

# Prospects

FEATURE

CHALLENGES CREATE OPPORTUNITY

## NORTH WORKS!

*A pan-territorial  
strategy delivers  
northern jobs  
and prosperity*

**NEW!** BRINGING MORE  
THAN A SILVER LINING  
TO THE DEHCHO

### + TRAINING FOR LIFE

*First responder courses provide  
valuable skills on and off the job*

### + A TOOLKIT FOR SUCCESS

*Taking industry professionals  
to the next level*



Mine Training Society  
NORTHWEST TERRITORIES



# ABOUT MTS

The Mine Training Society is a unique partnership comprised of mining industry, Aboriginal, and public government representatives. Its role is to support Aboriginal people and northerners in finding long-term employment in the mining industry.

MTS evaluates, trains and places northerners in mining and mine-related jobs. It draws on the resources of the NWT Department of Education, Culture and Employment and Aurora College; the occupational requirements identified by mining companies and the leadership of many NWT communities. Since 2004, MTS has served over 1095 individuals with training and/or career counseling and has placed more than 800 northerners in high paying jobs.

## FUNDING

Since 2004 the Government of Canada's Aboriginal Skills and Employment Partnership (ASEP) has provided MTS with approximately 50 per cent of core funding. Its mine members: Diavik Diamond Mine Inc, BHP Billiton, and De Beers Canada and other training partners have generally matched ASEP contributions.

Effective March 31, 2012 ASEP funding has ceased. Mine members have agreed to increase contributions to enable MTS to continue meeting human resource demands until the society locks in other funding from other sources.

In July 2011, MTS entered into an agreement with Human Resources and Skills Development Canada to deliver the More than a Silver Lining Project under the Skills and Partnership Fund.

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# NORTH WORKS FORGES ITS OWN DESTINY

*“While the federal decision was outside their influence, MTO’s in all three Territories turned their attention to what they could influence, banded together, sought the support of stakeholders and created a Pan-Territorial Advocacy Initiative called: North Works”*

If destiny is what we make it then the Mine Training Organizations (MTO’s) across the North are casting a solid future forged in years of unprecedented success. MTO’s have placed 1,400 Aboriginal/First Nations trainees in high-paying industry jobs across Canada’s three territories over the past eight years.

Despite their record, Human Resources and Skills Development Canada didn’t renew agreements for the Aboriginal Skills and Employment Partnership (ASEP), eliminating 50% of project funding. The communiqué left no room for error, offering organizations two stark choices: “wind up activities, and if necessary, their organizations.” Roughly \$4 million in annual funding disappeared effective March 31, 2012 for northern MTO’s.

While the federal decision was outside their influence, MTO’s in all three Territories turned their attention to what they could influence, banded together, sought the support of stakeholders and created a Pan-Territorial Advocacy Initiative called: *North Works. Northern Jobs - Canadian Prosperity*. In the near-term, partners in mining and territorial governments in Nunavut, NWT and Yukon have stepped up to ensure that training pipelines had the resources to continue.

## NORTHERN JOBS, CANADIAN PROSPERITY

Collectively, there are 26 mine opportunities at advanced stages of regulatory approval across Canada’s three territories. Direct mining employment to 2017 is projected to reach 10,724 jobs with an annual estimated payroll of \$850 million. The rewards on a national level are compelling. Total income taxes and royalties to Ottawa are an estimated \$2.4 billion over the life of territorial mines.

Meanwhile, the human resource challenges are daunting. Forecast employment is cause for both celebration and concern. Available jobs

*“MTO’s are delivering trained workers and mining companies are delivering taxes and resource royalties in spades. Under these circumstances, a funding partnership with the Federal government is a legitimate expectation.”*

*- Ted Blondin, Chair, MTS*



*“MTO’s have hit on the right formula... Industry, federal and territorial governments must work together to move things forward.”*



NWT Premier, Bob McLeod

at-peak will total 29,000. Northern human resource data has identified 13,000 northerners available to fill the new positions. The only assured way to meet a portion of the mining industry’s appetite is to continue incubating the workforce through MTO’s. NWT Premier Bob McLeod, who sits on the North Works Steering Committee, says: “MTO’s have hit on the right formula...Industry, federal and territorial governments must work together to move things forward.”

Kelly Arychuk has seen the value of MTO’s from many angles. She’s held senior human resource positions at De Beers NWT, is a former Chair of the NWT Mine Training Society, and is currently the Vice President of Mine Support Services for Victoria Gold in Yukon Territory. “Industry knows what it needs and Northern MTO’s deliver,” says Arychuk. “They foster collaboration between Aboriginal Governments and industry that lead to real jobs. We’ve had tremendous success in the past and we can build on that for the future. It makes no sense to abandon funding for MTO’s. The need for them has never been greater.”



Kelly Arychuk, VP, Victoria Gold

To say Arychuk understands the need from a practical point of view may be an understatement, which is why she too has stepped up to sit on the North Works Steering Committee.

## MORE THAN MEETS THE EYE

The elimination of MTO funding is a strategic issue for Northern Canada, clearly borne out by the “Who’s-Who” participating on committees. It includes Senators, MPs, Premiers, Deputy Ministers, senior college officials from all three territories, and Presidents and VP’s of northern mining companies, along with national mining organizations. While sustaining MTO’s is the central issue, sustaining Northern Colleges is a close second. MTO’s partner with post-secondary institutions to deliver a wide array of training programs in each territory. The loss of MTO’s would be a blow to the sustainability of colleges in each jurisdiction should trades and mine-related enrolments dwindle.

## THE NATIONAL STAGE

North Works has been gathering momentum since it first met in Yellowknife in October 2011 and was given a mandate to advocate for federal funding with a single, unified voice. Last fall, the NWT Mine Training Society made a presentation to the Standing Committee on Northern Resources in Ottawa. The presentation focused on the very real economic interests of the territories and the screaming demand for mine training in the North. The numbers are irrefutable.

In January 2012 Steering and Working Committees were formed and sanctioned a strategic plan aimed at federal advocacy. All stakeholders - MTO's, Territorial Governments, Northern Colleges, Northern Mines and communities - are now working cohesively to achieve the goals of *North Works - Northern Jobs, Canadian Prosperity*. The next step is a significant advocacy push with Members of Parliament.

"Territorial governments are not in a position to fund MTO's. They don't receive full resource revenues from mines. Those royalties go to Ottawa. We're not seeking handouts. MTO's are delivering trained workers and mining companies are delivering taxes and resource royalties in spades," says Ted Blondin, Chair of the NWT Mine Training Society. "Under these circumstances, a funding partnership with the Federal government is a legitimate expectation," he adds.

The continued success of Northern mines is a matter of national interest. They're driving GDP, royalties and tax revenues at a time when the economy is faltering in other jurisdictions.

The Conference Board of Canada's near-term outlook for Canada's three territories (September 2011) is captured in three words: very, very positive. The North will lead the country in economic growth (GDP) for the next 36 months. The interim funding from their partners buys MTO's time to make their case with decision-makers in Ottawa. It's difficult to see how that case could be ignored. The Northern mining industry, national industry groups, Northern Colleges and Territorial Governments are all singing from the same song sheet.

