



North Superior
Workforce Planning Board

Northern Community Capacity Committee

Executive Summary

In partnership with:



**NORTHWESTERN ONTARIO
DEVELOPMENT NETWORK**



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**NISHNAWBE ASKI
DEVELOPMENT FUND**

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North Superior Workforce Planning Board gratefully acknowledges the continued support of the Ministry of Training, Colleges and Universities for this new approach to labour market planning.

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Executive Summary

Northwestern Community Capacity Committee (NCCC) was formed following discussions with community stakeholders concerning the burgeoning mining sector and questions of whether or not the remote, rural communities would be prepared for the onslaught of interest into their communities, including remote First Nations communities in the Ring of Fire and throughout Northwestern Ontario.

The NCCC's core leadership group consisted of North Superior Workforce Planning Board, Greenstone Economic Development Corporation, Northwestern Ontario Development Network, Confederation College, and Nishnawbe Aski Development Fund. Government representatives acted as Ex-Officio members of the NCCC and provided support to the Committee. This core group determined that initially the group would focus on the development of Terms of Reference for the NCCC. A copy of NCCC's Terms of Reference may be found as an appendix to this report. Once those were complete, NCCC focused on membership to ensure appropriate representation from both private and public sectors. As a collaboration of stakeholders they could engage in an integrated and coordinated approach to human and community capacity building in Northwestern Ontario. Through this approach, NCCC could:

- Leverage and align education, training and employment strategies to develop labour market capacity and competitiveness;
- Assist First Nations and Northern communities with securing the essential supports and programs necessary to mitigate barriers to training and employment opportunities;
- Assist employers with meeting their workforce needs and empower Northern communities to realize their growth opportunities; and
- Enhance First Nations' capacity to meaningfully engage and participate in resource development initiatives.

Regular monthly meetings were held at North Superior Workforce Planning Board's offices and allowed for regional participation through teleconference and/or videoconferencing. All of the meetings and initiatives of NCCC were funded through in-kind contributions from its membership. The establishment of the Committee and the on-going coordination of its initiatives was assumed by NSWPB as one of its major projects identified in its Local Labour Market Plan – 2012 Update. Minutes of the meetings are maintained by NSWPB and filed at our location.

Initially, NCCC was to serve as a coordinating body to assist Northwestern Ontario stakeholders in their response to the mining expansion, to ensure unnecessary overlap or duplication of services does not occur. In addition, as outlined in the Terms of Reference, NCCC identified they would:

- Assist Aboriginal and Northwestern Ontario communities with securing the essential support, information and programs they deem necessary to mitigate barriers and to position themselves and the community to actively participate in economic, workforce and community development opportunities. To enhance all communities' capacity to meaningfully engage and participate in resource development initiatives;
- Ensure adequate and appropriate representation on NCCC through recruitment of public and private sector stakeholder involvement;
- Coordinate sub-committees and/or project initiatives in addressing gaps noted above; and
- Provide advocacy to industry, business and community to assist with engagement between those sectors.

Once NCCC was at its maximum membership representation, two events were scheduled to bring the full committee together to move forward:

1. April 2, 2012, a full day meeting was called with the agenda including presentations from each of the representatives in attendance providing an overview of their organization, its mandate and resulting programs and/or services provided by that organization. The six presentations delivered consisted of representatives from the following organizations: Thunder Bay Community Economic Development

Commission, Mining Services; Northwestern Ontario Development Network; Ministry of Training, Colleges and Universities; Greenstone Economic Development Corporation; Ministry of Northern Development & Mines and North Superior Workforce Planning Board. It was intended to have similar presentations delivered to the group as new member organizations or individuals joined the committee.

2. January 24, 2013, a full day was scheduled for NCCC to participate in a Strategic Planning Exercise allowing members to identify the direction where they see the NCCC going, what sort of barriers to capacity building are facing the communities and what initiatives or strategies could NCCC develop to address those needs. Unfortunately, our facilitator was called out of town for a family medical emergency so that meeting was not able to occur. There is still belief of committee members that there is value in continuing this Committee and to reschedule the Strategic Planning session in the near future.

The Northwestern Community Capacity Committee was able to recruit a large number of members and a good representation of Ex-Officio members or Ministry representatives.

Through the identification of strategies and initiatives, NCCC hopes to address barriers within the communities to mitigate or minimize their effect and allow the communities to realize their growth opportunities. NCCC will continue to act as an information hub to the communities in the capacity of intermediate/go-between or liaison between their community and outside interests.

For more information on the Northwestern Community Capacity Committee and/or its initiatives, please contact:

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Appendix

Northwestern Community Capacity Committee (NCCC)

Terms of Reference

Name: Northwestern Community Capacity Committee (NCCC)

For the purposes of this document and in relationship to NCCC, it is important to note that “community” is defined as including all Aboriginal and non-Aboriginal communities within Northwestern Ontario. It is also important to note that when referring to the “Aboriginal community” that it is inclusive of First Nations, Metis and Inuit population.

