



Government of Northwest Territories  
Gouvernement des Territoires du Nord-Ouest



# 2023 Socio-Economic Agreement Report

For Mines Operating in the Northwest Territories

## Rapport sur les accords socioéconomiques 2023

Mines de diamants des Territoires du Nord-Ouest



Le présent document contient la  
traduction française de la présentation.



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# Introduction

An important part of the process for supporting new resource development projects in the Northwest Territories includes seeking public approval for the project. This happens through environmental assessment. It gives NWT residents a chance to understand what the project will mean to their communities, land, and the rest of the NWT.

It is common for a company to describe the opportunities its project will bring, while describing the steps it will take to help make this happen. As a project goes through the regulatory process, the Government of the Northwest Territories (GNWT) and the company commit to a follow-up program in the form of a Socio-Economic Agreement (SEA). SEAs generally include commitments related to:

- Employment and business opportunities;
- Cultural well-being and traditional economy activities;
- Monitoring indicators associated with community, family, and individual well-being;
- Net effects on government; and
- Sustainable development initiatives.

The GNWT plays multiple roles with respect to SEAs. It works to maximize positive impacts of resource development projects and also to regulate, mitigate, and minimize negative impacts. The GNWT and the company involved in the resource development project will outline these benefits for NWT residents in the project's SEA. To help check performance, objectives are set out in the document. These objectives track measurable changes from the project, such as local jobs, training, and buying. The GNWT monitors the performance of these objectives and works with each company on ways to improve.

An SEA also includes commitments from the GNWT. To support this, the GNWT collects and checks health, housing, economic, and crime-related data

to understand socio-economic trends that may be related to mining activity. The GNWT also supports the mines by offering training to residents, with a focus on providing an educated workforce. With a capable NWT workforce, companies can hire local employees.

Earlier this year, the GNWT released the [2023 Social Data Report](#). The report provided updated data and analysis for a series of socio-economic indicators. Education, health, employment, housing, and crime indicators were included, based on the GNWT's SEA commitments with companies to ensure efforts can be made by both the GNWT and the mines to minimize negative social, well-being impacts. The existing SEAs outline the indicators used in the report. Specific datasets have been added, removed, or modified over the last three decades.

The Social Data Report presents statistics and data in four groupings:

- The NWT;
- Yellowknife;
- Small Local Communities (SLC), comprising Behchokò, Dettah, Fort Resolution, Gamètì, Łutselk'e, Wekweètì and Whatì; and
- Remaining NWT Communities (all NWT communities, except Yellowknife, Ndilò, and SLCs).





## The 2023 SEA Report on Mines Operating in the NWT

This report is a companion to the Social Data Report. It focuses on northern and NWT Indigenous employment, procurement spending, and training for 2023. It also highlights the cumulative economic benefits of the NWT's diamond mines.

SEAs started when diamond mining began in the NWT and this report has evolved as a measure of diamond mining. This report uses 'mining' and 'diamond mining' in the NWT to mean the same thing, but this will change over time. The SEA approach has set up the NWT as a leader in Environmental, Social, Governance and Indigenous rights (ESG-I) practices. As agreements for new projects become active, SEAs will continue to evolve.

Three SEAs for producing diamond mines were in effect in the NWT in 2023: Ekati (Burgundy Diamond Mines), Diavik (Diavik Diamond Mines Inc.) and Gahcho Kué (De Beers Canada). This report compiles figures and statistics provided by these three mines.

In total, the NWT's three producing diamond mines spent more than \$847 million with NWT-based businesses in 2023. They contributed 1,088 person-years of employment for NWT residents. Two of the three mines exceeded their SEA commitments for NWT procurement spending. None of the three diamond mines achieved their NWT employment targets. The GNWT and mines continue to meet to find new ways to recruit and keep Northern employees.

### SEAs Explained: Does the GNWT benefit financially from SEAs?

SEAs do not result in direct revenues to the GNWT. The GNWT works on behalf of NWT residents to oversee the implementation of SEAs. SEAs benefit residents through local employment, procurement, and training commitments. The GNWT does benefit indirectly from SEA commitments.

