



Nunavut Economic Forum
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**CONFERENCE NOTES
SIVUMMUT IV CONFERENCE
IQALUIT, NUNAVUT
DECEMBER 1 - 4, 2014**

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DECEMBER 2 SIVUMMUT IV NOTES

MORNING DECEMBER 2, 2014

A. INTRODUCTIONS

B. CONFERENCE INTRODUCTION

KEYNOTE ADDRESS: “PARNAQATIGIIT – PLANNING AHEAD TOGETHER: SUSTAINING ECONOMIC GROWTH FOR COMMUNITY WELL-BEING”

Keynote Speaker

- Honourable George Kuksuk,
Nunavut Minister for Economic Development and Transportation

C. BREAKOUT GROUPS - DISCUSSIONS SUMMARIZING PARTICIPANT EXPECTATIONS

Implementation

- The Action Plan (Implementation Plan) will be very important
 - Must be prioritized
 - Priorities must be realistic/implementable
 - Will require adequate resources
- Need to understand how we will work together
- Important to measure results
- Networking among different groups
 - Partnerships

Community Issues

- Plan for communities to access available resources
- Use CLOs better – better training
- Need business support in communities
 - Capital
 - Business Plans
- Nunavut economy is not just the regional centres – extend focus to smaller communities
- Need to support local economies based on community strengths
- Appropriate program design
- More use of Inuktitut in traditional economy – signs, use of language

Growth

- There is a connection between small business growth and availability of affordable and properly zoned space

- Telecommunications infrastructure important for economic growth

Development

- Build capacity
- Training, education
- Should cover education and social issues as they relate to development
- Child care access
- Government must provide incentives/reduce barriers to entering the workforce
- Should have economic development workshops in all communities first, then regional, then territorial
- On-the-job training
- Training and support for traditional economy

AFTERNOON DECEMBER 2, 2014

D. SUMMARY OF ROUNDTABLES, 2013 NUNAVUT ECONOMIC OUTLOOK

Presenters

- Sylvie Renaud
- Colleen Dupuis
- Rowena House

Sylvie, Colleen and Rowena presented a summary of the NEF Roundtables organized by five themes:

- Infrastructure
- Education/Training
- Partnerships
- Human Capacity
- Realistic Expectations

E. CHANGING SOCIAL AND ECONOMIC ENVIRONMENT SINCE 2003

Panelists

- Rhoda Katsak
- Laura Mackenzie
- Ed McKenna
- Bernie MacIsaac

Rhoda Katsak spoke about changes over the past ten years in a number of areas of the economy including mining, internet and social media, community priorities, fisheries and infrastructure

Ed McKenna spoke about poverty reduction, making the points:

- Lack of social progress stands in the way of development goals
- Poverty reduction is good economic policy
- What do we have to do to achieve a Nunavut free of poverty?

Laura Mackenzie discussed the definition of “Quality of Life” from Inuit and Southern perspectives, and provided a list of elements that would lead to a successful economy, including:

- A coordinated approach regarding program delivery from all organizations
- The need to build long-term economies in communities
- Capacity building for small business
- Emphasis on traditional use of the land
- Sector-specific training to national standards
- Improved literacy for active participation in the economy

Bernie MacIsaac spoke about a number of issues:

- Nunavut’s economy has come a long way since 1999
- If we include products and services it’s possible the annual leakage to the south is in the range of \$500 million, if we include wages of \$291 million
- With exploration, development, active mines, major construction projects possibly \$2 billion will be coming to Nunavut – how much will stay here?
- How can we take advantage of new development?
 - Readiness for opportunities
 - Work effectively on projects
- The traditional economy has huge potential
- We are facing a very complex set of issues there will be problems as well as opportunities

F. BREAKOUT GROUP DISCUSSION OF PANEL - CHANGE SINCE 2003

Groups talked about:

- Infrastructure
- The traditional economy
 - Arts
 - Leverage the traditional economy to keep more money in Nunavut
 - Look at local markets for facilities like the meat plant in Rankin
 - Value-added in processing
- Education
 - FANS funding
 - Distance to training
 - Dropout rates
 - Quality of graduates
 - Success with Fisheries training
- Problem of out-migration of trained workers to the south
- OR Fly in/Fly out shifts helps people stay in communities

