

# Cree Initiatives and Developments in Eeyou Istchee

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**Grand Council of the Crees (Eeyou Istchee)**  
**Grand Conseil des Cris (Eeyou Istchee)**

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**Cree Nation Government**  
**Gouvernement de la Nation Crie**



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# Cree Nation Government

## Human Resources

**As of 2018-2019, Cree Nation  
Government had 404 Employees**

- They are employed in 11 Departments within Cree Nation Government
- Offices are based throughout Eeyou Istchee in Cree communities
- Our employees are also at Embassy Offices that are based in Montreal, Quebec and Ottawa.





## Job Category Breakdown of Employee Positions

There are:

**285 Cree Nation Government Employees  
within in the following categories:**

- Administrative/Technical: (217)
  - 154 female employees & 63 Male Employees
- Professional: (54)
  - 24 female & 30 male employees
- Management/Executive: (14)
  - 5 female & 9 male employees.

In total there are 286 Cree Employees  
in Cree Nation Government =71%



# Ethnic & Gender Demographics of EEPF Positions

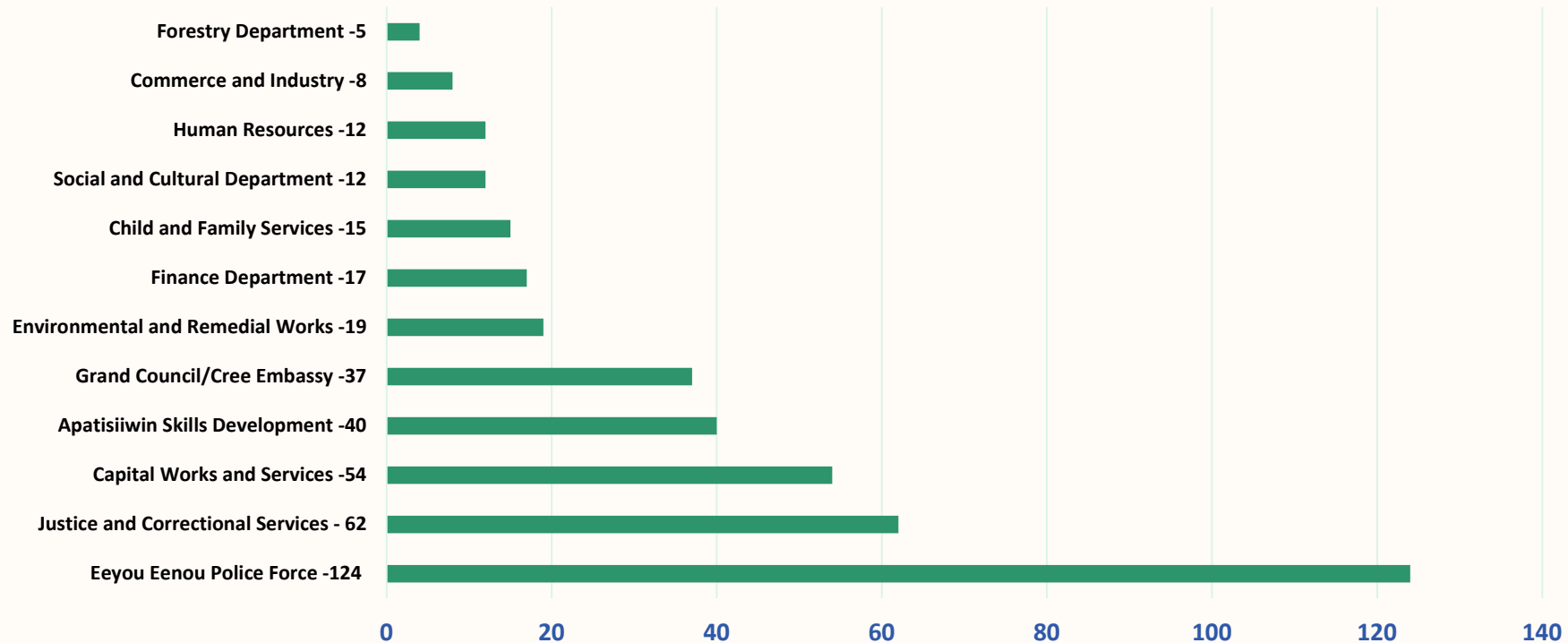
## From the 101 EEPF Positions Positions within Cree Nation Government:

- EEPF Manpower: 101
  - 67 Cree Beneficiary, 6 First Nation, 28 Non-First Nation
  - 91 Male & 10 Female Employees
- 66% of EEPF employees are Cree beneficiaries.
- 90% of the EEPF workforce are men and 10% are women.