# Introduction

Une partie importante du processus de développement de nouveaux projets d'exploitation des ressources aux Territoires du Nord-Ouest (TNO) consiste à obtenir des autorisations réglementaires. Celles-ci sont obtenues par l'intermédiaire de différents processus, le premier étant généralement une évaluation environnementale, laquelle donne aux Ténos la possibilité de comprendre ce que le projet signifiera pour leurs collectivités, leurs terres et le reste des TNO.

Il est courant qu'une entreprise décrive les occasions qu'apportera son projet, tout en décrivant les mesures qu'elle prendra pour les concrétiser. Lorsqu'un projet est soumis au processus réglementaire, l'entreprise et le gouvernement des Territoires du Nord-Ouest (GTNO) s'engagent à mettre en œuvre un programme de suivi sous la forme d'un accord socioéconomique (ASE). Les ASE comprennent généralement des engagements liés à ce qui suit :

- Les possibilités d'emploi et d'affaires;
- Le bien-être culturel et les activités économiques traditionnelles;
- La surveillance d'indicateurs liés au bien-être des collectivités, des familles et des individus;
- Les effets nets sur le gouvernement;
- les initiatives de développement durable.

Le GTNO joue plusieurs rôles en ce qui concerne les ASE : il s'efforce de maximiser les impacts positifs des projets d'exploitation des ressources, et de réglementer, d'atténuer et de minimiser les impacts négatifs. Le GTNO et l'entreprise impliquée dans un projet d'exploitation des ressources décriront ces avantages pour les résidents des TNO dans l'ASE du projet. Des objectifs sont définis dans le document pour aider à vérifier le niveau de rendement. Ces objectifs permettent de suivre les résultats mesurables du projet, tels que la création d'emplois locaux, la prestation de formation et les achats. Le GTNO

surveille la réalisation de ces objectifs et collabore avec chaque entreprise pour trouver des moyens d'améliorer les résultats.

Un ASE comprend également des engagements de la part du GTNO. À cette fin, le GTNO recueille et vérifie les données relatives à la santé, au logement, à l'économie et à la criminalité afin de comprendre les tendances socioéconomiques susceptibles d'être liées à l'activité minière. Le GTNO soutient également les mines en proposant des formations aux résidents dans le but de former une main-d'œuvre qualifiée. En effet, la présence d'une main-d'œuvre compétente aux TNO permet aux entreprises d'embaucher des employés à l'échelle locale.

Plus tôt cette année, le GTNO a publié le [Rapport de 2023 sur les données sociales](#), qui fournit des données et des analyses à jour sur une série d'indicateurs socioéconomiques. Dans le rapport figurent des indicateurs sur l'éducation, la santé, l'emploi, le logement et la criminalité, conformément aux engagements pris par le GTNO à l'égard des entreprises dans le cadre de l'ASE, pour que le GTNO et les mines s'efforcent de réduire le plus possible les incidences négatives sur la société et le bien-être des populations. Les ASE existants décrivent les indicateurs utilisés dans le rapport. Des ensembles de données spécifiques ont été ajoutés, supprimés ou modifiés au cours des trois dernières décennies.

Le Rapport sur les données sociales présente des statistiques et des données réparties en fonction des quatre groupes suivants :

- les TNO;
- la Ville de Yellowknife;
- les petites collectivités locales (PCL), notamment Behchokò, Dettah, Fort Resolution, Gamètì, Łutselk'e, Wekweètì et Whatì;
- les autres collectivités des TNO (toutes les collectivités des TNO, à l'exception de Yellowknife, de Ndilò et des PCL).

## Rapport de 2023 sur les accords socioéconomiques concernant les mines exploitées aux TNO

Ce rapport accompagne le Rapport sur les données sociales. Il se concentre sur l'emploi dans le Nord et parmi les Autochtones des TNO, sur les dépenses d'approvisionnement et sur la formation en 2023. Il met également en évidence les avantages économiques cumulatifs des mines de diamants des TNO.

