

SEIZING OPPORTUNITIES: CHALLENGES AND SUCCESSES OF ARVIAT'S TRAINING PROGRAMS

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Kivalliq Trade Show
October 1, 2014



Training in Arviat – Overview

- ▣ Overview of Arviat
- ▣ Arviat CED/Mining Goals
- ▣ Arviat's training programs
- ▣ Successes
- ▣ Challenges
- ▣ Future Programs and Directions

Arviat - Overview

- ▣ Large, young, rapidly growing population
- ▣ High demand for employment
- ▣ Close to Churchill and Rankin Inlet
- ▣ Quiet and isolated – but connected
- ▣ Very strong traditional culture
- ▣ Important for stakeholders to understand the communities



Arviat Workforce

- ❑ Large numbers of people seeking employment.
- ❑ Largely low levels of education, training, and experience.
- ❑ Population is very young and growing very fast – so demand for jobs, housing, & infrastructure is going to grow exponentially.
- ❑ There are “social” challenges and barriers to employment.



Arviat Businesses

- ▣ Some established local businesses, especially in construction.
- ▣ Large retailers are major economic contributors and employers.
- ▣ Eskimo Point Lumber Supply is the major local business, with operations in retail, logistics, transportation, hotels, and construction, and recent expansion into Rankin Inlet.
- ▣ Small business startup is a challenge.
- ▣ Difficult for Arviat to compete with major centres.

Arviat CED Focus Areas 2013-2018

COMMUNITY ECONOMIC DEVELOPMENT PLAN FOCUS AREAS:

1. Targeted Training
2. Education, Career Development, & Workforce Participation
3. Cultural Resources, Renewable Resources, & Tourism



Arviat Training Goals

- ▣ Primary goal – to open doors for Arviatmiut to access skilled, high-paying jobs in the mining industry.
- ▣ Secondary goals – increase workforce participation and education levels.
- ▣ Goals chosen to focus on needs and realistic outcomes.
- ▣ Priority is training and workforce development to build local wealth and capacity.

Training Programs – Overview



- ▣ Flagship Program - Arviat Diamond Driller's Training Program
 - 8 weeks, 12 students
 - 50+ grads to date
 - 60% employment rate
- ▣ Class 5/Class 3 Driving
 - Class 3 Literacy Challenges

Training Programs – Cont'd



- ▣ Welder's Trade Readiness Programs
 - 8 weeks, 8 students
 - First Program Completed March 2014
 - Job possibilities
- ▣ Work Readiness Program
 - 3 week 'intervention'
 - Good results
 - How to increase value?

Training – How did we get here?

2009 – 2010

- Preliminary discussions
- Planning
- Developing Partnerships

2011-2013

- Funding secured for drilling program
- First intakes of drilling program
- Planning for next steps & programs

2013-2014

- Development of Welding and Work Readiness Programs.
- Kivalliq Mine Training Society.
- Family Readiness & Support.

2014-2015+

- Increasing focus on skilled trades & basic literacy.
- What's next?



Successes

- ▣ Employment
- ▣ Local Economic Growth
- ▣ Partnerships



Employment

- ▣ Employment rates vary greatly by program & over time.
- ▣ 60% - 70% drilling & welding placement (with caveats!).
- ▣ Trainees tend to move in and out of the field.
- ▣ Many jobs are short term and/or seasonal.

Local Economic Growth

- ▣ Employment – increased income for years to come
- ▣ Local businesses – sales, hotels
- ▣ Tourism
- ▣ Long term investment & growth
- ▣ Community well-being



Partnerships

- ▣ Industry
- ▣ Government
- ▣ Development & training organizations - KMTS, KPID, etc.
- ▣ Educational institutions



Challenges

- ▣ Program/Course Development
- ▣ Funding
- ▣ Employment
- ▣ Aftercare
- ▣ Literacy/Education
- ▣ Social Challenges



Education

- ❑ Department of Education put a special emphasis on literacy ... citing “underdeveloped literacy skills as the number one reason why students fail to graduate from high school.”
http://www.nunatsiaqonline.ca/stories/article/65674nunavuts_school_principals_review_new_standardized_curriculum/
- ❑ Hamlet or industry-run programs are only a few weeks – but they are one stage in a life of learning.
- ❑ What is the Hamlet’s role in education?



Social Challenges

- ▣ Housing
- ▣ Financial Management
- ▣ Family Responsibilities
- ▣ Traditional Lifestyle – how to find balance?



Future Training Programs



- ▣ Heavy Equipment Operator/Class 3
- ▣ Mechanics, millwrights, & other trades
- ▣ Human Resources/Finance
- ▣ Canada-Nunavut Job Grant

Challenges Make Opportunities



Thank You - Questions?

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