1. Mission Statement: NCCC is a collaboration of stakeholders engaged in an integrated and coordinated approach to human and community capacity building in Northern Ontario.
2. Problem Statement: As a Northwestern Ontario response, specifically to the substantial mining activity, NCCC is aware that this activity and its locations will prompt a great deal of focus and interest into the remote and rural communities located within the proximity to the mining activity. It is believed that such interest will be from both private and public sectors concurrently and may result in these communities being bombarded by information and inundated with people and options. NCCC has been formed to provide the communities and interested parties assistance through the sharing of its knowledge and understanding of programs, services and initiatives available to them to ensure unneeded and/or unwanted duplication of services does not occur. NCCC will act as an information hub to the communities in the capacity of intermediate / go-between or liaison between their community and outside interests.
3. Boundaries or Scope of NCCC:
Initially, NCCC will serve as a coordinating body to assist Northwestern Ontario stakeholders in responding to the mining expansion, to ensure unnecessary overlap or duplication of service does not occur. The geographic region of NCCC includes three districts in Northwestern Ontario: Kenora, Rainy River, and Thunder Bay. This area extends from the Manitoba border, east to the community of White River, northeast to

Attawapiskat, and north to James Bay - including those communities surrounding the proposed Ring of Fire such as Webequie, Nibinamik, and Neskantaga, etc. (Map outlining geographical area of NTAB and NSWPB is attached to the Terms of Reference.)

- 3.1 Will assist Aboriginal and Northwestern Communities with securing the essential support, information and programs they deem necessary to mitigate barriers and to position themselves and the community to actively participate in economic, workforce and community development opportunities. To enhance all communities' capacity to meaningfully engage and participate in resource development initiatives.
 - 3.2 Will ensure adequate and appropriate representation on NCCC through recruitment of public and private sector stakeholder involvement.
 - 3.3 Coordinate sub-committees and/or project initiatives in addressing gaps noted above.
 - 3.4 Provide advocacy to industry, business and community to assist with engagement between those sectors.
4. Specific Issues to be Addressed: Priorities will be established based on Committee's focus upon confirmation of NCCC Membership. Priorities will be identified through consensus following receipt of updates and reports from its membership.
5. Membership: As of March 31, 2012 the following is a list of NCCC members. Individual representatives identified following confirmation from stakeholder group. Additional members will be invited as they are identified until such time as it is decided representation from all necessary / desired stakeholders has been reached.
- Greenstone Economic Development Corporation – Dina Quenneville
 - Confederation College - Daryl Skworchinski, Director for north shore campuses
 - Wasaya Airlines
 - Joe Moses (will also act as liaison between NCCC and Thunder Bay Chamber of Commerce Aboriginals Opportunity Committee)
 - North Superior Workforce Planning Board – Madge Richardson
 - Northwestern Ontario Development Network – Dan Brenzavich
 - Thunder Bay Community Economic Development Commission – John Mason
 - Northwestern Ontario Municipal Association – Phil Vinet, Mayor of Red Lake
 - Nishnawbe Aski Development Fund – Brian Davey
 - Ministry of Training, Colleges and Universities (Ex-officio) – Craig MacIntosh
 - Lakehead University – Bruce Holm or Gwen Wojda
 - Ministry of Northern Development and Mines , Regional Economic Development Branch (Ex-officio) – Paul MacInnis

- Aboriginal Affairs and Northern Development Canada (Ex-officio) – Elyse Mussel
- FedNor (Ex-officio)- Jamie Taylor
- As of May, 2012, the following groups will be approached to have representation within NCCC membership:
- Service Canada (Ex-officio)
- Oshki Pimache O Win
- Mining Industry Human Resource Council – Martha Roberts or Barbara Kirby
- Ontario Prospectors Association - Gary Clarke, Executive Director
- Ministry of Aboriginal Affairs (Ex-officio) – Zachary Gutfreund, Strategic Planning and Economic Policy
- Premier Gold
- Cliffs Natural Resources – Michelle Hargreaves, Sr. HR Advisor
- Noront Resources Ltd. – LeeAnn Hall, VP Human Resources
- Goldcorp, Musselwhite – Adele Faubert, Manager Aboriginal Affairs
- Goldcorp, Red Lake
- North American Palladium – Lac des Iles – Kevin Sherlock
- Stillwater – Stan Emms, General Manager
- Osisko
- Rubicon
- Barrick Gold – Roger Souckey
- Bending Lake Iron – Henry Wetelainen, CEO or Jack Falkins
- Rockex Mining Corp.
- Marathon & District Community Adjustment Committee - Carolyn Burton-Owen or Joy Bott
- CFDC's – Rainy River, TB Ventures, Superior North (Anne-Marie Bourgeault, General Manager), Atikokan, Red Lake, Kenora

6. Meetings:

- Primary location will be NSWPB Boardroom with teleconferencing capabilities;
- Will be held the second Tuesday of every month from 9:30a.m. – 11:00 a.m., with the exception of weeks identifying Monday as a holiday in which case the meeting will be held on Wednesday;
- Additional meetings will be scheduled as the need arises;
- As potential membership groups or individuals are identified they are to be invited to make a presentation to NCCC outlining their organizational mandate or company overview at the next scheduled meeting (suggested length for presentation to be 20-30 minutes and allow for Q&A;

- Minutes of the meetings will be taken, prepared and distributed by the NSWPB. (Still to be discussed/determined)

7. Resources available to the team and how accessed:

Boardroom at NSWPB offices, will be held for regular meetings and may be booked for additional meetings as needed based upon availability; MTCU Boardrooms and Bending Lake Iron's Boardroom have also been offered as their size can accommodate larger numbers.

8. Reporting Guidelines:

Records shall be maintained by North Superior Workforce Planning Board of all NCCC meetings (agenda, minutes, correspondence) and shall be shared and distributed to full NCCC membership in a timely fashion.



North Superior

Workforce Planning Board

***“Connecting community partners to improve the quality of life
in our communities through workforce development.”***