Les ASE ont été mis en place au début de l'exploitation des mines de diamants aux TNO et ce rapport a évolué pour devenir une mesure de cette activité. Le rapport

utilise plusieurs termes relatifs à l'exploitation minière et à l'extraction diamantaire aux TNO pour signifier la même chose, mais cela changera avec le temps. L'approche en matière d'ASE a fait des TNO un chef de file des pratiques environnementales, sociales, de gouvernance et de droits des Autochtones (ESG-I). Les ASE continueront d'évoluer au fur et à mesure qu'entreront en vigueur des accords relatifs à de nouveaux projets.

Trois ASE concernant des mines de diamants en activité étaient en vigueur aux TNO en 2023 : Ekati (Burgundy Diamond Mines), Diavik (Diavik Diamond Mines Inc.) et Gahcho Kué (De Beers Canada). Ce rapport compile les chiffres et statistiques fournis par ces trois mines.

En 2023, les trois mines de diamants des TNO en activité ont dépensé au total plus de 847 millions de dollars auprès d'entreprises situées aux TNO. Elles ont contribué à générer 1 088 années-personnes d'emploi pour les résidents des TNO. Deux des trois mines ont surpassé leurs engagements en matière de dépenses d'approvisionnement aux TNO dans le cadre des ASE. Aucune des trois mines de diamants n'a atteint ses objectifs d'emploi aux TNO. Le GTNO et les mines continuent de se rencontrer pour trouver de nouvelles façons de recruter et de maintenir en poste des employés ténos.

### Les ASE expliqués : le GTNO bénéficie-t-il financièrement des ASE?

Les ASE ne génèrent pas de revenus directs pour le GTNO. Le GTNO travaille au nom des résidents des TNO pour superviser la mise en œuvre des ASE. Les ASE profitent aux résidents grâce aux engagements en matière d'emploi local, d'approvisionnement et de formation. Le GTNO bénéficie indirectement des engagements pris dans le cadre des ASE.





1996-2023  
**TOTAL PROCUREMENT  
SPENDING BY MINES\***



**\$27.7 Billion**

*\* Includes Ekati, Diavik, Snap Lake, and Gahcho Kué*





# State of the Mining Sector

- Mining's Impact on the Economy
- Current SEAs in the NWT
- In-Profile: Communities and SEAs
- How is an IBA different from an SEA?
- Estimated Mine Life
- Legislative Update
- Feature Story: Mines Step up During NWT Wildfire Crisis

1996-2023  
Cumulative  
employment\*

**74,210**  
Person Years

1996-2023  
Cumulative procurement  
spending in NWT\*

**\$19.3** Billion

\* Includes Ekati, Diavik, Snap Lake, and Gahcho Kué

# Mining's Impact on the NWT Economy

## Mining Leads the Way

As the largest private sector employer and spender in the NWT, mining provides many opportunities for NWT residents. These come from direct employment at mines, and through businesses that support mining.

Airlines fly employees and supplies to remote mine sites on regular schedules. NWT Indigenous-owned firms provide vital services to mining companies. This can

include everything from catering and expediting, to logistics and trucking. Vehicles and goods purchased from NWT suppliers and manufacturers support jobs in communities. Meanwhile competitive wages earned at mines bolster spending in the territory's retail sector. Money spent in the North is money kept in the North. Taxes and resource royalties from mining operations contribute to government revenues.

These revenues support crucial public programs, services, and infrastructure for NWT residents.

As the diamond mines approach the end of their life cycles, they continue to support NWT businesses and employment. Even closing mines bring multi-million-dollar contracts for closure and reclamation plan implementation.

## Existing Advanced-stage Projects

Advanced-staged exploration projects take steps towards becoming operating mines. These include:

- NorZinc's Prairie Creek project (Lead-Zinc)
- Pine Point Mining Ltd.'s project (Lead-Zinc)
- Fireweed Metals' MacTung project (Tungsten)
- Gold Terra's Yellowknife City Gold project (Gold)
- Fortune Minerals' NICO project (Cobalt-Gold-Bismuth-Copper),
- Cheetah Resources' Nechalacho (Rare Earth Elements), and;
- STLLR Gold's Colomac project (Gold).

