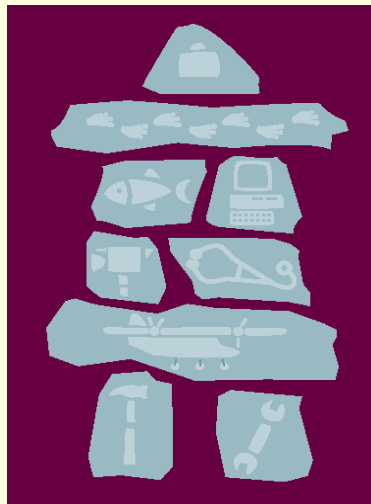


Sanajiit Project

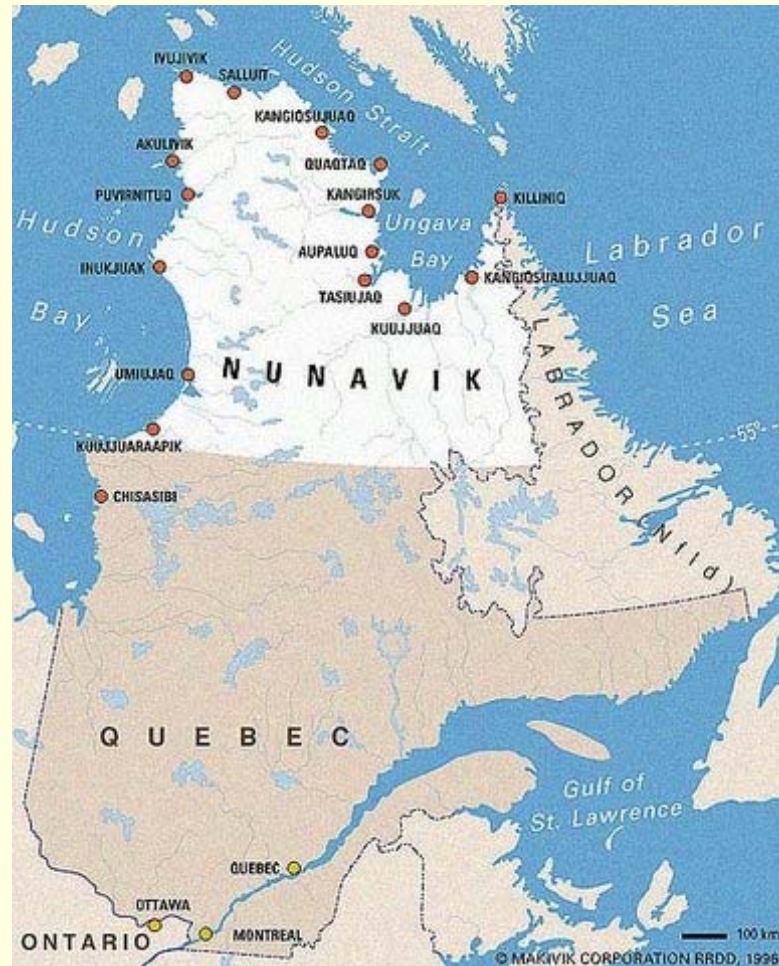


Employment, Training, Income Support and
Childcare Department

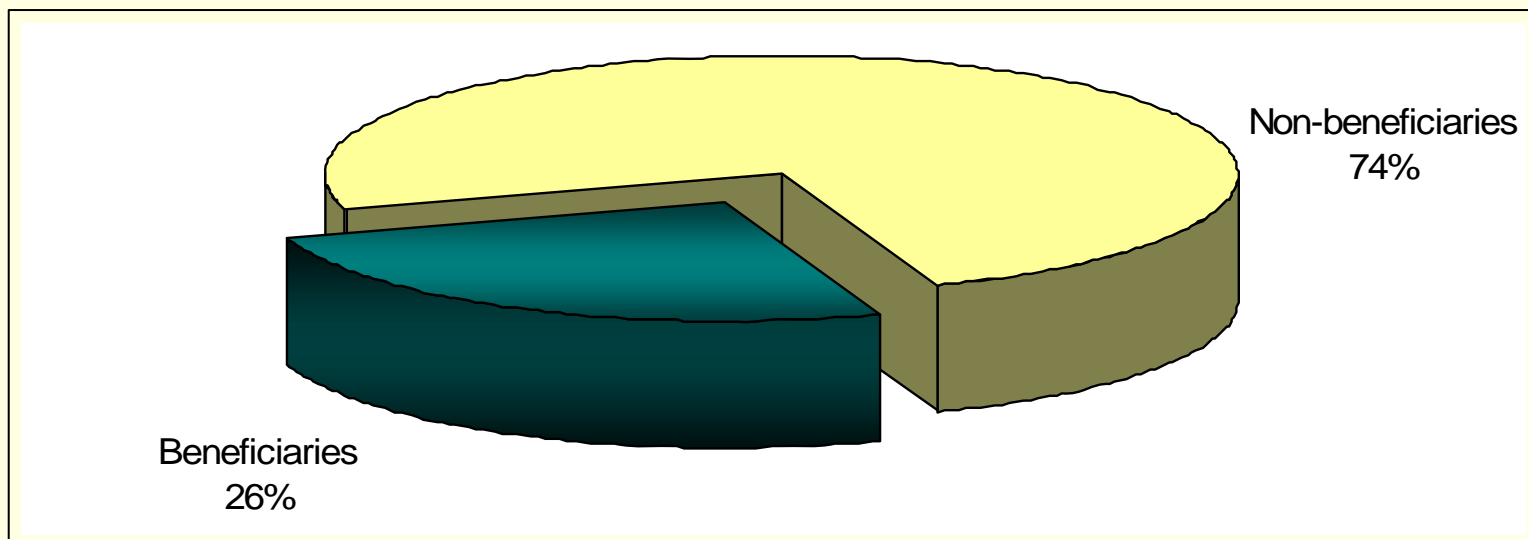
Kativik Regional Government

May 2007

Nunavik



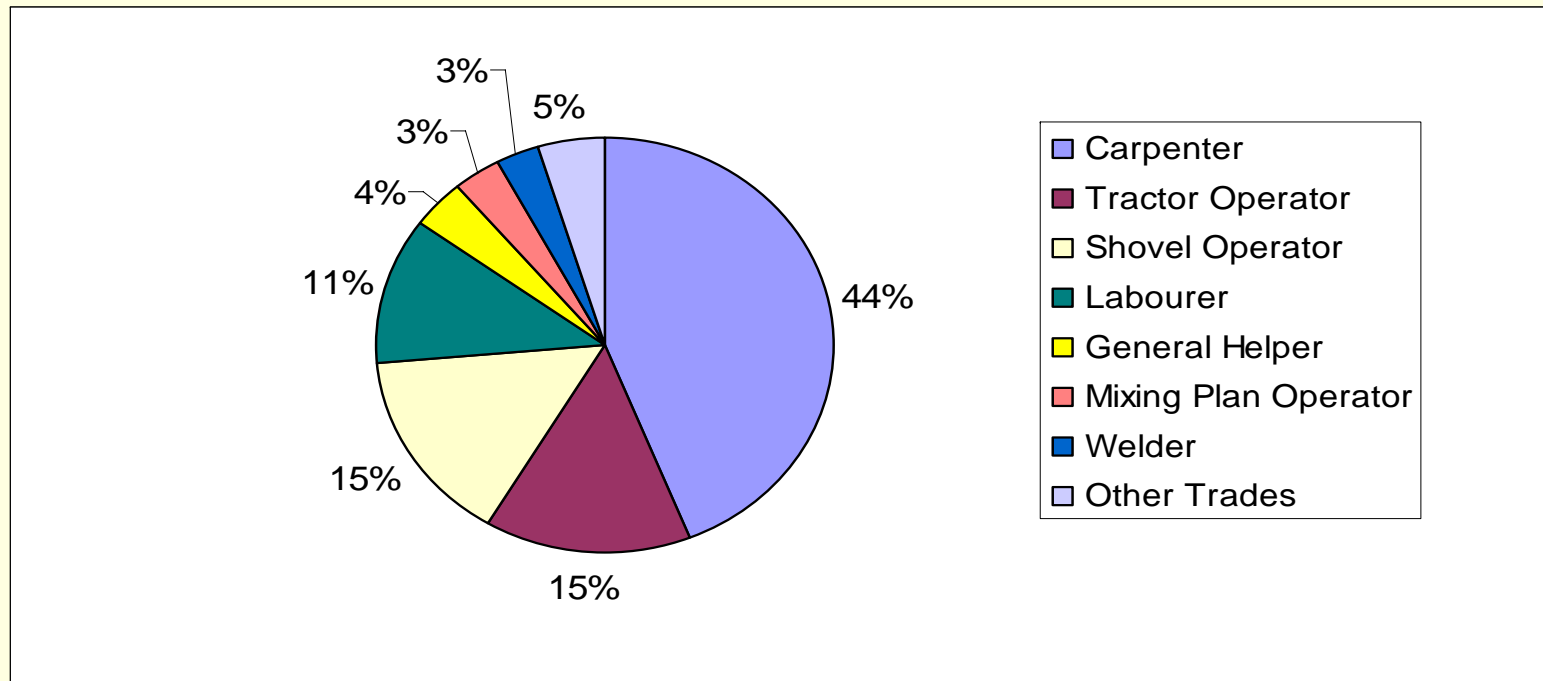
Nunavik's construction sector



Seasonal jobs: 434

Source: KRG data, 2005.

Hours registered by Nunavik workers – according to trade



Source: CCQ data, 2005.

Problems and challenges

- Transfer of knowledge
- Worker retention
- Insufficient working hours
- Lack of confidence
- Lack of co-ordination
- Construction industry laws and regulations

Sanajiit Project strategic objectives

- Maximize the number of construction jobs held by Inuit
- Foster the interest of Inuit in construction-industry careers
- Inform construction contractors of the right of Inuit to access related jobs

Sanajiit Project action plan (2004-2009)

- Qualify 80 Inuit construction workers through construction-industry training programs
- Establish a regional hiring list
- Organize on-the-job training
- Certify 20 Inuit construction workers for CCQ examinations

Apprentice booklet

- Five trades: carpenter, electrician, plumber, heavy equipment operator, heavy equipment mechanic