- Addictions (not mentioned in panel)
- Better communications with Facebook, social media
 - But need elders opinions as well
 - Use social media for business development
- What is an entrepreneur in Nunavut?
- Will have to keep up with changing technologies
- What is a healthy Community? A good life? What is wellness?
 - Elders interpretations are very different from southern definitions
- Get away from stereotyping of Inuit
- Realities – if doing business, must be registered, pay GST

DECEMBER 3 SIVUMMUT IV NOTES

MORNING DECEMBER 3, 2014

December 3 panels and presentations were presented December 4 as “SUMMARY OF KEY THEMES”, as follows.

A. ECONOMIC GROWTH AND COMMUNITY PROSPERITY- PANEL

Panelists

- Adamie Itorcheak, Executive Director, Baffin Fisheries Coalition
- Joe Tigullaraq, Northern Affairs Manager, Baffinland Iron Mines Corporation
- Darrin Nichol, President, Nunavut Development Corporation
- John Main, Business Development Officer, Kitikmeot Inuit Association/Kitikmeot Corporation

Partnership And Collaboration

- Sharing of risk (including Government)
- Sharing of expertise
- Joint community visits – funding agencies
- Small companies must be prepared to work with bigger ones
- Improve communication between communities
- Based upon a strong partnership agreement the Baffinland project has demonstrated that it is possible with planning and cooperation, employee retention rates can improve

Investment And Funding

- Investment Attraction Strategy
- Funding programs must be up to date, pooled with other programs
- How push investment out from regional centres to smaller communities?

Sectors

- Sector Strategies have worked well (e.g. Fisheries)

Infrastructure

- Must look at infrastructure in small communities as well as regional centres

Labour Force Development

- Need equality – local hires not being treated equally with benefits, housing
- See progressive advancement as career path rather than starting at the top
- Follow example of active mines – doing a better job of labour force retention than government

- Barriers to entry to the job market
- Housing policy – needs to be more flexible
- Daycare
- Elderly or disabled relative to care for
- Wage earners may also be primary hunters –

Business Development

- How keep more money in Nunavut? Estimated \$291 million in income was spent on economic tourists last year
- Support for Inuit firms (e.g. with bidding or proposal preparation)
- Challenges – high fuel, housing and other costs
- Community development corporation model to encourage local development and investment
- In the past emphasis was placed upon selling products outside the region, but now serving the local market is an opportunity to build grow skills and capacity

Data

- Need base data (e.g. hydrographic mapping)

Role Of Government

- How encourage government to help \$\$ stay in communities?
- Regulations and red tape can be very discouraging
- NNI – better reporting and enforcement

B. EDUCATION AND SKILLS: POTENTIALS AND GAPS

Presenter

- Peter Ma, President, Nunavut Arctic College

SUMMARY OF PETER MA'S PRESENTATION

What can be done to increase educational attainment?

- Department of Education – getting parents more involved in children's education
- If Inuit have traditionally learned by observation, make classroom learning reflect this more
- Ensure children are fed before coming to school
- Help high school students become aware of career opportunities while still in school
- Promote professional occupations and Inuit role models in these occupations
- Develop better supports for students who have to leave home to study
 - Country food, communications, support for families, financial assistance
- Encourage employers to give employees leave to get more education

- Work with employers to do prior learning assessments for people without formal papers
- Laddering approach at NAC to help people move up in careers – e.g. from Licensed Practical Nurse to Bachelor of Science in Nursing

Education and training institutions must work with partners in government and Inuit organizations

Supports for students

- Families
- Counselors
- Child care
- Life experience programs

Having an educated workforce is beneficial for all of us

- For employers – stable local work force
- For individuals – improved well-being
- For governments – a chance to reallocate revenues from income support and housing to other services

BREAKOUT GROUP NOTES - EDUCATION AND TRAINING

Training

- Need for progressive training models – client centred
- More technical (e.g. geology) and trades training in high schools
- Industry – more focus on apprenticeships & co-op programs
- Train ahead of time and identify specific types of employment so that tailored courses can be created.