## New Exploration Projects

2023 was an exciting year for mineral exploration. Spending was up 11 percent from 2022, driven in large part by the search for critical minerals. Many new companies became active in the NWT. A major focus was staking claims or acquiring properties in the Yellowknife Pegmatite Province in search of lithium. This includes:

- Li-FT Power
- North Arrow Minerals
- Loyal Lithium
- Trinex Minerals
- Midas Minerals
- Prestige Lithium
- North by Northwest

Lake Winn Resources also looked to advance the Little Nahanni Pegmatite project in the Deh Cho region.

# Current SEAs in the NWT

## ACTIVE SEAs

### There were four active SEAs in 2023:

- Ekati Diamond Mine (1996)
- Diavik Diamond Mine (1999)
- Snap Lake Mine (2004)
- Gahcho Kué Mine (2013)

Three of these mines (Ekati, Diavik and Gahcho Kué) produced diamonds in 2023 and their employment, procurement, and training figures are featured throughout this report.

Snap Lake mine, owned by De Beers Canada, produced diamonds from 2008 until 2015, when it moved into a care and maintenance phase. Snap Lake reports that closure work will end next winter and it will enter post-closure in 2025.

## INACTIVE SEAs

### There were three signed, but inactive, SEAs in 2023:

- Mackenzie Gas Project (2007)
- Prairie Creek project (2011)
- NICO project (2019)

The Prairie Creek project was in advanced-stage exploration in 2023. NorZinc, the company that owns the Prairie Creek project, has signed an SEA with the GNWT. NorZinc has committed to a minimum target of 30% Northern employment during the project's construction phase.



# In-Profile: Small Local Communities (SLCs)

The GNWT signed its first SEA with Ekati back in 1996. Since then, the GNWT has monitored socio-economic trends across the Northwest Territories. This is intended to assess the trends in socio-economic indicators as they may relate to the effects mining operations have on NWT residents and communities.

The GNWT has focused much of its attention on measuring socio-economic trends in communities near the diamond mines. A lot of attention has gone to the NWT's North Slave region, where there is a concentration of diamond mining activity. The communities looked at include Yellowknife, as well as Behchokò, Dettah, Fort Resolution, Gamètì, Łutselk'è, Ndilò, Wekweètì and Whatì.

Economic opportunities are not the same for all residents of the NWT. It can be difficult for isolated communities to take part in mining-related activity. For example, less reliable telecommunications or road access are common challenges.

## Behchokò

**Population:** 2,057 | **Road Access:** All-Season  
**Residential Internet Access:** Fibre cable, 500 megabits per second (Mbps) download max

## Dettah

**Population:** 227 | **Road Access:** All-Season  
**Residential Internet Access:** Fibre cable, 500 Mbps max\*

## Fort Resolution (Denínu Kúé)

**Population:** 556 | **Road Access:** All-Season  
**Residential Internet Access:** Fibre cable, 500 Mbps max\*

## Gamètì

**Population:** 277 | **Road Access:** Winter-road only  
**Residential Internet Access:** DSL (Satellite), 5 Mbps max

## Łutselk'è

**Population:** 356 | **Road Access:** None  
**Residential Internet Access:** DSL (Satellite), 5 Mbps max

## Ndilò

**Population:** 274 | **Road Access:** All-Season  
**Residential Internet Access:** Fibre cable, 500 Mbps max

## Wekweètì

**Population:** 140 | **Road Access:** Winter-road only  
**Residential Internet Access:** DSL (Satellite), 5 Mbps max

## Whatì

**Population:** 553 | **Road Access:** All-Season  
**Residential Internet Access:** DSL (Microwave), 15 Mbps max\*

## Yellowknife

**Population:** 21,720 | **Road Access:** All-Season  
**Residential Internet Access:** Fibre cable, 500 Mbps max

\* In 2023, upgrades to Fort Resolution and Dettah were completed.

Sources: NWT Bureau of Statistics ('Population Estimates by Community and Region, July 1, 2022'), GNWT Finance: 'Internet Pricing in the NWT (Residential)' (Internet), updated Dec. 19, 2023.