While governments tend to turn a deaf ear to a single voice, it's nearly impossible to ignore a chorus. Sometimes taking destiny into your hands is the only way to overcome it. MTO's are well on the way to forging a future of their own making.



### NORTH WORKS

Northern Jobs + Canadian Prosperity

*North Works simply denotes the focus of the project, while the action statement ties the focus to the national interest. The colour palette is based on environmental tones. The gray-blue and light blue represent the North's day and night skies, water, ice and the Arctic. The icon of a person represents prosperity and the aspirations of northern people reaching for better skills and a better life symbolized by the Polaris (North Star).*



# A TOOLKIT FOR SUCCESS

*At the Northern Leadership Development Program, promising industry professionals discover the skills, resources and perspectives they need to achieve the next level and beyond.*



Louise Lafferty, BHP

Ask Louise Lafferty the most important lesson she learned from her involvement in the Northern Leadership Development Program (NLDP) and she'll tell you immediately: "I found out what kind of leader I was."

It was a discovery she made early on in the program, an eight-module course delivered by Yellowknife's Aurora College with the support of the Mine Training Society (MTS), the GNWT's Department of Education, Culture and Employment, and key industry players such as BHP Billiton, Diavik Diamond Mines, and NorTerra.

Initiated in 2011, the program was designed to help promising, front-line employees unlock their career potential while providing plenty of tools to help them balance professional development with personal growth.

"The first module is all about discovering your leadership style," says Lafferty, a Hay River-born-and-raised mother of four and grandmother of five who has been in the mine industry for nine years. She had already worked her way up the ranks of BHP Billiton when she entered the program. Starting in administration in the company's safety department back in 2003, she now works as a training planner and superintendent.

"My leadership style was transactional - very process-oriented and direct," she said on the day after she and her classmates celebrated their graduation from the program's first year of operation. First year graduates ranged from process plant technicians and surface mining equipment operators to administrative types such as Lafferty.

"The program helped me realize that was my style, but that I needed to understand other peoples' styles, and maybe take something from them. I had to become more relational. I tend to work on my own and I didn't stop and take the time to learn where others in my team were. I was just too busy in my own mind."



## NORTHERN LEADERSHIP DEVELOPMENT PROGRAM MODULES

**1**   
PERSONAL  
DEVELOPMENT  
/COACH MENTORING

**2**   
COMMUNICATION  
SKILLS

**3**   
EFFECTIVE  
PERSONAL  
LEADERSHIP

**4**   
EFFECTIVE  
TEAM  
LEADERSHIP

**5**   
MANAGING  
IN THE  
MIDDLE

**6**   
PROBLEM SOLVING  
AND DECISION  
MAKING

**7**   
CULTURE AND  
DIVERSITY IN  
THE WORKPLACE

**8**   
CONFLICT  
RESOLUTION

“Now I know to stop and take a moment. Even if it takes one minute to stop and say hello and find out how others are doing, it’s a minute well-spent.”

But learning to temper her own leadership abilities with lessons learned from others was just the first step in a process that will continue long after the program is over.

“The program helped grow our self confidence, and introduced us to a whole world of new perspectives that will help us in our workplace and in all our dealings with others. And it was also part of building a really valuable network. If I’m having an issue, I now have 22 other people in my toolkit!”

Each of the eight modules takes 21 hours to complete, typically spread out over a four-day period.

### LOCATION

Aurora College Yellowknife/North Slave campus.

### WHO IS ELIGIBLE FOR THE NLDP?

Any employee sponsored by their employer.\*

Program attendees must have a designated coach/mentor within their company or organization. Attendees must have a Grade 11 or higher reading comprehension, and should come with a keen interest in personal and professional development.

*\*If you want to enroll in the program but do not have a sponsoring employer, contact Kerry Robinson, Manager, Program Development, Aurora College.*

For more information [krobinson@auroracollege.nt.ca](mailto:krobinson@auroracollege.nt.ca) or 867.872.7014/5143



# A WARM HELLO TO THE DEHCHO

*The 'More than a Silver Lining' training-to-employment program brings opportunities to the Dehcho. The Mine Training Society's new job coach in Fort Simpson sees a great future.*

Big plans are afoot in the Mackenzie Mountains. Canadian Zinc Corporation has been developing its Prairie Creek zinc, silver and lead mine for over a decade. Known mineral resources at the site have quadrupled while the corporation undergoes five separate environmental assessments, acquiring a wide range of exploration and development permits and licences, and, along the way, investing some \$45 million. It's just the beginning of the energizing effects the mine will have on the Dehcho.

With a new office just opened in Fort Simpson, the Mine Training Society (MTS) will be there to ensure prospective mine employees have all the support and training they need through the *More than A Silver Lining Project*. "I'm excited," says Darlene Sibbeston, the Fort Simpson-based Job Coach. "This is all going to have a real impact on the communities here. It's an essential step for the Mine Training Society to be much closer to the region." Sibbeston should know. She was raised in



Darlene Sibbeston

the Dehcho, with family roots there that stretch back for generations. "I know the region, the people, the families."

Since graduating from the Management Studies program at Arctic College in 1993, Sibbeston has spent her working life in the area, including stints as an administrative officer for the village of Fort Simpson and as a client service officer for the Department of Education, Culture and Employment. Now it's her task to help ensure that the people of the Dehcho get the most out of the mining opportunities coming their way.



Canadian Zinc Corporation's Prairie Creek Minesite

Canadian Zinc will employ 120 people during mine development and construction and 220 people when it's in full operation. Through Impact Benefit Agreements signed with the Nahanni Butte Dene Band and Liidlii Kue First Nation and a socio-economic agreement with the GNWT, the company is committed to maximizing business and employment opportunities for Dehcho communities. It's targeting a minimum level of 25 per cent Aboriginal employment at the site, and will give preference in all its supply and support contracts to local Aboriginal businesses and services.

Sibbeston says, "Ideally, the *More than a Silver Lining* Project will result in 70 or more jobs for Aboriginal people throughout the Dehcho. The Federal Government has contributed \$3,072,225 to the project through the Skills and Partnership Fund. Canadian Zinc, the GNWT and five communities are contributing an additional \$1.5 million. Partner communities will also provide 10 jobs for graduates in administration or in heavy equipment operating.

"Canadian Zinc is very pleased to partner with the Government of Canada (HRSDC) and MTS to help train our Aboriginal neighbours for future employment in the mining industry, and specifically in our Prairie Creek mine," says John Kearney, Chairman, President and CEO of Canadian Zinc Corporation.

"Maximizing Aboriginal employment opportunities for the members of our local communities are fundamental to the success of the Prairie Creek Mine. These training-to-employment program enables local Aboriginal people to develop the skills they need to take advantage of long-term jobs, occupations and careers at Prairie Creek and in the industry," adds Kearney.

