



Eeyou Mining Skills Enhancement

Stephen Forward & Abel Trapper, May 31 2012

Val D'Or, Quebec



CHRD Mandate

CHRD's Territorial Programs has the mandate to increase capacity of individuals interested in being employed in key sectors.

Cree Nation Mining Policy

CHRD has a key mandate to provide services related to employment and training.

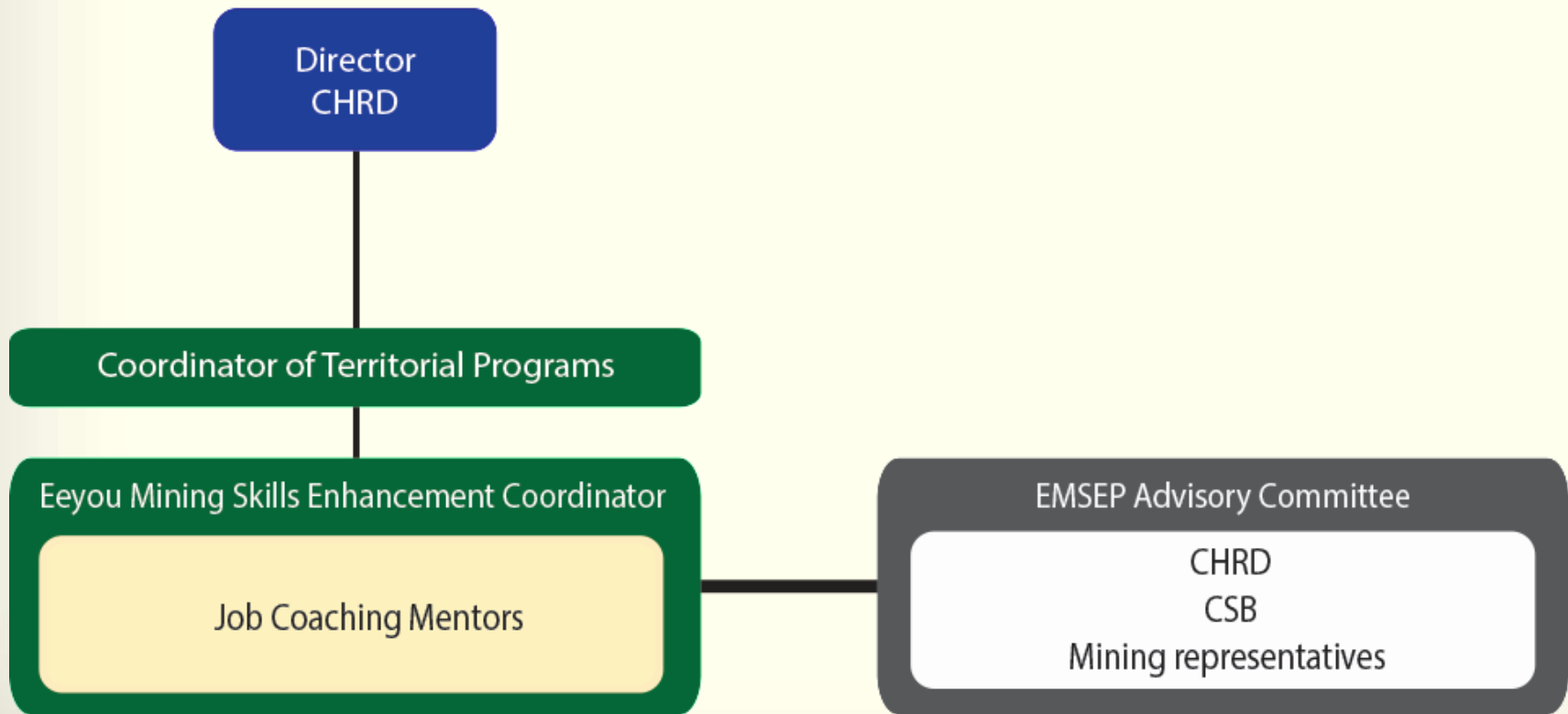


Project Overview

- ➔ **CHRD's Eeyou Mining Skills Enhancement Project (EMSEP):
Three year program**
- 👤 **300 assessments of aboriginal participants**
- 👤 **150 training to employment participants**
- 👤 **80 jobs secured**



Organizational Structure



Partners

Cree Entities:

- Cree Human Resource Development
- Cree School Board



Federal Governance

- HRSDC Canada



Mining Companies:

- Goldcorp
- Stornoway
- Tawich, Redpath, Norascon



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Barriers to Employment

Cultural and Social:

Adjusting to work cycles

Impact on traditional lifestyle

Qualifications and Certification:

Lack of experience in mining

Inadequate education/training

Work Readiness

Lack of familiarity and understanding

Of expectations



Recommendations

Cultural and Social:

- 1-Early education of work cycles and impact on traditional pursuits
- 2-Counseling follow ups by mentors and job coaches

Qualifications and Certification:

- 1-Targeted essential skills upgrades
- 2-Increased vocational trades for mining

Work Readiness

Pre-screening participants for work in the sector



Essential Skills

- “Through a focused assessment of reading, writing, numeracy, document use and oral communication skills the Essential Skills program provides an overview of the foundational abilities of the participant or employee”
- Assessments would be targeted towards the prerequisites of the mining industry
- Skill Plan is a national leader in the development of Essential Skills workplace solutions