# How is an IBA Different from an SEA?

## IBAs (and PAs) in the NWT

### Ekati has signed four (4) IBAs:

- North Slave Métis Alliance
- Tłıchq Government
- Akaıtcho Treaty 8 (Yellowknives Dene First Nation and Łutselk'e Dene First Nation)
- Hamlet of Kugluktuk, Nunavut, and Kitikmeot Inuit Association

### Diavik has signed five (5) Participation Agreements:

- Łutselk'e Dene First Nation
- North Slave Métis Alliance
- Tłıchq Government
- Yellowknives Dene First Nation
- Kitikmeot Inuit Association

### Gahcho Kué has signed six (6) IBAs:

- Deninu Kúé First Nation
- Łutselk'e Dene First Nation
- Northwest Territory Métis Nation
- North Slave Métis Alliance
- Tłıchq Government
- Yellowknives Dene First Nation

Source: Burgundy Diamond Mines, Diavik Diamond Mines Inc., De Beers Group Canada

Mineral resource companies can also make employment, procurement, and training commitments to Indigenous Governments. These are often structured in the form of Impact and Benefit Agreements (IBAs).

IBAs are not the same as SEAs.

An IBA is a private contract between a project developer and an Indigenous Government. They are sometimes referred to as a Participation Agreement. In contrast, an SEA is a broad, public agreement signed by the GNWT and a project developer that reflects the interests of local communities and all NWT residents.

The topics in these agreements reflect the interests and priorities of the Indigenous Government. Details of IBAs are often kept confidential, and IBAs take precedence over SEAs.



## Estimated Mine Life

NWT diamond mines have provided thousands of jobs to residents of the Northwest Territories for more than two decades. Although these mines have been stable pillars of the territory's economy, no mineral deposit is infinite.

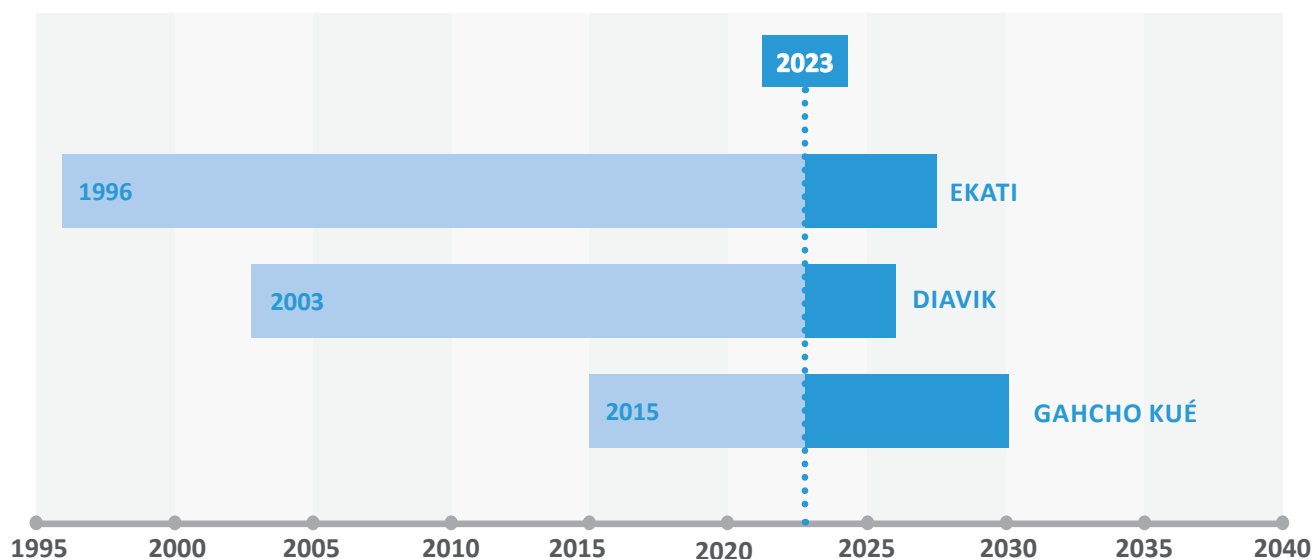
Here's an update on the estimated life of the NWT's three diamond mines, based on recent announcements:

Open-pit operations started at Diavik in 2003. In February 2023, the mine announced plans to spend \$40 million to expand mining below its A-21 pit. This extends production until at least early 2026, although closure planning is underway at Diavik.