And Canadian Zinc Corporation, along with MTS, isn't wasting anytime getting on with the job of creating jobs. Even before MTS opened for business in Fort Simpson, the corporation provided work placements for two people in its own Vancouver and Fort Simpson offices, with one going on to a long-term permanent position.

MTS has also delivered Environmental Monitor Technician, Emergency Medical First Aid Responder (EMFR) and Heavy Equipment Operator (HEO) training in Nahanni Butte. Seven candidates passed the EMT program and four successfully completed the HEO course and will be working with Rowe's Construction on the spring road maintenance project. Of course, they'll all be available to the Prairie Creek Mine when the time is right.

The mining jobs, in many ways, are just the first, most direct impact. The *More than a Silver Lining* Project will identify some 300 Aboriginal applicants for training. "From that group, we hope to have 118 trainees," says Sibbeston, "and by the time the mine is in full swing, we're aiming to have 70 fully-trained, full-time regional employees on the job."

Mining-related jobs include Mine Administration, Environmental Monitor, Heavy Equipment Operator, Camp Cook and Trades Apprenticeships. But for all of the trainees in the program, Sibbeston and the *More than a Silver Lining* Project will be offering much more than jobs training.

"Once the trainees enter the program we'll be here to support them throughout the whole process," says Sibbeston. "We'll be talking to them one-on-one, finding out how they're doing each step of the way, discussing the difficulties or barriers they may be encountering and how to get past those difficulties. That's my job, in a way. To identify barriers and help them get past them."

Sibbeston is personally committed to the success of the *More than a Silver Lining* program. "The Mine Training Society's approach is to take a strong, personal, deeply vested interest in each trainee. And that's what I am going to do."

"We offer more than jobs. MTS takes people's lives and helps turn them around, above and beyond employment. These opportunities are not just a way to provide income and stability for their families. They'll be strengthening community capacity and building valuable relationships across the Dehcho."



# 2011/12 NEWS

PHOTO: DAVE BROSHA

Truck maintenance at EKATI

## BHP BILLITON EKATI DIAMOND MINE

In 2011 the EKATI Diamond Mine celebrated the production of its 50 millionth carat. Quite an accomplishment for Canada's first diamond mine.

Coincidentally, this significant milestone aligns with the 20th anniversary of the discovery of the Point Lake kimberlite by founding geologists Chuck Fipke and Dr. Stewart Blusson in partnership with BHP Billiton. The Point Lake announcement sparked the largest staking rush in North American history and marked a new chapter in the resources industry in northern Canada.

On the investment front, in May 2011, BHP announced approval of the Misery open pit project, at a capital cost of US\$323 million.

This project consists of a pushback of the existing Misery open pit, which was mined from 2001 to 2005. Operations began in October 2011, with ore production scheduled to begin in late 2015 and final production from Misery expected in mid-2017.

On the operating front, since 1999 when EKATI first began development of the mine site, about 77 per cent of the mine's budget has been spent with northern suppliers: C\$3.816 billion.

In addition to this significant infusion into the NWT's economy, the mine also supports and develops northern communities through Socio-Economic and Impact Benefit Agreements, employment and community investment programs.

Related highlights at year-end 2011 include:

- **Employment** - Total head count was 1,528 and 16 per cent of the workforce were women.
- **Training** - 36 employees in various stages of trades training or apprenticeship programs and 40 employees in the Mineral Processing Plant Technician program.
- **Business** - Over C\$327 million spent in 2011 of which C\$197 million was spent with Aboriginal and northern businesses.

## RIO TINTO DIAVIK DIAMOND MINE

In October 2011, Diavik Diamond Mine, a joint venture of Rio Tinto and Harry Winston Diamond Corporation, announced its selection as one of Canada's top 100 employers. This is the second time the mine has captured this honour, a national endorsement of a quality workplace.

Canada's top 100 employers editors described Diavik as "one of the most unique work locations in Canada (and the world)" and a "leading community citizen" citing employee benefits, including pension and share purchase plans, physical workplace, and its Aboriginal

Additionally, four northerners successfully completed their apprenticeships bringing the total number of Diavik trained journeypersons to 31.

- **Business** - Spending with northern business totaled \$302.7 million, or 69 per cent of the total for the year. Of the northern expenditures, \$124.8 million was with Aboriginal business. Cumulative northern spending since 2000 is now \$3.8 billion. Spending with Aboriginal businesses and their joint ventures has surpassed \$2 billion.



Blades for the wind turbines were the longest loads ever shipped over the ice roads: 33 meters.

development and northern resident scholarship programs. As well, Diavik's work with local communities was rated "exceptional." One of the key characteristics measured was Diavik's training opportunities and skills development initiatives. Highlights in 2011 include:

- **Employment** - The northern workforce averaged 642 people, well above original projections. Contributing to the workforce increase in 2011, Diavik hired 60 underground mining staff.
- **Training** - 34 northern and Aboriginal apprenticeships with the mine and with its northern contractors helping to build a skills legacy in the North.

Diavik commenced development of the NWT's first large-scale wind project in 2011. Four 2.3 megawatt turbines will be constructed providing a capacity of 9.2 megawatts. Diavik currently, relies on diesel fuel for all its energy needs. The wind turbines, shipped up the 2012 winter road, are expected to provide nine per cent of power needs at the site and lower diesel fuel consumption by approximately four million litres per year. When the wind farm is commissioned in late 2012, Diavik will be the world's first mine with a large-scale, wind/diesel hybrid power facility.



## DE BEERS CANADA SNAP LAKE & GAHCHO KUÉ MINES

De Beers Canada operates the Snap Lake Mine in the Northwest Territories and the Victor Mine in Northern Ontario, and is a joint venture partner with Mountain Province Diamonds in the proposed Gahcho Kué diamond mine, also located in the NWT.

- **Employment** - In 2011 the Snap Lake Mine provided 678 person years of employment, including De Beers Canada and contractor employees. Northern employment was 249 (person years), of whom 145 were aboriginal NWT residents.
- **Training** - From the start of operations in 2008 through the end of 2011, a total of 64 trainees have worked at the Snap Lake Mine, including 18 trades trainees, 17 apprentices and 29 underground miner trainees.

De Beers continued its commitment to literacy, learning and individual development in 2011. Last year, the company offered 318 courses at the mine, attended by 8,954 people, for a total of 12,500 training hours. It is also pursuing a variety of onsite training, including Ontario Common Core for underground miners, and 69 per cent of its underground miners had completed the basic certification at the end of the year. De Beers also introduced Your Money Matters, an online personal financial training program, in 2011. It's available through Aurora College Community Learning Centres and to employees at the Snap Lake Mine.

The Mine Training Society (MTS) continues to be a significant De Beers partner and many of the Snap Lake

Mine's underground miner trainees have come to the company after graduating from the MTS Underground Miner Training program.

In partnership with MTS, De Beers continues to help change the face of mining in the NWT by encouraging females to work in the industry. Female employees fill just five per cent of mining trades across Canada. In the NWT more than 30% of MTS trainees are women. When a female employee came to the company pursuing the possibility of an apprenticeship as an electrician, De Beers partnered with MTS to make it possible.