# Positions by Department Cree Nation Government

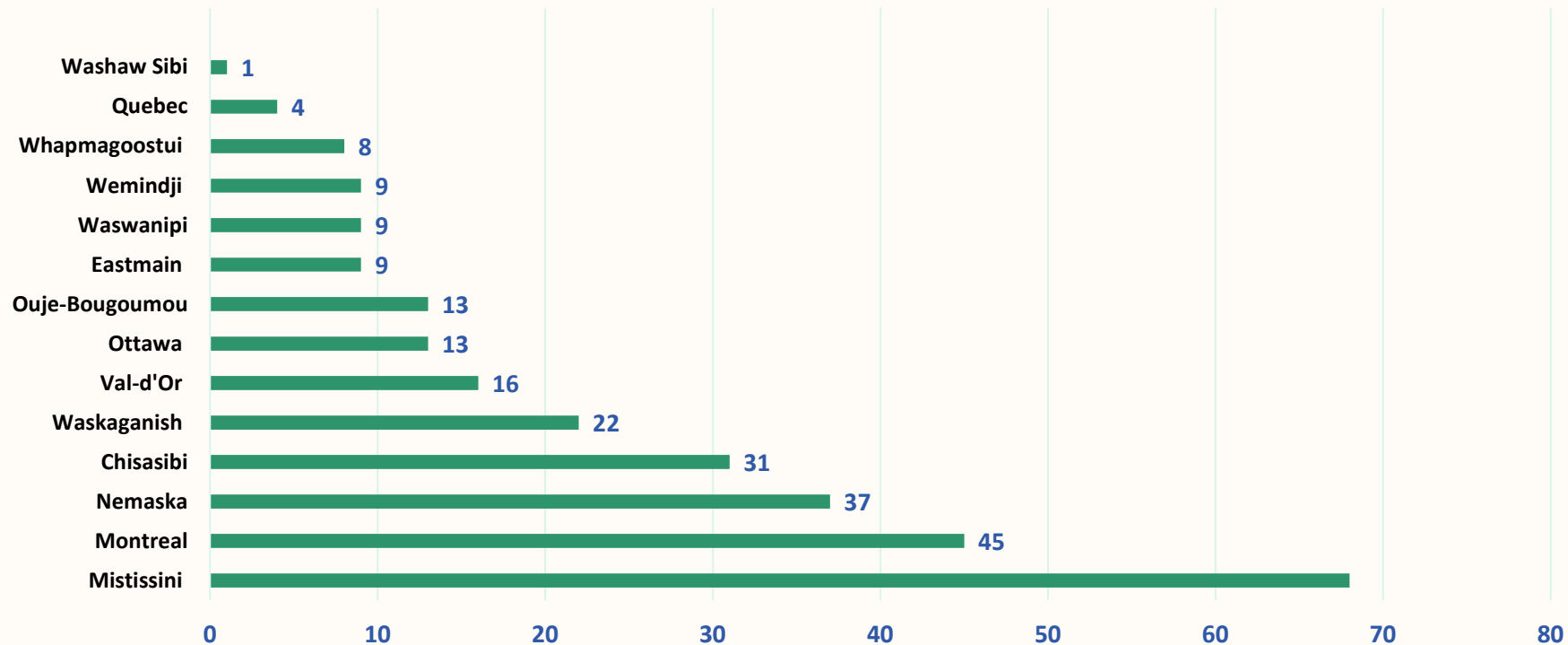
Employees by Department

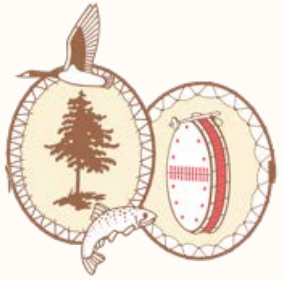




# Employees By Community

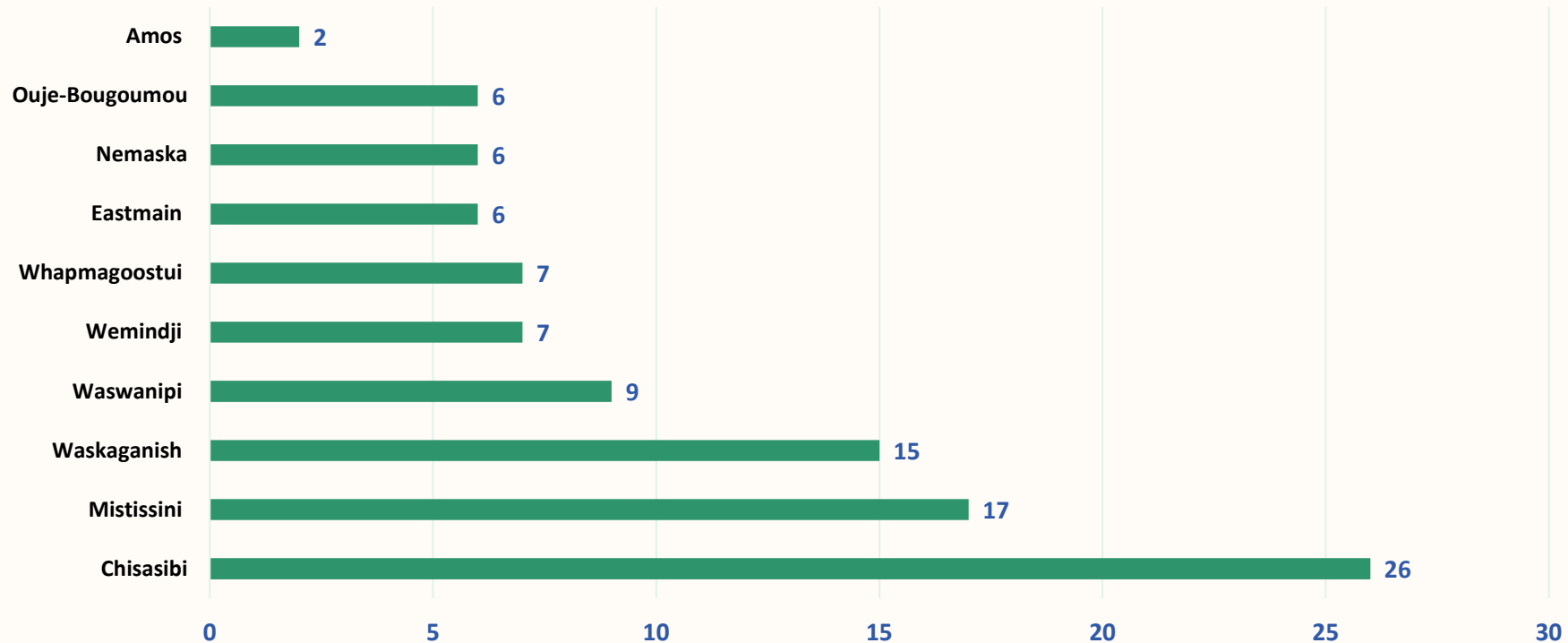
Employees by Department





# EEPF Positions by Community

Employees by Department







## Cree First Nations Infrastructure Projects

### A substantial workforce is required within the construction sector:

- 138 million is projected to be spent over the next 10 years on infrastructure
- It is estimated that 2,3 million hours of work required for capital & infrastructure projects across Eeyou Istchee over the next 10 years
- We will require 2000 seasonal positions to complete the projects over 10 years
  - They work 8-10 months as seasonal workers
  - 200 workers will be needed every year on average



# Cree First Nations: Facilities/Housing

Economic Opportunities are not just about construction. We need to consider products and services for homeowners after construction

## Projected construction manpower for the next 10 years: Facilities/Housing

- \$290 million estimated construction budget over the next 10 years
- 4,8 million hours will be required by workers across numerous trades
- The average number of workers per year required will be approximately 484
  - They work 8-10 months as seasonal workers
- Equipment, materials and professional services need to be established to create positive business spin-offs



## Mining Industry:

### Cree Employment in Full Time and Contract Positions

There is a substantial amount of mining related activity in various stages of development.