Education

- Preparation for post-secondary education (Nunavut Sivuniksavut, “Grade 13”)
- Schools – more co-op programs

Career Promotion

- Use local experts to promote careers (e.g. nurses)
- Career and Science Fairs

Collaborations

- Good examples – KMTS, Nunavut Fisheries and Marine Training Consortium

Supports

- Access to child care
- Life skills, workplace preparedness training

- Support to students who must travel for apprenticeship and professional training – funding, housing
- Career guidance counselors
- Stay in school – motivation at home and in-school programs

Youth

- Use local resources for training (e.g. heavy equipment)

AFTERNOON DECEMBER 3, 2014

C. ECONOMIC DEVELOPMENT FOR COMMUNITIES - PANEL

Panelists

- Clare Kines, EDO Arctic Bay
- Keith Collier, EDO Arviat
- Trevor Attungala, EDO Baker Lake

EDOs

- EDO positions used to be very important; now not as effective
- Need to change Inuktitut definition from “Newsmaker” to “developer”
- EDOs, GLOs, CLOs may not be communicating well with each other
- Need more support in some communities
- EDO is often the first point of contact with small businesses, but also often helps local people find jobs

Community Economies

- People must work together in communities for buy-in to community economic development (e.g tourism in Arctic Bay)
- How can we keep money in communities?
- No banks in most communities
- Sometimes need to ask for outside help
- Innovation – look for opportunities in the wage and traditional economies

Build On Local Assets

- Small business people – grow them using available resources
- Elders knowledge is another local asset which is underutilized.

Planning

- Different communities have different priorities – this must be built into regional and Nunavut-wide planning
- CED plan for each community must have strong community participation
- CED plan must identify clear tasks to be carried out and resources
- Results-based plans with clear objectives (e.g. driver’s licenses)

- Carry out asset mapping, community resource inventories
- Have a planning process to prepare for the wage economy
- Establish a long-term fund for after mine closure
- Develop marketing plans for potential growth (e.g. cruise ships)

Collaborations

- Inter-agency committees within communities (HTO, CLARC, Health Committee, etc)

Projects

- Need to focus on projects that complement local reality
- Not too big
- Go with your strengths (e.g cold weather testing; tidal/solar power; goose down; fisheries)

Youth

- Push youth to broaden horizons, expectations - curiosity; seek to access more resources

Preparation For Wage Economy

- Everyone needs more training in money management – financial literacy

Leadership

- Lessons learned: Community leaders make an impact

Social & Economic Issues Can't Be Separated

- It is not possible to separate the social and the economic issues and needs in the communities and consequently both need to be worked on simultaneously – progress in one has led to progress in the other.

D. INUIT AND THE ECONOMY

A group of Inuit conference participants met over lunch to speak about Inuit and community issues they wanted to highlight. As a result, the following fourth section has been added to the record of the day's proceedings.

Inuit Participation

- How do we encourage Inuit to step forward? What are Inuit struggles?
- Inuit must develop confidence; recognize the skills they already possess
- Need orientation when start work – learn employer expectations
- Provide mentoring
- Find Inuit role models
- Respect who you are, your culture, where you are from

- Help each other up
- HR support for community members
- Building health from within will lead to a good workforce

Nunavut Land Claims Agreement

- NLCA will be in high school curriculum (Notably Articles 23 and 24)

DECEMBER 4 SIVUMMUT IV NOTES

MORNING DECEMBER 4, 2014

A. SUMMARY OF KEY THEMES

Presenter

- Colleen Dupuis, Executive Director, Nunavut Tourism

This session was a summary of December 3 conference proceedings, and can be found in the Sivummut IV Notes for December 3, 2014.