Looking forward, De Beers is busy working through the regulatory and permitting stages for its Gahcho Kué Project, located at Kennady Lake, approximately 280 km northeast of Yellowknife. The project is currently undergoing an Environmental Impact Review and public hearings are expected in December 2012. Upon receipt of permits to build and operate the mine, construction will take about two years. The forecast life of the mine is 11 years.

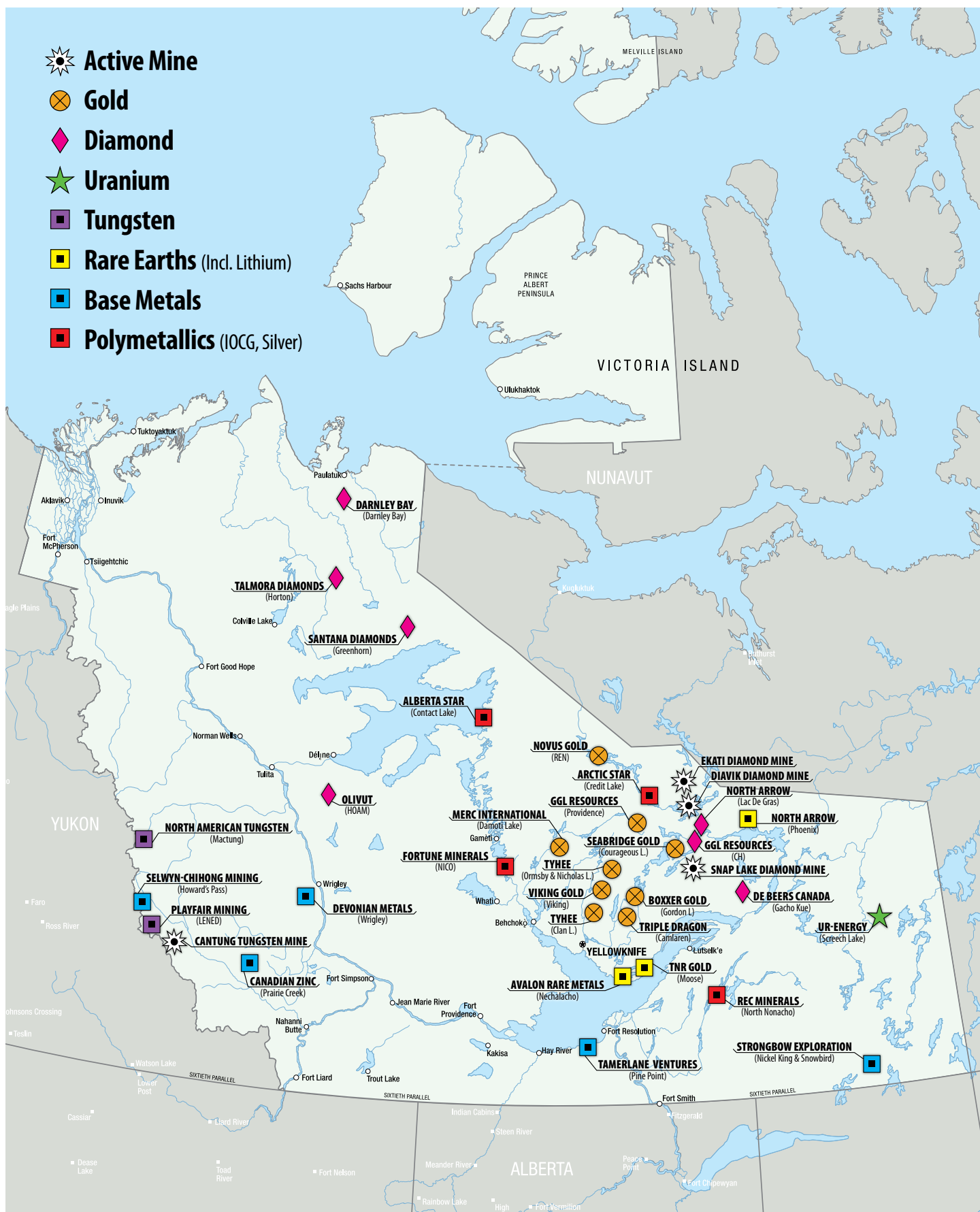
An open pit operation, construction will peak at about 690 jobs and during operations, the mine will employ between 360-380 people. Annual production will average 3 million tonnes of ore and 4.5 million carats.

The plans for De Beers' proposed Gahcho Kué Project anticipate continued work to train northern residents in partnership with the MTS, building on the shared success of Snap Lake.



Trudy Beaulieu, a graduate of the MTS Underground Miner program, is an underground haul truck driver at De Beers Canada's Snap Lake Mine.

# MINERAL EXPLORATION AND MINE PROJECTS



# NONE OF US IS AS SMART AS ALL OF US



The MTS Team (standing L to R): Hilary Jones, General Manager; Candy Brown, Assessment Officer; Jessica Enzoe Riddle, Program Assistant; Darlene Sibbeston, Job Coach; (seated L to R) Vanessa Dawatsare, Administrative Assistant; Rachelle Beaulieu, Administrative Coordinator.

There's a tendency to go it alone, to fix things locally, when you operate in small communities. But what if your neighbor down the road has the same needs as you, and her neighbor the same. Why not get together and resolve the matter on a more sustainable scale? Kind of like a community coming together for a hunt to provide for all. Welcome to a new kind of community hunt. Neighbors collaborating to connect communities and people to jobs...more than 500 jobs over the next few years through Regional Training Partnerships (RTP's).

Last year, the Tli Cho Government, the Akaitcho Territorial Government, the Dehcho First Nations and NWT Métis Nation all partnered with the Department of Education, Culture and Employment (ECE), Aurora College, the Mine Training Society (MTS), communities and others interested in training. This isn't just about neighbors getting on the same page; it's about neighbours writing the script from scratch.

While RTP's aren't new per se, they're models effectively used by ECE's Advanced Education to drive supply-side training, this initiative is being driven by demand-side needs; that is what employers really need in the near-term future. An inventory of current and future jobs didn't exist. And a pool of candidates tailored to those needs didn't exist either. So in the final few months of 2011, the RTP's in the North and South Slave and the Dehcho commissioned the first-ever comprehensive needs assessment.

## STEP ONE ASSESS THE JOB MARKET

Every stone was turned. Employers in the public and private sectors were individually interviewed or surveyed on-line to collect accurate, ground level job forecasts.

**The key findings** - More than 500 prospective jobs at all employment levels - from unskilled to management - over the next several years.

**Another finding** - An aging workforce is driving a critical need for succession planning, further supporting the importance of an integrated approach to human resource planning in the regions.

"We're not surprised by the results. The needs assessment validates what we've believed all along; if you're a job seeker there's a future for you in the regions," says Jacqueline McLean, ECE's Regional Superintendent for the South Slave. Like her colleagues in the North Slave and Dehcho, McLean has been fostering collaborative labour market interests for a number of

years, but primarily from the supply-side; i.e. job seekers - those looking for entry or re-entry training. With employer "needs" folded into the equation, the prospects for job-seekers have never been better.

