

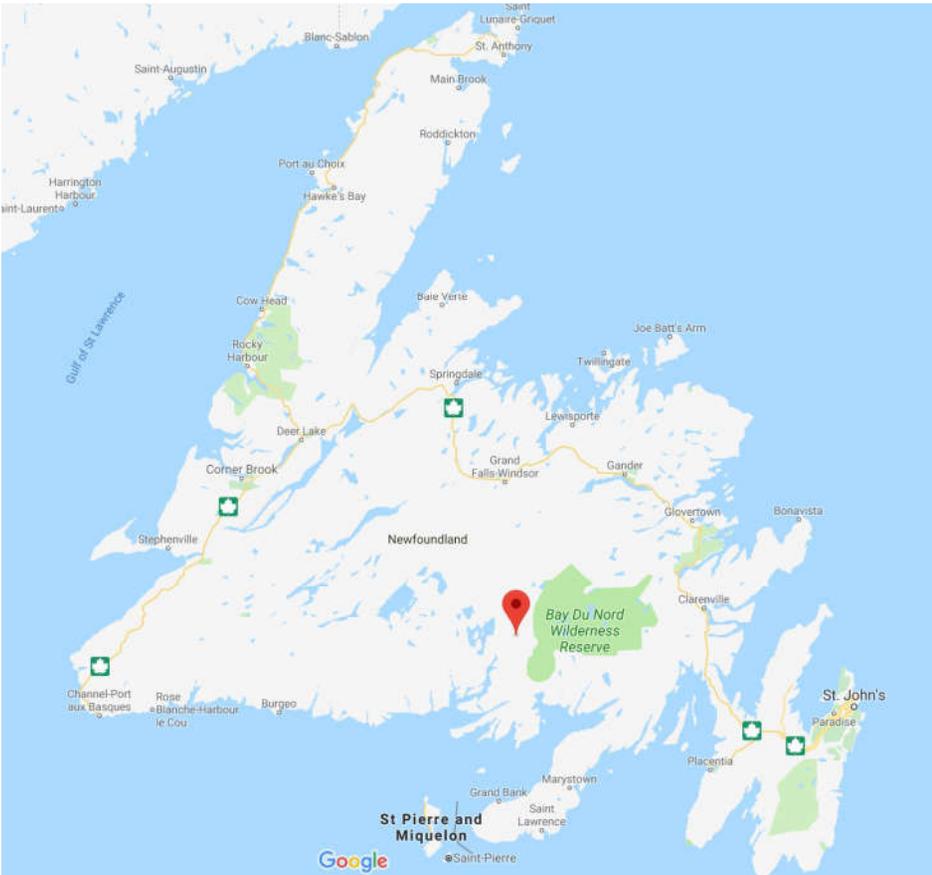
On Reserve Labour Market Information Pilot Project

Miawpukek First Nation (MFN)

MFN's Plans to use the On Reserve LMI data to enhance their Industry Partnerships.

Presented by Sheila O'Neill, AES, on behalf of
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Miawpukek First Nation (MFN)



MFN is located at the mouth of the Conne River on the south coast of the island of Newfoundland.

MFN is 224 km from the nearest service center, the international airport town of Gander.

As of June 2019 the total population was 3061:

Living On Reserve: 839

Living Off Reserve: 2,222

Industry Partnerships

Miawpukek First Nation, through its industry partnership efforts, is creating significant training and employment opportunities for its membership.

Since being established as a reserve in 1987, Miawpukek First Nation has gone from a poor, isolated community with almost 90% unemployment to a strong vibrant community with nearly 100% full time/part-time employment.

The LMI project is enabling MFN to capitalize on the employment opportunities that come with its various partnerships.

Economic Development and Employment

Miawpukek First Nation's original economy centered around the land and hunting and trapping.

In the 1800's it was reported that all heads of household at Miawpukek hunted, trapped and guided on family hunting and trapping grounds.

There was a down turn in the fur industry and development of traditional land and loss of access to parts of traditional lands due to modern development, which eroded MFN's traditional economy.

MFN has been rebuilding its economy since the 1980's by establishing economically viable business and by establishing partnerships with outside industry. The goal is to generate revenue for MFN and to create sustainable jobs for its members.

Examples

Clearwater Fisheries is one of the largest seafood processors in Atlantic Canada. Clearwater Fisheries until recently had a monopoly on the lucrative arctic surf clam. This offshore clam has significant value and are harvested from multimillion dollar 74 meter boats. In 2018 Miawpukek and other Mi'kmaq First Nations acquired 25% of the arctic clam resource from Clearwater Seafoods.

The 2019 Clearwater-First Nations Clam Resource Sharing Agreement is an example of MFN industry partnerships that will benefit from the LMI Project.

In addition to employment in the Arctic Surf Clam fishery, there will be opportunities for procurement of related goods and services.

MOWI, a leading company in the Atlantic Salmon aquaculture industry which is located in ocean waters adjacent to Miawpukek. The aquaculture industry in NL is currently worth over \$200,000,000 per year. MOWI is working with MFN to create economic spin offs from MOWI's aquaculture expansion in waters adjacent to MFN. These spin offs include net cleaning services, supply cleaner-fish, support vessel services and crewing.

Horizon Maritime, an offshore supply and support company, is working with MFN to implement a sea cadet program that will see MFN members employed as crew members and officers on its offshore supply vessels.



Horizon Star



Anne Risley



New crew members from MFN with
Horizon Star Captain, holding
Mi'Kmaq Flag

Miawpukek Requires Training and Skills Development

To realize the opportunities resulting from MFN's partnerships it needs a skilled human resource pool of members that can fill the labour requirement positions. Some of these positions include:

- ROV operators

- Vessel Deck Hands (Marine emergency duty, First Aid and WHMIS Training)

- Commercial Divers

- Vessel Captains (Fishing Masters 4 certificate)

- Aquaculture Technicians

- Crane Operators

A Good Skills Inventory is part of MFN's Development Strategy

- Community Job Bank – Identify employment opportunities and necessary training and skills
- Labour Market Skills Inventory – Identify skills, training and experience, as well as interest
- Look at the gap – Assess current readiness to avail of employment opportunities
- Link members to employment and training opportunities
- Identify membership working with industry partners
- Plan for the future – develop programming based on identified opportunities and interests

Conclusion

Miawpukek First Nation is creating some new and exciting training and employment opportunities for its membership through its industry partnerships;

Realizing on these opportunities involves having a work ready skilled labour force;

Proactive recruitment and community based training will be utilized to equip MFN's labour force with the skills and core competency to be employed by industry partners;

MFN is very excited to be able to use the LMI skills industry and Job Bank to identify to:

1. Determine the extent to which its current membership skills inventory meets the industry demand and to determine actual training needs;
2. Engage trainers to meet any training needs resulting from gap analysis;
3. Communicate training and employment opportunities to its members;
4. Monitor and evaluate skills inventory and impact of training initiatives over the course of multiple years.

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