B. DEVELOPING NUNAVUT'S NEXT ECONOMIC DEVELOPMENT STRATEGY (NEDS II)

Presenters

- Pauloosie Suvega, Deputy Minister, EDT
- Graeme Clinton, Impact Economics

DISCUSSION OF ELEMENTS REQUIRED FOR NEW NED STRATEGY

1. WHAT IS THE STRATEGY FOR?

- Strategy – a guide to follow as you go along, measure progress, see what worked, leading to accountability
- Focus limited resources on clear objectives – clear purpose
- Consensus document
- Do we need a strategy? Maybe just an action plan
- Without a plan you don't know where you are going
- Challenge to implement strategy – mobilize all groups and resources for maximum benefit
- Enhance existing opportunities
- Create a framework that succeeds for all Nunavummiut

Additional Comments

- Prioritize sector investments based on community needs
- Move forward at a pace people are comfortable
- Tie strategy in to private sector
- Remove barriers to small business development
- How can the Strategy engage communities?
- Need stronger linkages – education and economic development – e.g. trades programs starting in high school
- Financial literacy – high school and Nunavut Arctic College

2. KEY ELEMENTS OF A STRATEGY

Growth

- Growth – money side of the strategy
- How turn growth to prosperity?
- Tipping point – key initiatives in communities
- Growth will happen but how will development benefit communities?
- Basic tenets of business development must be adapted according to business or sector

Development

- Development – socio-economic side of the Strategy
- Development
 - Education
 - Strong local control
 - Transparency, accountability
 - Rural preference – counter the pull of Iqaluit
 - Emphasize local enterprises including co-ops and dev corporations
 - Need a healthy population for development
 - Social wellness – move away from just GDP to happiness indicators

Training and Support

- Train for skills that are appropriate for available jobs
- Ask all employers for more paid cultural days
- Promote support - career development officers, business aftercare

General

- Ownership of strategy – organizations, government etc. – all should review and buy in
- Better communications between organizations, government and businesses
- Government policy changes – how can these influence growth and development?
- Inuit employed in the wage economy – Inuit educated in both worlds – may have some challenge to keep Inuit quality of life
- Promote work ethic among youth
- Good works skills should be rewarded
- Follow NNI – less nepotism, insider trading
- Keep infrastructure separate from housing in strategy
- Should have regional committees as well as community interagency committees

DECEMBER 4, 2014 AFTERNOON

DEVELOPING NUNAVUT'S NEXT ECONOMIC DEVELOPMENT STRATEGY (NEDS II) (Continued)

DISCUSSION OF IMPLEMENTATION

General Strategy And Implementation Issues

- What level should the strategy target?
- CED Plans should become a part of the master plan, a way to provide support without controlling community planning
- Can IIBAs be a part of the strategy? (a part of source funding?)
- Look at NEDS 1 for some ideas about NEDS 2 - Build on what we have
- Use existing sector strategies as a base
- Need to build links with departments and organizations that are not here

Implementation Start-Up And Ownership Of Strategy

- First step: Develop a draft for broad buy-in
 - Gives strategy greater power
 - Implementation is easier
- Ownership is critical – If an organization doesn't sign on, why not?
- Clear ownership and action plan brought forward by members (NEF shouldn't assign tasks)
- Ownership must include government and Inuit organizations
- NEDS implementation – link short and long terms actions/objectives
- Develop timeframes for actions/objectives

Role Of NEF

- Need to define lead agency - Who should lead? Agency should:
 - Be arms length
 - Facilitate action
 - Not just monitoring
- NEF is the best organization to lead implementation – not a new agency/committee
- NEF now provides the structure/administration
- If choose NEF:
 - NEF needs a clear mandate, role and responsibilities going forward
 - NEF needs to be more inclusive (is membership fee a barrier to membership?)

Term Of Strategy And Review

- 10 years is too long – 5 years better
- More regular check-up
- 10 years is OK if there is a commitment for annual reviews

C. CLOSING REMARKS

Speakers

- David Mate – Government of Canada
- Bernie MacIsaac – Government of Nunavut
- James Arreak – Nunavut Tunngavik Incorporated

DECEMBER 4, 2014 EVENING

D. CLOSING DINNER WITH KEYNOTE SPEAKER

Speaker

- Honourable Leona Aglukkaq, Member of Parliament for Nunavut