- There are approximately 1371 mining employment positions, within 3 operations in Eeyou Istchee.
- The number of employed Cree workers is 161 or approximately 11%
  - There are currently 264 Cree employed within the contract portion of this industry.
- This data is of September, we have good reason to believe it has changed





## Active Mines in Eeyou Istchee



Eleanore Gold -Wemindi



Renard Mines – Mistissini

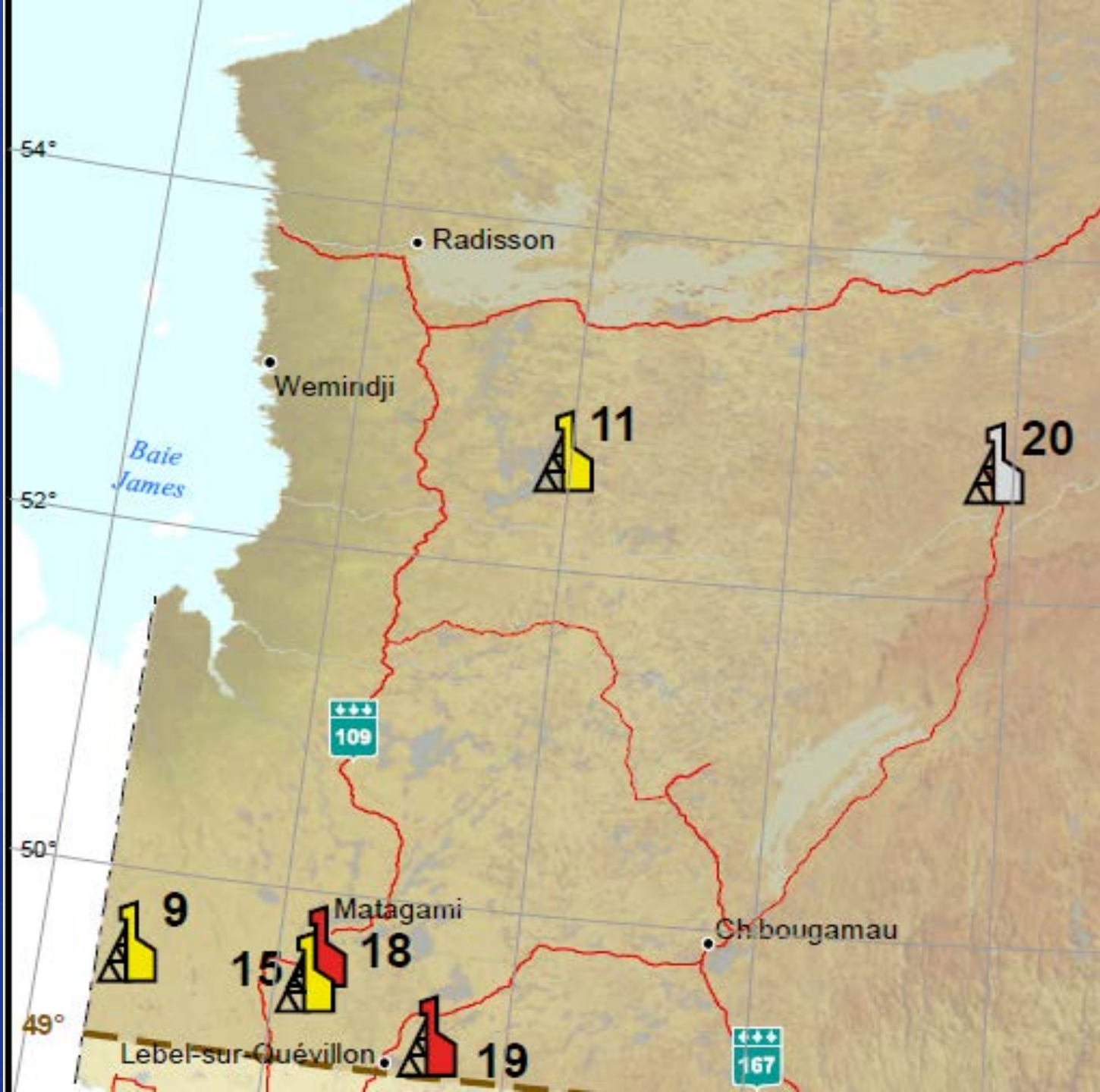
## Advanced Projects in Eeyou Istchee



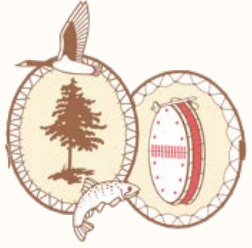
Bachelor– Waswanipi



Nemaska Lithium– Nemaska



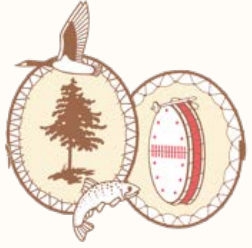




# Employment over Time

## Eleanore Mine – Newmont Goldcorp

	2015	2016	2017	2018	2019/Sep t
<b>Total Workforce</b>	605	659	698	770	828
<b>Total Cree Workforce</b>	48 (8%)	55 (8%)	57 (8%)	71 (9%)	70 (8%)
<b>Cree Men</b>	41 (7%)	49 (7%)	51 (7%)	65 (8%)	63 (8%)
<b>Cree Women</b>	7 (1%)	6 (1%)	6 (1%)	6 (1%)	7 (1%)



# Employment over Time

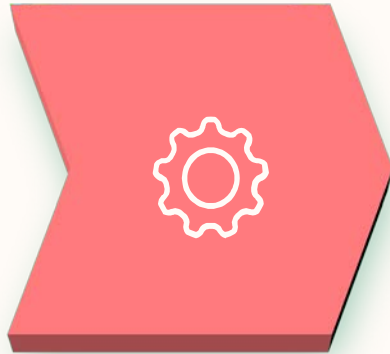
## Stornoway Diamonds – Renard Mine

	2017	2018	2019
Total Workforce	492	509	479
Total Cree Workforce	57 (12%)	71 (14%)	60 (13%)
Cree Men	43 (9%)	55 (11%)	48 (10%)
Cree Women	14 (3%)	16 (3%)	12 (3%)



# Mining Development: Opportunities

2



Development

The phase of constructing a  
mine and developing  
infrastructure

- Some of the opportunities of the Development Phase:
  - Mining Engineers
  - Geology
  - Environmental Specialists
  - Trades People
  - Metallurgists
  - Medical Staff
  - Capital Infrastructure Development



# Mining Operations: Opportunities

3



Operations

The phase of actively  
extracting resources.

- Some of the opportunities of the Operations Phase:
  - Logistics Technician
  - Environmental Manager
  - Security Staff
  - Ore Processing
  - Plant Management
  - Trades People
  - Medical Staff
  - Heavy Equipment Operators





# Mining Industry: Spin-Offs and Business Development Opportunities

A large percentage of mineral delivery in Northern Quebec is from Eeyou Istchee:

- Mining can be a major employer but also a driver of new businesses in our communities: Examples
  - Trades (Machinists, Mechanics, Welding)
  - Laboratory Services
  - Equipment Rental/Storage
  - Material and Equipment Sales
  - Technical Services

The lifecycle of mines also creates substantial opportunity for:

- Restoration Projects
- Environmental Assessment/Monitoring



## Forestry Sector:

- 350,000 cubic meters of wood allocation available from Paix Des Braves
- Silviculture contract works oriented toward Cree Enterprises, with a yearly value of \$1.5 million.
- We currently have low Cree participation on this industry.
  - Cree participation forms a useful monitoring tool.
- Standing trees are sold directly to forestry companies.