Occupation Codes/Profiles

- ➔ **1) Develop a profiling methodology:** Using national occupation codes and linking the needs of the workplace
- ➔ **2) Collect and evaluate profile data:** Develop employer specific occupation profiles for use in curriculum development
- ➔ **3) Working with industry partners:** to create adapted curriculums for specific work environments



Work Readiness and Essential Skills

CHRD and CSB is currently working with SkillPlan and Industry Partners to create:

1. Assessments,
2. Training programs/curriculum
3. Course materials
4. Train the Trainer program:
for foundational skills programs to address the skills gaps and create a work ready employee

Linking the needs of the workplace



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Mentoring and Support

Job mentors provide:

- 1) assists participants with the development of employability skills,
- 2) career counselling and advice,
- 3) help participants overcome barriers to employment,
- 4) provides liaison between workers and future employers



Workplace Support

Following the successful completion of the program many clients still require assistance:

- CHRD offers a wide variety of services towards employment, career advancement, and capacity building
- Continued support for social and personal issues in the workplace and during training



Territorial Programs

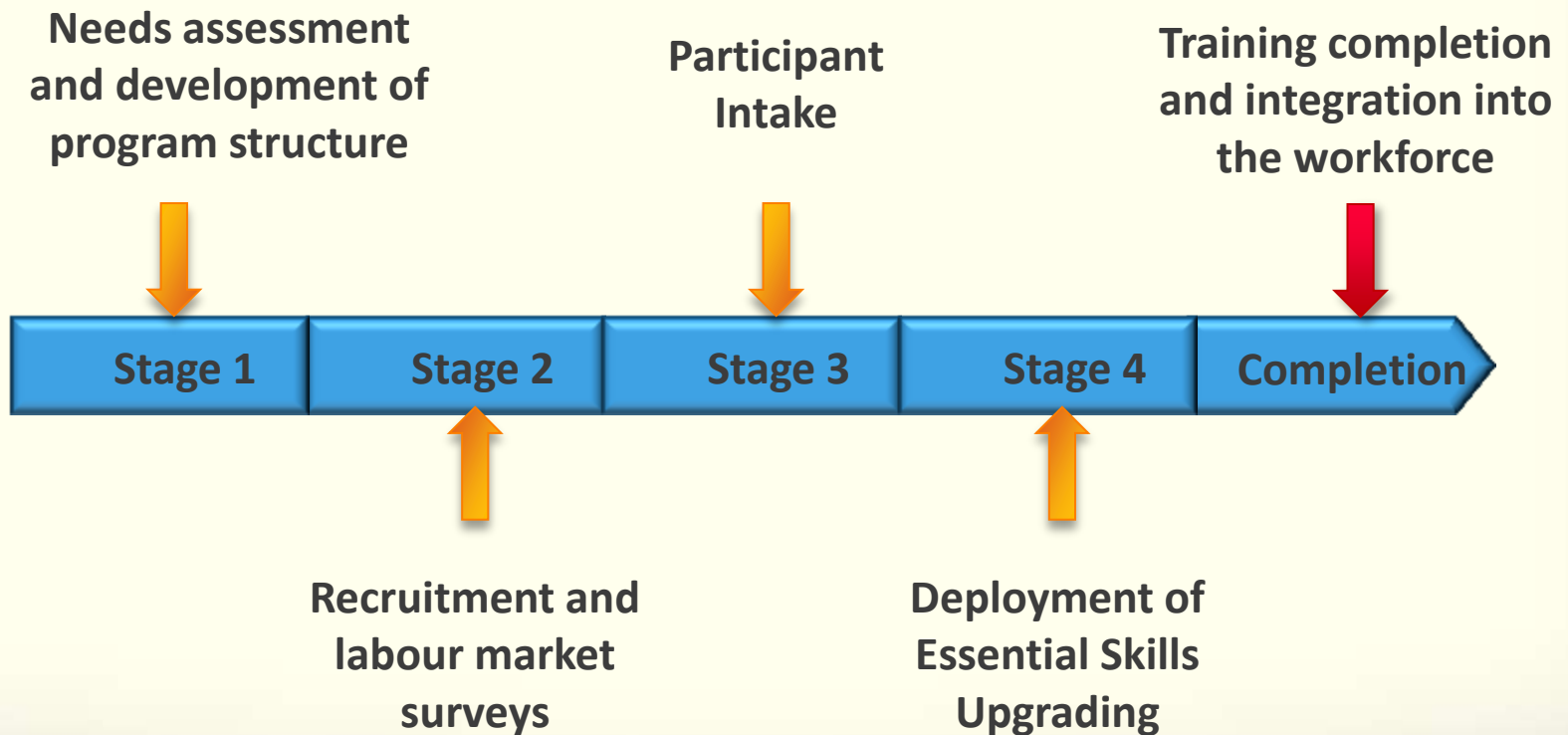
➔ Design to enhance Cree employment in targeted industries, mining as a key example.

Key programs highlights include:

- ✓ *Training*
(Vocational/Institutional)
- ✓ *Employment Placement*
(On the Job / Apprenticeship)




Project Stages



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Thanks For Listening

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