine and the company's second gold project, Meliadine.



Description of Measures Implemented

The KMTS's work readiness and skills opportunities programs combine targeted training initiatives and work experience in either a community service project or a work placement with a prospective employer. Participants between the ages of 16 and 30 are then given seven to eight weeks of experience and training that will help build their resume and give them the necessary skills for employment. Additionally, the KMTS and the Nunavut Arctic College have worked together to establish a pre-trade course to prepare participants for select trades entrance exams. The KMTS also supports skills training in occupations such as diamond drilling, welding, Class III and Class I driver training, and heavy equipment operation.



Kivalliq region of Nunavut

The KMTS works with the hamlets and industry partner Agnico Eagle to build support networks for families dealing with fly-in/fly out (FIFO) working conditions, which is crucial as one of the largest needs identified by employers is retaining and securing long-term employment in the region. The Coping With FIFO program teaches mine workers and their spouses to coping skills for the FIFO lifestyle with a four-day program on site at Meadowbank.

The KMTS Literacy and Essential Skills program is focused on improving the literacy and essential skills of adults in the Kivalliq Region. The KMTS contracted the Nunavut Literacy Council for their Miqqut Project, which brings together women who are interested in gaining traditional sewing skills with embedded literacy opportunities. This project and other initiatives have actively helped to address learning and literacy issues and essentials skills needed for the labour market.

Working with Agnico Eagle, the KMTS has entered into subagreements associated with its Upward Mobility Program, which ensures that entry-level Inuit employees complete additional training required for advancing in the workplace. Moreover a career ladder system, called the Career Path, is used as a

transparent system for career development and advancement. The program is designed to offer employees with limited formal skills or education an opportunity to advance toward more meaningful employment and improved compensation.

Results

Since its inception, the KMTS has completed programming in all seven hamlets of the Kivalliq region and has worked closely with each of them to develop collaboration to identify community needs, propose programming ideas, engage local resources, assist in promotional and recruitment activities, and play an active role in program delivery. Since 2009, the KMTS has helped train and place hundreds of Inuit into mine-related jobs. Between 2012 and 2015, approximately 1,300 Inuit have benefited from their programs and training initiatives and another 1,600 are expected to enter into the programs over the next three years. To further its work and impact, the KMTS continues to work with Agnico Eagle and the Nunavut Literacy Council to execute its literacy and essential skills strategy. Such work has aided in the translation of English to Inuktitut and the revision of several training programs for clear language and better understanding.



Kivalliq Mine Training Society program participants

Lessons Learned

KMTS's work has showcased the necessity of developing partnerships. By identifying targets and establishing partnerships with industry, educational institutions and governments, the KMTS has been able to reduce skills gaps and increase capacity and employability while creating a positive impact in each hamlet within Kivalliq. Partnering and establishing a trustworthy network has enabled KMTS to receive both the strategic support and the level of coordination required to develop employment skills initiatives directed at the mining industry.

For more information, contact:

Angie Perkins

Executive Director

Kivalliq Mine Training Society

PO Box 888 Rankin Inlet, NU X0C 0G0