- 2 copies of booklet: 1 for participant and 1 for Project
- Modules organized to allow skills to be assessed
- Modules linked with MEQ-approved training
- Time and order of modules are not predetermined
- Signatures confirm mastery of skills

Contractor responsibilities

- Provide Inuit with access to construction sites in Nunavik
- Ensure that Inuit apprentices have an opportunity to learn all required skills
- Assess the mastery of these skills
- Integrate Inuit apprentices into work teams
- Ensure that Inuit apprentices acquire the necessary work hours and skills to enrol in CCQ qualification examinations

Journeyman roles

1. Trainer
2. Partner
3. Leader
4. Assessor

On-the-Job Training Program

The Kativik Regional Government's On-the-Job Training Program provides support for the following employer expenditures up to a maximum of 60% of the project's cost:

- Participating employee wages up to a maximum of \$11.80/hour
- Mandatory employer expenditures: 100%
- Training
- Training materials as well as related equipment and facilities
- Travel

Sanajiit Project achievements

- Created a database to track Nunavik construction workers, based on the CCQ information
- Delivered the general construction work-site health and safety course to all Sanajiit Project participants
- Delivered pre-employment training to some Sanajiit Project participants
- Adapted the KRG On-the-Job Training Program (45 participants to date)
- Disseminated information about the Project among construction contractors in Nunavik

Sanajiit Project achievements (cont.)

- Updated the databank of workers registered under the Sanajiit Project
- Visited construction sites to observe apprentice training
- Introduced a number of construction-related programs in partnership with the Kativik School Board

Sanajiit Project goals (2007-2008)

- Continue to urge the CCQ to create a distinct labour pool for Nunavik
- Negotiate with the CCQ how to apply in Nunavik apprentice card criteria
- Create the Nunavik Construction Employment and Training Steering Committee
- Increase the number of Sanajiit Project participants working on construction sites
- Promote and publicize the rights of Inuit construction workers

Implementation

- Strong political commitment
- Partnership with contractors
- Placement agency role
- Increased dissemination of information
- Increased communication

Implementation

- Development of a stable and trained labour pool
- Financial incentives to contractors to ensure the transfer of skills
- Focus on contractors and workers who are truly committed to the Sanajit Project