

Summary Overview
Tamatumani Project
Nunavik, Quebec

NOVEMBER 2008

Partnership

- **Inuit Partners**
 - Kativik Regional Government, Employment and Training, Income Support and Childcare department
 - Kativik Schoolboard, Adult & Vocational Education department
 - Makivik Corporation
- **Mine Partner**
 - Xstrata Nickel, Raglan Mine

Objectives

- Create 100 sustainable jobs for Inuit at the Raglan Mine.
- Create 100 sustainable jobs in Nunavik communities for Inuit who leave the Tamatumani Project jobs at the Raglan mine
- Support the Inuit employees so as to maximize their potential:
 - To be trained
 - To advance and be promoted
 - To be retained
- Implement this project while ensuring the commitment and support of the partnership leadership
- Promote the employment of Inuit women and disabled persons

Activities

- **General**
 1. Provide strong partner and community leadership commitment/support
- **Prior to hiring**
 2. Strengthen Raglan Employment Awareness Initiatives
 3. Strengthen Pre-Employment Programs
 4. Strengthen Recruitment Capacity
 5. Strengthen Pre-Hiring Support Initiatives
 6. Strengthen the Selection Interview Process

Activities (cont'd)

- **After hiring**

7. Provide Permanent Jobs for Inuit Employees in the Tamatumani Project/Raglan starting at full salary from day one
8. Strengthen the Welcome/Orientation Process
9. Develop Job Design, Descriptions and Essential Skill Profiles
10. Design Inuit Employee Promotion Paths
11. Implement Inuit Employee Career Planning
12. Develop Raglan Essential Skills Development Capacity
13. Develop Inuit Training Plans Including Departmental and Site Plans
14. Strengthen Training Structure/ Delivery Capacity
15. Strengthen Training Evaluation Capacity
16. Develop a Positive Intercultural Environment with Intercultural Training
17. Strengthen Social and Family Support and Links to Communities
18. Implement Effective Communication Plans

Potential Inuit Employee: Activities Prior to Hiring

Unemployed Nunavik Inuit can participate in the following activities



Raglan
employment
awareness
programs
(in schools,
community
vocational
centers)



Pre-
employment
training
programs in
communities



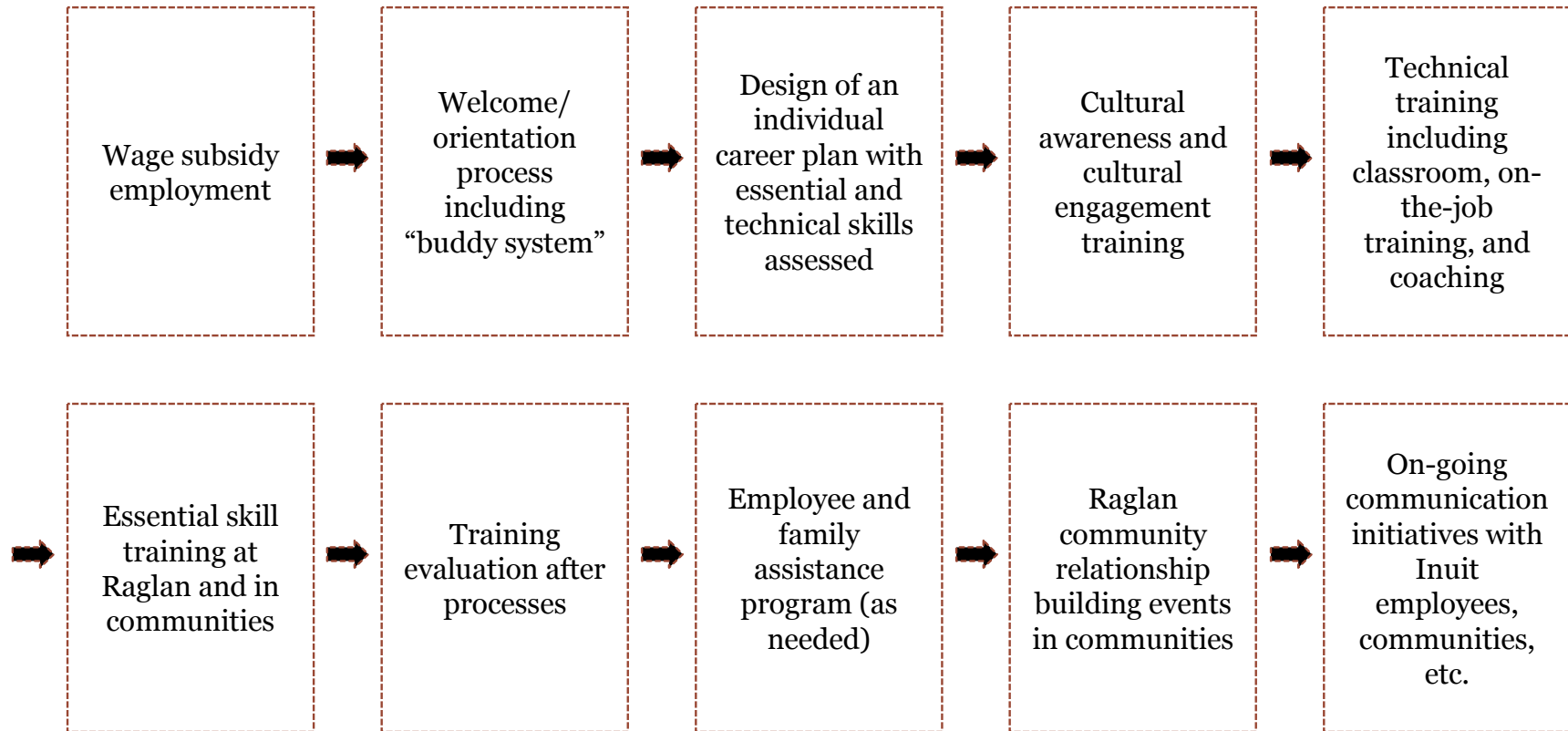
Meetings
with Xstrata
Nickel
recruitment
officer or
KRG local
employment
officers for
information
and selection
interview



Reviewing
Raglan/KRG
websites for
Raglan
employment
information

Inuit Employee: Activities after Hiring

The Inuit wage subsidy employee after being hired will participate in the following activities/initiatives



Activity: Inuit Who Leave Raglan Mine

The Inuit Tamatumani employees, if they leave Raglan, will participate in the following activities



Budget

- **Total:**
 - \$51.4 M over 5 years
- **Contributions:**
 - Xstrata Nickel: \$33.9M
 - Kativik Regional Gov't: \$4.6M
 - Emploi Quebec: \$3.8M
 - ASEP: \$9.0M