## STEP TWO GOT JOBS, NEED A PLAN

Demand-driven RTP's are a change from the way things have been done in the past and no single entity has the resources or the authority to successfully bring about the change necessary.

"Amazing things can happen when we think outside the box, pool our resources and check our individual agendas at the door. Which is exactly how the RTP's are approaching this new endeavor," says Hilary Jones, General Manager, MTS. At year-end, MTS was applying for project funding from HRSDC's Skills and Partnerships Fund. The purpose, of course, is to enable an integrated, planned training initiative where communities and the private sector can work together to increase their human resource success.

## STEP THREE RECRUITING THE RIGHT PEOPLE

Naturally, the idea is to recruit homegrown talent into training courses, a labour market role that's pretty much second nature to MTS and regional groups, such as the Dehcho First Nations. Gloria Buboire has been the Human Resource Development Manager with Dehcho First Nations (DFN) since 2005. "When we first got started everybody did their own training. Now we share at the regional level and this new partnership will make it even better," she says. DFN first partnered with MTS in 2010/11 for a client participating in the Underground Miner program.

In 2011/12 the partnership grew to include trainees in five programs:

- Underground Miner
- Northern Leadership Development Program
- Heavy Equipment Operator
- Environmental Monitor Training
- Employer Needs Assessment



Dehcho First Nations (L to R): Pauline Deneyoua, Gloria Buboire, HR Development Manager, and Samantha Kovacs.

With the development of Canadian Zinc's Prairie Creek Mine, next year DFN's partnerships with MTS will increase to six programs. Recruiting trainees for the RTP's next year will take a new twist. Facebook, Twitter and other new media will be engaged to drive recruits to apply.

"Electronic media holds a great deal more appeal to younger audiences. It reaches each visitor, each blogger, and each individual in a social, but very personal manner. We're excited about it," says Jones. MTS won't abandon traditional media and recruiting practices. "Recruiting in communities still requires that personal touch, so we'll be there along with community representatives. ECE and the training coordinators with our Aboriginal partners have been tremendous. It's a great combination," adds Jones.



# TRAINING FOR LIFE

*The Mine Training Society and Arctic Response team up to provide a set of skills that are just as important off the job as on.*

As he walked into a classroom in the Dehcho region, Tony Clarke didn't have particularly high hopes. An industrial safety trainer for Arctic Response, a Yellowknife-based organization that provides training in safety, emergency-preparedness response, wilderness survival and more, Clarke surveyed his students with an experienced eye.

There to deliver Emergency Medical First Responder training, Clarke was used to accurately reading his students and estimating their chances of success.

"When I first arrived I thought 'I'm not sure about this group,'" says Clarke, an ex-military medico who's worked with the Red Cross on international disasters. Here, he faced a wide range of individuals from small communities. "You had people with language issues, with literacy issues. People who were 19 and people who were in their 50s." But he'd underestimated his students. At the end of the day, two students stuck around and asked for extra help.

"And out of that group, they ended up being two of the hardest workers. They dedicated themselves to the course. When they did their practical evaluation, which



is an extremely stressful hour, the whole class stepped up and they worked their buns off.”

Arctic Response and the Mine Training Society designed the 50-hour course to provide trainees with the skills to work in remote exploration camps. What they immediately identified was a vital skill lacking in many communities. That’s a view shared by many around the North, including the Northwest Territories’ Fire Marshal Steve Moss, a man who knows a lot about emergencies and the limited ability among northern communities to respond.

“The mines do a lot more training than the communities,” says Moss, “and seeing these people become part of volunteer fire departments would really help.” First Responder training is “a very valuable tool.”

“They teach them how to evaluate emergency situations so that they don’t end up a part of the emergency. And the ability, for instance, to assess hazardous materials situations and to pass that information on to the experts when they arrive.”

Last year, Arctic Response and the MTS ran two courses in Nahanni Butte and Fort Simpson. There were some intense hands-on skills development sessions, like how to take a person out of a vehicle after a car accident and how to handle a person having a heart attack. The course is much more than basic, standard first aid, where you just learn to identify the problem and apply CPR.

“The trainees now have the ability to respond to a medical or trauma emergency if need be. Hopefully,” Clarke adds, “they will only ever do paper-cuts.” Clarke agrees with Fire Marshal Moss that the added value of the program is how much it will mean to communities.

“I’ve been in a small community and been called out at two o’clock in the morning by the local health rep to deal with a medical incident. After this program, you now have people in the community that can assist primary care personnel.”

“Yes, we’re giving people tickets that their employers will need to have, legally, for health and safety reasons, and morally, to protect workers - but we’re also putting skills into the community that didn’t exist before. And that’s the most important part.”

Ron Dennill, Insurance Program Manager of the NWT Association of Communities, couldn’t agree more.

“This is a great idea. These communities are struggling all the time. You need something like this to give small communities champions to rally around and encourage participation in volunteer fire departments.”

While the Emergency Medical First Responder program isn’t going to provide fully-trained firefighters, hydrant systems or firehalls, it will provide communities with trained individuals and - perhaps more importantly - living examples. “They will be getting more people involved, and if they can get more people involved, that’s a great first step,” says Dennill.

These days, Tony Clarke’s impression of his students couldn’t be higher. “Advanced Medical First Responder (AMFR), which is what we taught, is a very hard course. It’s hard academically, and in terms of its practical skills. These students really stood up to it. God forbid, if there is an emergency in their community, these people can now react to it with skills,” adds Clarke. “I’m very impressed.”



## THE SCARIEST THING

### WHAT’S THE SCARIEST PART OF FIRST RESPONDER TRAINING?

*“The scariest thing, I can tell you point blank, is the final exam. During it, the instructors sit quietly. We don’t tell you what to do. We put make-up on a person playing a casualty, or we give the casualty a bunch of information. We sit them in the middle of the room and then we invite you into that room and say: ‘Go!’ For the next five minutes to an hour, you have to work the scenario. It’s pretty realistic. So if we’re saying a person has lost their finger, well, we have something simulating that, something that looks real and is in their face. If they can survive that, they can pretty much survive anything.”*

- Tony Clarke



# THE LEARNING NEVER STOPS

*It wasn't an easy path for James Larocque, a diamond industry worker who's faced challenges, but he's taken bold career steps and now finds himself on the verge of a great future - with a little help from the Mine Training Society.*

Larocque, born in Saskatchewan, but raised heart and soul in the Northwest Territories, has always been an artist. "I used to draw and paint all through high school. It was my passion and I was pretty good at it, I guess. I won first prize in some competition at school," he says, laughing. "Can't even remember where that painting went."

Even with his natural abilities, school wasn't easy for James, in part because of a strong stutter that sapped his confidence and turned minor tasks into major challenges. "I couldn't communicate with anybody. And public speaking? There was no way I would have been able to do that."

