

INNAVIK HYDROELECTRIC PROJECT

Recruiting and hiring

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- Innavik hydroelectric project will have 2 categories of employees
 1. Construction employees
 2. Camp and services (outside of the job site)

Recruiting and hiring

1. Construction site employees

Construction projects in the province of Québec are bound by the provincial collective agreement and governed by the Commission de la Construction du Québec (CCQ) rules and regulation for all activities related ;

- All employees must have CCQ trade card to work on the Innavik hydroelectric site project as any other project in Québec;
- CRT Construction is collecting candidates by:
 - CRT web site recrutement@crtconstruction.ca
 - KRG
 - Local employment services in Inukjuak
 - Information provided by the CCQ list of worker
- Job fare will be organized to collect additional candidate, future information and time to be provided

Recruiting and hiring

1. Construction employees (continued)

- Opportunities over the project
- Job can be full time or part time
- The list exclude the sub-contractor
- Rates as per CCQ

TRADE	2020	2021	2022
CARPENTER	22	30	6
LABOURERS	16	18	10
OPERATING ENGINEER	6	6	1
MECHANICS	2	2	1
EXCAVATOR OPERATOR	6	6	1
TRUCK DRIVER	10	10	0
HYDRAULIC DRILLER	4	4	0
CRANE OPERATOR	2	2	1
CEMENT FINISHER	2	4	0
SERVICES	10	13	0
Total	80	95	20

Recruiting and hiring

2. Camp and services (outside of the job site)

All other needs on the Innalik project will be opened to all potential employees with sufficient competencies/training: ASP certificate will be requested.

Camp / Kitchen (10 workers)

- Camp, and site clerck
- Cook
- Assistant cook
- Catering diver
- Housekeeper
- Security

Recruiting and hiring



3. Steps to become construction employees or the camp and services employees!
 - a) Send a resume as explained previously; Or meet us at the job fair day
 - b) Candidates will be interviewed;
 - More than 15 potential candidates were met last September;
 - Interviewing sessions will be held soon in 2020;
 - c) Chance to be selected candidates for construction job site:
 - The candidates with a trade qualification degree has direct access for the CCQ certification;
 - The candidates without a trade degree and having good skill will be accompanied in the process of obtaining and accessing the site by being trained with the ASP Construction Training company with a training session on health and safety on construction sites;
 - d) Hired on the project !

Training and development



1. Innavik hydroelectric project will :
 - a) Develop awareness training supported by the local chapter regarding the Inuit community and project requirements;
 - b) Provide on-site training for local workers to meet basic requirements;
 - Rock truck – Water truck – administrative assistant- etc...
 - c) Assist the local partner to structure the training (AEC/DEP);
 - Concrete technician (ACI certified)
 - Administrative assistant
 - Carpentry
 - Operating engineer