
CHAIN REACTION

A SERIES OF CASE STUDIES ON SASKATCHEWAN'S
INDUSTRIAL AND MINING SUPPLY CHAIN

POINTS ATHABASCA CONTRACTING LP
POINTS ATHABASCA FHQ CONTRACTING LP

CASE STUDY # 0 0 2



Points Athabasca Contracting LP and Points Athabasca FHQ Contracting LP: Building Local Aboriginal Capacity

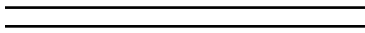
Providing the necessary bridge to connect corporate
commitment with Aboriginal engagement.



It's an obvious fact that resource companies must operate where the resources are. What may not be as apparent is that these locations are often where there is no existing trained labour pool to carry out the operations. By adopting policies of social responsibility, companies in Saskatchewan

northern workers, and to contract with local northern companies. To their credit, the uranium mining companies have embraced the spirit of the regulations to the point where they have the highest percentage of Aboriginal employees of any industry in Canada. Since 1999, Aboriginal-owned Points Athabasca has played an important role in this success. Their Site Services division illustrates how.

“Points Athabasca is a local company that knows local people, the local culture, and can do a better job of recruiting and motivating local people.”



are realizing the benefits of hiring and training local people, including those of Aboriginal descent.

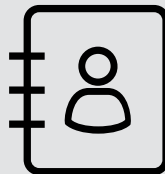
The Athabasca Basin in northern Saskatchewan contains the world's richest known uranium reserves, attracting major mining companies including AREVA Resources Canada and Cameco Corporation. Beginning more than thirty years ago, the Government of Saskatchewan has required written commitments from mining companies operating in the region to hire and train

“Points Athabasca has developed effective policies, procedures and methodology to engage Aboriginal people in the workforce,” says John Scarfe, CEO of Points Athabasca. “We developed our Site Services model to employ Aboriginal employees during the construction phase of Cameco's Cigar Lake mine. At the end of the project, 90 per cent of the more than 100 employees supplied through Points Athabasca were Aboriginal, and Cameco had hired over 150 of our employees directly. “

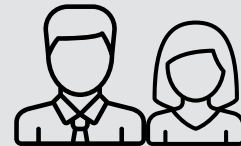
Scarfe is also quick to point out that Site Services is a profitable venture, and not just a “make-work project.” The division can perform more than 25 different functions, ranging from journeyman plumbing to water hauling and snow clearance. In addition to benefitting from an immediate, reliable single source for these varied tasks, the mining companies also save many thousands of dollars in training, recruiting, supervision and job retention.



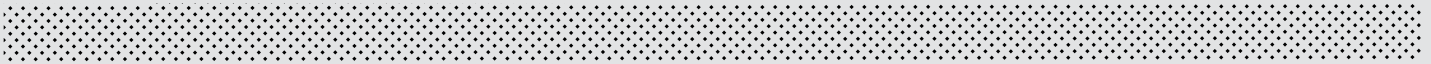
Better-trained labour force



Reduced recruitment costs



Improved community relations



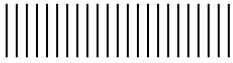


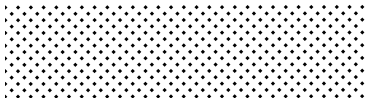
PHOTO:

Employees of PAFHQ – the southern sister company to PACL – on site at the K+S Legacy Mine

It was the First Nations leaders in the southern Saskatchewan communities adjacent to the K+S mine who recommended using Points Athabasca FHQ, says Terry Bird, lead advisor for First Nation & Métis Initiatives at K+S Potash Canada. Bird, who grew up on the nearby George Gordon First Nation, says, “It is great to visit chiefs of the First Nations and their communities, and to report on what is being done, and for them to see people from their communities engaged in good-paying jobs. That goes a long way in recruitment, community relations and employee retention.”

Points Athabasca FHQ: Adopting the PACL Model for Southern Saskatchewan

In southern Saskatchewan, File Hills Qu’Appelle Tribal Council was looking to create a similar partnership. They contacted Points Athabasca and their partner Graham Business Trust to look at a new company to handle the same components that Points Athabasca Contracting LP(PACL) had successfully introduced in northern Saskatchewan. The result was a new sister company, Points Athabasca FHQ Contracting LP (PAFHQ). The company’s first contracts were with Potash Corporation on the Rocanville mine site. Further opportunities arose when the K+S Legacy project came online. Promoting the engagement and training model that was perfected within PACL, Harley Camsell, PAFHQ’s General Manager, won the K+S Site Services contract in October 2014. Since then, they have consistently reached 65 percent Aboriginal engagement, with the majority of employees coming from Treaty 4 territory. “We provide an excellent way for corporations to engage Aboriginals when engagement policies are new or are in development,” says Camsell. “We also can provide details to help flesh out policies to provide proper and meaningful engagement.”



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Through its Site Services division, Points Athabasca has demonstrated effective methods to engage local Aboriginal peoples in the resource industry. This benefits not only the mining companies and their Aboriginal employees directly, but also the neighbouring communities, in many different ways.

Sean Willy, Director of Corporate Responsibility at Cameco, says that using Points Athabasca Site Services has, “greatly reduced the onboarding time of employees who want to work full-time with Cameco, because these people have already had the necessary on-site training and know the conditions and culture. It has contributed to Cameco having a 95 per cent retention rate of First Nations people from the North.” He adds, “Points Athabasca is a local company that knows local people, the local culture, and can do a better job of recruiting and motivating local people.”

The benefits of the Site Services model extend far beyond the job site. It enables Aboriginal workers and their families to stay in their home community, and puts money back into the local economy. It also introduces valuable skills – such as those of an electrician or plumber – into isolated communities that might otherwise not have access to these trades. Perhaps most

importantly of all, it creates role models and community leaders that inspire new ambitions and attest to new possibilities through education and the determination to succeed. The workers also provide an important, credible conduit for information and feedback between mining companies and the communities in which they operate.

“It’s also important to emphasize the quality of the work of Site Services,” says Willy. “Points Athabasca has a quality ethos in their corporate culture, a pride in demonstrating that the services provided by First Nations can be not only as good as that provided by anyone else, but in fact competitively superior. They regard themselves as a serious company in a competitive market – and prove that corporate responsibility and effective procurement does not need to be an either-or issue for a company.”



SIMSA is the Saskatchewan Industrial and Mining Suppliers Association, representing Saskatchewan based companies who provide goods and services to industrial projects.

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