Despite his impediment, James finished high school and then found employment with a local diamond-cutting firm. His creative tendencies turned out to be an unexpected asset when he started as an apprentice polisher. "My artistic side helped me to see things in a different light. With diamond polishing you have to be able to see the end product, to be able to look 10 steps ahead. So working with the rough diamond and then seeing what it became in its finished state was like - Whoa! I did that?"

James even got a little second-hand brush with fame three years into his career when pop star Avril Lavigne wore a cross made with the company's diamonds at the MuchMusic Video Awards. This was just the first in a series of steps for James, who embodies the concept of continuous learning that's key to the workforce development philosophies of NWT diamond mine companies. They're dedicated to literacy, learning and development.

BHP Billiton, De Beers and Rio Tinto Diavik all have workplace learning centres that provide a range of programs for the hundreds of employees that rotate to and from mine sites. Programs include pre-trades' entrance and apprenticeship support, adult upgrading, literacy and numeracy programs, and computer training. They assess the learning style of individuals, identify what their needs are and then help them create a learning strategy.

The mines also provide Leadership Development. These programs are designed to help build the next generation of northern leaders. And mine company commitments to literacy, learning and development extend beyond the workplace. De Beers, for instance, just celebrated the 10th anniversary of its Books in Homes Program. The company estimates it has flown more



James Larocque

than 54,000 books to remote communities in partnership with the NWT Literacy Council, to support family and child literacy.

For James Larocque the process of continuous learning was brought into focus when he realized that a lack of formal training was holding him back. “I had high school. And I had a couple of college courses. But not anything that would make me better than anybody else.” So he began exploring ways to improve his chances of getting a better job. That’s when he

contacted the Mine Training Society and enrolled in the Business Administration Diploma Program. “That was about two years ago. I’m almost done the program. And it’s opened up a lot of doors. A lot,” he says.

A foreman’s position recently came up with a diamond polishing facility in Australia, working with pink diamonds. “What a cool opportunity,” says Larocque. The interview

came down to two people for the job. “The other guy had two years more experience. And he got it. But it was great! At least I had the opportunity. I feel like I’m on my way!”

The benefits of James’ commitment to continuous learning have been direct and obvious: a steady ascent up his career ladder, and a deeper understanding of the bigger picture. “And the more I learn and understand, the more confidence I get. I’m not saying I’ll be able to go out and speak in front of 10,000 people, but communicating ideas to my coworkers, giving a presentation to a class, has helped me immensely.”

Today, James Larocque is part of the legacy of learning the diamond mines have brought to the NWT and, most likely, have made him one of the next generation of northern leaders.

*“My qualifications, and ten years of experience, didn’t seem to be really helping me. So I was like, well, what’s the issue? I have all this knowledge.”*



## ABORIGINAL SKILLS AND EMPLOYMENT PARTNERSHIPS PROJECTS CONTINUED FROM 2010-2011

### UNDERGROUND MINER

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201140	36	12	12	\$555,232	\$567,259	\$1,122,491

**GENERAL DESCRIPTION:**

One intake was completed by the end of November, 2011. The program, which won the Premier's Award for Excellence in 2009, is the springboard for many trainees to rewarding employment as Underground Miners. Prerequisite for the program is the Introduction to Underground Miner.

**PROJECT PARTNERS:**

Mine Training Society, Aurora College, De Beers Canada, Deton Cho Training Centre, Department of Education, Culture and Employment

### UNDERGROUND TRAINEESHIP WITH DIAVIK

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201033	n/a	4	4	\$105,908	\$145,344	\$251,253

**GENERAL DESCRIPTION:**

As the final component of the Underground Miner program, the graduate of UGM is offered a 12-week (6 rotations) traineeship at a mine site to put their theory and practice on haul truck, scoop tram and nipper truck to the test at an actual mine site. Successful completers are offered employment with the sponsoring mine site.

**PROJECT PARTNERS:**

Mine Training Society and Rio Tinto Diavik Diamond Mines

### ENVIRONMENTAL AND NATURAL RESOURCES TECHNOLOGY PROGRAM

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201014	19	9	9 in Progress	\$130,000	\$281,000	\$411,000

**GENERAL DESCRIPTION:**

The final year of a two-year program is delivered in Inuvik at Aurora Campus. Aurora College has a transfer agreement with the University of Lethbridge wherein graduates of the ENRTP may receive advanced standing at the university and may enter the third year of the Bachelor of Science Degree.

**PROJECT PARTNERS:**

Mine Training Society, Aurora College, Inuvialuit Regional Corporation, Department of Education, Culture and Employment

### HEAVY DUTY EQUIPMENT TECHNICIAN WITH RTL TRANSPORTATION

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201028	n/a	4	1	\$35,706	\$42,225	\$77,931

**GENERAL DESCRIPTION:**

The purpose of this project was to provide apprenticeship positions for up to 4 individuals. Only one individual has successfully completed Level 2.

**PROJECT PARTNERS:**

Mine Training Society, Robinsons Trucking Limited, Department of Education, Culture and Employment

### INDIVIDUAL SUPPORTS

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
-	n/a	2	2	\$6,279	-	\$6,279

**GENERAL DESCRIPTION:**

The Mine Training Society supported two individuals with their Business Management studies/Project Management training. Both individuals were advised by their employers that they would be advanced in their careers upon successful completion.

### MINERAL PROCESSOR TECHNICIAN TRAINEESHIP WITH DIAVIK

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201136	n/a	5	4	\$12,994	\$62,179	\$75,173

**GENERAL DESCRIPTION:**

As the final component of the Mineral Processor Operator Technician program, the graduate of MPO is offered a 6-week (3 rotations) traineeship at a mine site at the Mineral Process Plant. Previous MPOT graduates have moved on to Millwright Apprenticeships.

**PROJECT PARTNERS:**

Mine Training Society, Rio Tinto Diavik Diamond Mines.

## ABORIGINAL SKILLS AND EMPLOYMENT PARTNERSHIPS PROJECTS INITIATED IN 2011-2012

### UNDERGROUND TRAINEESHIP WITH DIAVIK

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201113	n/a	4	4	\$105,908	\$157,299	\$251,253

**GENERAL DESCRIPTION:**

As the final component of the Underground Miner program, the graduate of UGM is offered a 12-week (6 rotations) traineeship at a mine site to put their theory and practice on haul truck, scoop tram and nipper truck to the test at an actual mine site. Successful completers are offered employment with the sponsoring mine site.

**PROJECT PARTNERS:**

Mine Training Society, Rio Tinto Diavik Diamond Mines

### UNDERGROUND TRAINEESHIP WITH DE BEERS

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201134	n/a	3	3	\$49,845	\$267,491	\$317,336

**GENERAL DESCRIPTION:**

As the final component of the Underground Miner program, the graduate of UGM is offered a 12-week (6 rotations) traineeship at a mine site to put their theory and practice on haul truck, scoop tram and nipper truck to the test at an actual mine site. Successful completers are offered employment with the sponsoring mine site.

