



**KIVALLIQ MINE TRAINING SOCIETY**  
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# KMTS Report Card

Kivalliq Trade Show

October 1, 2014

Canada 



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Kivalliq Inuit Association

# What is KMTS?

- An independent, not-for-profit organization
- Inuit-private sector partnership
- Employment benefits of resource development
- Partnering with employers, hamlets, other agencies
- Innovative: training, family support, informal learning
- Pilot Project (2 year)



**An important asset in the Kivalliq Region...**

# How big an investment?

- KMTS received nearly \$7million over two years
- From Federal, Territorial Gov'ts and Agnico Eagle
- Funds are in addition to other agencies, KPID, ALTS, FANS, NAC
- Through partnerships, its projects represent over \$14million in Kivalliq
- KIA, a key partner



In-kind and cash contributions make projects possible...

Canada 



**AGNICO EAGLE**

# Where do funds go?

- Half of the funds flow to partners who implement their own programs
  - Agnico Eagle, Mine Training and Employment (\$2.6M)
  - Arviat Drillers Program (\$600K)
  - Nunavut Literacy Council, Miqqut - Embedded Literacy Program (\$256K)



**Partners are accountable to KMTS for results...**

# Where do funds go?

- The other half covers KMTS operations and its own programs and initiatives:
  - **Skills and Opportunities**, pre-employment (\$660K)
  - **Targeted Training**, skills training and pre-trades (\$460K)
  - **Mine Family Initiatives**, to improve access and retention in mining jobs (\$480K)
  - **Persons with disabilities**, inclusion in training and employment (\$90K)



Baker Lake participants in HEO training

**Delivered in partnership with  
College, hamlets and employers...**

# What is our accountability?

- To the community, to our partners, to our funders, to our participants
  - Were the funds properly managed?
  - Did we do what we said we would do?
  - Was it a good experience?
  - Did we get the results that we were looking for?



**Training must lead to a job and sustainable employment and earnings...**



# How do we measure results?

- **Employment Results**
  - Participants, completions, outcome (work, promotion, school or training)
- **Learning:** How to embed essential skills in community programs
- **Innovating:** demand driven training, programs and initiatives for mine families
- **Capacity:** working with hamlets and employers



# How are we doing, 6 months to go?

- **Employment:**
  - Participants, 749
  - Completions, 550 (more still in training)
  - **Outcomes, 242 working, promoted, back at school or in further training**
- **Learning:** Miqqut project completed in Rankin Inlet, Workshop held in August, second project in Baker Lake
- **Innovation:** develop and pilot program for mine families, building community-based spouses groups
- **Capacity:** Training committee: exchange of experiences, plans and mapping of demand occupations; partnerships with hamlets and employers



Baker Lake, Pre-trades Course was delivered on a 2 week on, two week off intensive schedule to simulate mine shift work



Repulse Bay Skills and Opportunities gave good results



# What's working, what's not?

- ★ Promotions at Meadowbank
- ★ Work Readiness / Labour Pool
- ★ Pre-trades
- ↓ Work Readiness, mine site
- ↕ Skills and Opportunities, pre-employment
- ↕ Driver Training, Class III, Cl I

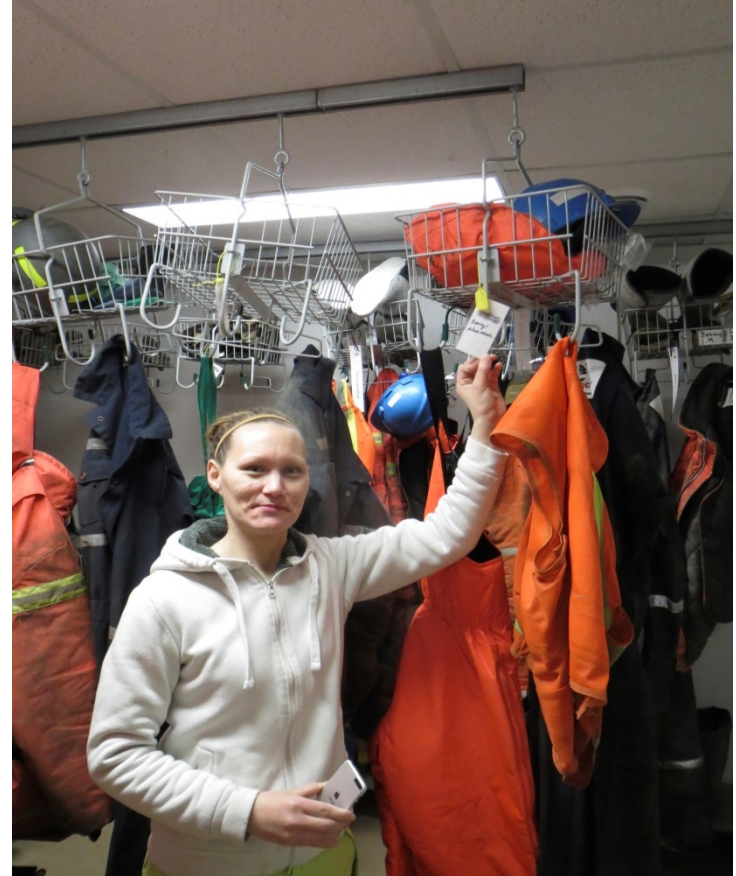


Challenges	Strategies
Changing events	Re-allocate
Design	Consult/plan/implement adjust
Capacity	Building relationships
Foundation skills	Short, practical training
Testing	Coach, timely, oral testing
Jobs	Support and follow up

**KMTS will build on success and experimentation...**

# Faces...

- Geena, Coral Harbour
  - Miner's spouse with 4 children
  - Participated in Mine Family Workshop
  - Took on coordination of Sewing Group for mine spouses as a KMTS casual employee
- Sewing group enabled KMTS to do needs assessment, establish links to mine spouses, build a network



**Participant: “The sewing group is like a benefit of mine work”**

# Faces...

- Debbie Tookanachiak,  
Baker Lake
  - pre-employment Work Readiness course
  - job interviews
  - trained as a housekeeper
  - Haul Truck Trainee program, 336 hours on the simulator and on the field
  - Haul Truck operator



**“I want to follow my career path all the way.”**

# What's to come?

- **The job is not done, -**  
Meadowbank, Meliadine
- Elements of a renewal proposal:
  - 5 years, continuity of effort
  - Labour Pool
  - On-site employer training
  - Workplace literacy
  - Mine family measures
  - Pre-employment
  - Demand Driven Skills Training
- Consistent with IIBA, NIRB hearings, lessons



**KMTS needs champions!**