# Hydro Quebec: Understanding the opportunities

**Substantial opportunities exist within contracts, trades, and equipment/supplies.**

- In 2018, \$12.5 million was awarded to Cree Entities via contracts.
- Creeco group of companies - is active in this sector, they have benefited from these contracts
  - Airports services, food and janitorial, cargo, construction etc.
- Significant opportunities exist within HVAC work, plumbing, food services and electricians (approx. \$44 million in contracts between now and late 2020)
- Cree companies are currently accessing opportunities via construction, transport, fuel sales, gravel supply, and slashing.





## Broadcast and Telecommunications

## A Growing Sector

### Telecommunications and Broadcast

- There are 9 Community Radio Stations and 1 Regional Broadcast organization that provide over 50 jobs
- Telecommunications and Broadband are growing fields with ECN
  - 22 full time positions, 2 part time positions.
- There are good employment opportunities in the Fibre optic and future developments in the cellular
- 2019-2020 Communications Study
  - DCI-CTA-JBCCS-ECN-Hydro infrastructure
  - Employment opportunities exist in this field for Cree Nation.





# Opportunities and Challenges: The next 10 years we will see an unprecedented level of development in Eeyou Istchee

How do we implement the spirit and intent of Section 28.10.3 and 28.10.4 of the JBNQA?

- How to efficiently develop and promote our Cree Workforce?
- How to identify, promote and protect Cree entrepreneurs?
- How to ensure positive economic results are achieved with spending of public funds and promotion of local economies?
- These challenges are at the heart of Eeyou Istchee



# Cree Nation Free Trade Agreement

**A United Cree Nation economy  
will be so much stronger than  
10 separated economies**

- There are more trade barriers between Cree communities than there are with the rest of the Quebec economy.
- The economies of all First Nations can be separated and isolated. This is the legacy of the Indian Act which still exists in Eeyou Istchee today:
  - Governments, Crown Corporations and Natural Resource developers constantly question the capacity of Cree companies on a community by community basis.



# Cree Nation Free Trade Agreement

**Crees should enjoy the  
greatest mobility and priority  
in Eeyou Istchee :**

- Cree Governments agree that Cree workers/entrepreneurs should have the freedom to move between Cree communities.
- Cree Governments must be allowed to promoted local content and labour



# Cree Nation Free Trade Agreement

## The Agreement must empower governments and local entrepreneurs

- All governments will use the legal authority to implement the principles in the Agreement in a manner that reflects the needs and interests of the constituents.
- The definition of “Cree Enterprise” will:
  - Promote local investment
  - Empower the Cree Partners in Joint Ventures
  - Protect the income of Cree workers





# Collaboration, Openness and Mobility will strengthen the Cree Economy

**By working together for prioritized  
Cree economies to we can:**


- Create opportunities for businesses that meet common needs between communities and therefore have a larger market.
- Create more opportunities for workers to advance their skills and advance their careers.
- More effectively and efficiently meet the workforce needs of contracts
- Strengthen businesses in our communities by ensuring they can effectively participate
- Mobility will enhance the value of companies and adds to the wealth of the people who worked so hard to build them.



# Communities and their people are the drivers of this Development

The local governments of Eeyou Istchee play the most central role in the development of Cree Real Estate, infrastructure and local economies:

- The laws that are adopted to recognize homes as personal property, to promote the ability of people to sell and benefit from the investment in their homes or in their business is critical.
- Local Governments understand the opportunities for business development and the needs and readiness of their people to grow as workers and entrepreneurs



# Education is the key factor in determining access to future opportunities

## We are seeing the rise of multiple sectors in Eeyou Istchee, and the need for qualified workers:

- Many of the industry trades, and professions will need training beyond a secondary education:
  - Ensuring our youth graduate and pursuit vocational, college and university degrees will open new career paths for them.
  - These career opportunities need to be promoted and the role of academic achievement made clear
- Advancement as a tradesperson is strongly tied to a commitment to continued learning:
  - We need to push our tradespeople to pursuit greater levels of advancement
  - This requires a commitment to promote and support training as a part of career development



# Discussion



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