**PROJECT PARTNERS:**

Mine Training Society, De Beers Canada, the Department of Education, Culture and Employment

### HEAVY EQUIPMENT OPERATOR

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201147	n/a	4	4	\$98,515	\$99,475	\$197,990

**GENERAL DESCRIPTION:**

Hands on Heavy Equipment Operator training was provided by Rows Construction for four residents of Nanhanni Butte. The successful completers are expected to be working with Rows Construction on the spring maintenance of the Liard Highway.

**PROJECT PARTNERS:**

Mine Training Society, Rows Construction and Deh Cho First Nation (ASETs)

### NORTHERN LEADERSHIP DEVELOPMENT PROGRAM

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
	n/a	24	22	\$110,700	\$62,700	\$173,400

**GENERAL DESCRIPTION:**

This new program is designed for employees in "front line" positions in industry or industry-related businesses or organizations in the NWT. The program is also applicable to people new to supervisory or management roles, such as team leaders or front line supervisors. While MTS provided a \$5000 subsidy, the employers were responsible for \$2,850 for each employee enrolled, as well as travel and accommodations as well as paid leave from work while the participant was in class.

**PROJECT PARTNERS:**

Mine Training Society, Aurora College, De Beers Canada, Rio Tinto Diavik Diamond Mines, BHP Billiton, Norterra, Department of Education, Culture and Employment

### NEXTREME STEEL SPECIALISTS WELDING APPRENTICES

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201142	n/a	2	2	\$16,789	\$16,789	\$33,578

**GENERAL DESCRIPTION:**

NEXTreme hired two (2) welding apprentices in May 2011. NEXTreme received wage subsidy support from the Department of Education, Culture and Employment for both apprentices. Both applicants passed the trades entrance examination and have signed their apprenticeship contracts.

**PROJECT PARTNERS:**

Mine Training Society, NEXTreme Steel Specialists and the Department of Education Culture and Employment



## ABORIGINAL SKILLS AND EMPLOYMENT PARTNERSHIPS PROJECTS INITIATED IN 2011-2012

### UNDERGROUND TRAINEESHIP WITH DE BEERS

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201143	N/A	2	2	\$49,485	\$198,656	\$248,141

**GENERAL DESCRIPTION:**

As the final component of the Underground Miner program, the graduate of UGM is offered a 12-week (6 rotations) traineeship at a mine site to put their theory and practice on haul truck, scoop tram and nipper truck to the test at an actual mine site. Successful completers are offered employment with the sponsoring mine site.

**PROJECT PARTNERS:**

Mine Training Society, De Beers Canada, the Department of Education, Culture and Employment

### UNDERGROUND TRAINEESHIP WITH DIAVIK

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201245	n/a	4	4	\$95,159	\$155,644	\$250,803

**GENERAL DESCRIPTION:**

As the final component of the Underground Miner program, the graduate of UGM is offered a 12-week (6 rotations) traineeship at a mine site to put their theory and practice on haul truck, scoop tram and nipper truck to the test at an actual mine site. Successful completers are offered employment with the sponsoring mine site.

**PROJECT INCLUDED:**

Mine Training Society, Rio Tinto Diavik Diamond Mines, Department of Education, Culture and Employment

### PROCON

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
-	-	-	5	-	-	-

**GENERAL DESCRIPTION:**

Rather than providing traineeships, Procon Tunnelling and Mining hired 5 of the graduates of the Underground Miner program directly.

**PROJECT PARTNERS:**

Procon Tunnelling and Mining

### WEKWEETI WINTER ROAD CONSTRUCTION

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
201249	N/A	5	5	\$145,866	\$157,014	\$302,880

**GENERAL DESCRIPTION:**

Colomac Mine remediation was completed by December 2009. This creates a challenge for the residents of Wekweeti, as they no longer have access to a winter road, as the winter road construction to Colomac mine, underwritten by INAC, provided the ability for Tli Cho Road Constructors to extend the winter road by 72 kilometers to the community.

**PROJECT PARTNERS:**

Mine Training Society, Tli Cho Road Constructors, Tli Cho Government (ASETs), Community Government of Wekweeti, Department of Transportation



## SKILLS AND PARTNERSHIP FUND PROJECTS IN 2011-2012

### MANAGEMENT ASSISTANT WORKPLACEMENT WITH CANADIAN ZINC

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
SPF 201101	-	2	2	\$48,078	\$5,474	\$53,552

**GENERAL DESCRIPTION:**

Canadian Zinc provided workplace experiences for two management assistant trainees at its Fort Smith and Vancouver offices.

**PROJECT PARTNERS:**

Mine Training Society, Canadian Zinc Corporation

### AURORA COLLEGE MINE ADMINISTRATION PROGRAM

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
SPF 201102	-	10	4 on going	\$73,107	\$34,340	\$107,447

**GENERAL DESCRIPTION:**

The Co-op Mining Administration program was developed by Aurora College at the request of the Mine Training Society in 2005. The program was aimed at individuals seeking entry level positions in the administrative workforce. In addition to the academic programming, students were given Orientation to the Workplace as well as two work placements with the mining/mine service industry. Eligible students were supported by Student Financial Assistance offered by the Government of the Northwest Territories.

**PROJECT PARTNERS:**

Mine Training Society, Aurora College, Department of Education, Culture and Employment

### AURORA COLLEGE ENVIRONMENTAL MONITOR

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
SPF 201103	10	10	7	\$51,958	\$12,650	\$64,608

**GENERAL DESCRIPTION:**

The community-based Environmental Monitor Technician program, delivered using the BEAHR curriculum, was completed on March 21, 2012. Successful completers will have employment opportunities with Canadian Zinc and Selwyn Chihong.

**PROJECT PARTNERS:**

Mine Training Society, Aurora College, Nahanni Butte Dene Band, Deh Cho First Nations ASETs

### AURORA COLLEGE HEAVY EQUIPMENT OPERATOR - FORT LIARD

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
SPF 201104	9	4	4	\$36,240	\$11,000	\$47,240

**GENERAL DESCRIPTION:**

The community-based Heavy Equipment Operator training, completed with all four participants successfully finishing the program.

**PROJECT PARTNERS:**

Mine Training Society, Aurora College, Acho Dene First Nation ASETs, Community of Fort Liard

### SAFETY TRAINING WITH ARCTIC RESPONSE

Project Number	Number of Applicants	Number of Participants	Number of Completers	MTS Contribution	Partner Contribution	Total Investment
SPF 201106	8 - Nahanni Butte 8 - Fort Simpson 2 - Wrigley	18	15	\$95,499	\$11,500	\$106,999

**GENERAL DESCRIPTION:**

The Mine Training Society has introduced Emergency Medical First Responder into many of its programs. Working in partnership with Arctic Response, EMFR was delivered in Nahanni Butte and Fort Simpson. The graduates of the programs now have the skills to work in remote exploration camps or with their community health teams. Two individuals from Wrigley were financially supported by Devonian Metals.

**PROJECT PARTNERS:**

Mine Training Society, Arctic Response, Dehcho First Nations ASETs, Communities of Nahanni Butte and Fort Simpson, Liidlii Kue First Nation ASETs, Devonian Metals



## TED BLONDIN, CHAIR



Ted is the President of the Behchoko Development Corporation. Prior to this, he honed his negotiation skills as Land Claims Manager in the Tlicho Region and as Chief Negotiator for the Dena Métis Negotiation Secretariat. Ted is also Treasurer for the Rae-Edzo Dene Band Development Corporation and is a member of the Working Committee, NT Constitutional Development. He serves as Vice-Chair of Aurora Research Institute and has been an MTS director since October 2006.

## LOUISE LAFFERTY



Louise started with BHP Billiton in 2003 in the safety department and is currently a training planner and superintendent. She is also a recent graduate of the Northern Leadership Development Program, delivered by Aurora College with the support of MTS and other partners. Louise was born and raised in Hay River.

## COREY MACLAUGHLAN



Corey is the superintendent for Government and External Relations for Diavik Diamond Mine. He is a long-time northerner who grew up in Fort Smith and currently resides in Yellowknife. Prior to his current position with Diavik, Corey worked in various capacities with the Government of the NWT including Associate Director of Minerals, Oil and Gas and the Manager for Intergovernmental Relations.

## GAELEEN MACPHERSON, VICE CHAIR



Gaeleen is Manager of Human Resources and Administration for De Beers Canada in the Northwest Territories. In this role, she is responsible for all aspects of human resources, training and camp management for NWT Projects and is participating in development of a human resources strategy for the proposed Gahcho Kué diamond mine. Gaeleen is a lifelong resident of the Northwest Territories and holds a Bachelor of Management degree in human resource management and labour relations. She is Vice Chair of the Mine Training Society and is a member of the Human Resource Institute of Alberta.

## HUGH MCSWAIN



Hugh was born and raised in Yellowknife and worked in Behchoko as the Deputy Fire Chief, EMO Coordinator and Community Constable. He has also worked for the Department of Public Works for the GNWT as water treatment operator and for the NWT Housing Corporation as the Program Officer for the North Slave and the director of Rae-Edzo Housing Authority. He returned to Yellowknife to work as the Vice President of the North Slave Métis Alliance/Metcor Inc. In addition to the MTS Board, he sits on the Snap Lake Environmental Monitoring Agency and the Diavik Community Advisory Board.

## SARAH PLOTNER



Sarah is currently the Yellowknives Dene/De Beers Impact Benefit Agreement representative with the Yellowknives Dene First Nation. She is responsible for implementing the Impact Benefit Agreement for the Yellowknives Dene with De Beers Canada, and currently acting as YKDFN representative for Diavik Rio Tinto.

## MICHAEL SATURNINO



Michael is the Regional Superintendent for the North Slave Region, Department of Education, Culture and Employment. In this position, he works with a number of industry, education and community partners to prepare northerners to be active participants in the NWT labour market. Michael has lived and worked in the North for 10 years, helping individuals in both Inuvik and Yellowknife to reach their career goals.

## IRIS CATHOLIQUE

Iris is currently the Lutsel K'e Dene Band representative on the MTS Board of Directors. She is responsible for Human Resources for the Lutsel K'e Dene Band and works with the ASETs team for the Akaitcho Territorial Government.

# OPPORTUNITY

It's been a year of hurdles. 2011/12 began with the news that Aboriginal Skills and Employment Partnership (ASEP) funding would cease on March 31, 2012. ASEP has contributed 50 per cent of our program funds since 2004. We've posted excellent results and achieved a number of major milestones over our first eight years. And we can look back on those years with pride. The task at hand, however, is looking ahead, not back. We can only build on the past if we define a new path to the future; one that will sustain the great training and employment model we've built here.



The Board of Directors has seized that challenge and we're forging a new future for MTS in partnership with our allies across the North: *North Works - Northern Jobs. Canadian Prosperity* is a strategy to restore federal funding for Mine Training Organizations (MTO's) in northern Canada. Together, with our peers in Yukon and

Nunavut and our national allies we'll make our case in Ottawa, and it's nothing short of compelling. There are 26 mine opportunities at advanced stages of approval across the Canada's three territories. Direct mining employment is projected to reach 10,500 jobs by 2017 with an annual estimated payroll of \$850 million.

In short, MTO's will need to train every available person in the North to come close to meeting mine demand. But this scenario is just as much about Canada's economic interest as it is about Northern success. Along with Alberta and Saskatchewan, the North will lead the country in economic growth (GDP) over the next 24 months, while some provincial economies will stagnate. The country needs Northern success. That's the genesis of *North Works - Northern Jobs. Canadian Prosperity*. If we fulfill our potential here, it will help the federal government manage the national debt and help industry prosper across Canada.

Total income taxes and royalties for our 26 mine projects are an estimated \$2.4 billion. This cannot be a one-way street. Ottawa absolutely must

reinvest a small slice of that revenue into MTO's so that northerners and the North can realize their full potential. It's in the national interest.

We expect it will take a few years, but we won't stop until that job is done. The North Works Steering Committee is comprised of northern Senators, MP's, Premiers, mining executives and the general managers of MTO's. We will be heard.

We're very fortunate to have the unwavering commitment of our mine partners. When we presented them with the funding dilemma and the North Works strategy they immediately increased their financial contributions. No fuss. No hesitation. They simply stepped up. Thank you for recognizing our value. It deepens our resolve.

2011/12 also marked the transformation of our role and our approach to the labour market. A good example is the successful launch of the *More than a Silver Lining Project*. It's a training collaboration between MTS, Canadian Zinc Corporation and the communities of the Dehcho Region to support the Prairie Creek Mine near Fort Simpson. This is our first project that reaches beyond the diamond mine industry. It's also our first training project working with the Skills and Partnership Fund, Human Resources and Skills Development Canada. We're also collaborating on Regional Training Partnerships (RTP's) in the North and South Slave and Dehcho.

Across these three regions we've identified more than 500 prospective job vacancies - from unskilled to management - that need to be filled in the near-term. In the next fiscal year we'll set a strategy in motion to recruit and train candidates.

In closing I wish to thank the Board of Directors, our dedicated staff and our Aboriginal and public government industry partners for their optimism and hard work. Thank you, too, for sharing the idea that difficult situations are simply opportunities bearing new rewards.

**Ted Blondin**  
Chair, Mine Training Society





# AWARD SOLIDIFIES

## *Our Reputation at the National Level*

In March, the Prospectors and Developers Association of Canada (PDAC) presented MTS with a Special Achievement Award for its *"exceptional contributions to the mineral industry"*.

This year's PDAC convention attracted 30,000 attendees. It's the largest mine industry event in Canada and MTS was centre stage to accept the award.

The Mine Training Society is a pioneer in connecting Aboriginal people with jobs through a uniquely collaborative training model. PDAC selected MTS for its success in developing job skills for northern Aboriginal people and for developing a pool of skilled workers for the industry.

The award also recognizes the *"legacy of relationships, education and awareness that MTS has built across the north"*.

*(L to R) Hugh McSwain, North Slave Métis Alliance, MTS Director;  
Joe Hinzer, Co-Chair of PDAC 2012.*