Production at Ekati, which began in 1998, is currently planned to continue until 2028. In 2023, Burgundy Diamond Mines announced it would look at ways to try to increase the mine's life to 2040.

Gahcho Kué started production in 2015 and plans to operate until at least 2030. This estimate follows the discovery of an unknown kimberlite pipe in 2019.

## Estimated Mine Life



# Legislative Update

## Mineral Resources Act

In 2019, the NWT's Legislative Assembly passed the first-ever, made-in-the-NWT *Mineral Resources Act* (MRA). This is a major step to modernize the NWT's mining legislation, reflecting the unique needs and priorities of the territory. The Act will come into force once regulations and implementation activities are completed. The GNWT expects to release a public draft of regulations in 2024.





## SEA Program Review

A third-party contractor reviewed the GNWT's SEA program and made recommendations for improvement. The Socio-Economic Agreement Program Review, released in May 2022, recommended a redesign. In December 2022, the GNWT hosted a Socio-Economic Forum in Yellowknife to look at options for a redesigned program. Representatives from producing mines, Indigenous Governments, and non-government organizations attended. Feedback from this forum helped to define options for the GNWT to consider.

Redesign work continued through 2023, seeking feedback from a Technical Advisory Panel composed of Indigenous Governments identified in the SEAs. They provided specific, actionable considerations for improvement. The GNWT expects redesign work to conclude in 2024, with GNWT officials moving ahead on options to pursue.



## FEATURE STORY



*In August, five team members from Diavik's Surface Mining team were sent out to operate equipment around Yellowknife for the construction of firebreaks and to set up water cannons.*

## Mines Step Up During Massive NWT Wildfire Evacuation

In the Northwest Territories, the spring and summer of 2023 will be remembered for the unprecedented scale and length of the wildfire season. Between the months of May and September, at least ten communities were under evacuation orders. At one point in late August, more than half of the NWT's population was displaced due to the fires.

In May, when residents of Hay River and Kátł'odeeche First Nation members had to leave their homes due to an out-of-control wildfire, Burgundy Diamond Mines, De Beers and Rio Tinto's Diavik mine each made a \$10,000 donation to United Way NWT. Later, in July, when a fire reached Behchokò, De Beers and Diavik each made a \$10,000 contribution to the Tłıchq Government to support their members.

When ZF015, the same wildfire that threatened Behchokò, came to within 15 kilometres of Yellowknife in August, spurring the evacuation of

the NWT capital, the diamond mines stepped up. They pitched in with financial resources to support the evacuation of more than 19,000 people and to help Northerners in need. The mines also dedicated emergency teams and equipment to assist with firefighting efforts.

"Our first priority was to ensure the safety of the members of the communities affected by the wildfires. The next priority was to consider how we could use our skills in incident management and emergency response to support our neighbours in the

NWT,” said Sheila Chernys, Head of Health, Safety, Environment, and Communities at Ekati and winner of the Safety Leadership award at the MAX Awards.

Rio Tinto donated \$250,000 to the United Way NWT Emergency Response Fund in August. In mid-September, the Anglo American Group Foundation, a charity run by the parent company of De Beers, made its own \$200,000 donation to United Way NWT, with De Beers donating an additional \$50,000. In the fall, Burgundy Diamond Mines, the new owner and operator of Ekati, established an employee matching program and raised support from its employees and stakeholders, which included a donation of \$45,000 in funds to emergency relief efforts.

“At Diavik, we understand the importance of acting quickly and providing support in a timely manner. During the wildfires, many of our own employees were impacted, along with other community members,” said Diavik Diamond Mine’s Chief Operating Officer Matt Breen said. “Diavik’s contributions to the wildfire response are a reflection of our long-standing commitment to supporting the communities when they need it the most.”

Emergency response team members, equipment, and volunteer personnel from mines helped build firebreaks and set up water cannons around Yellowknife. Diavik also provided time for employees to fight fires in Hay River and provide essential support for fuel delivery for the Yellowknife response.

The assistance went even further. The mines remained in contact with Impact and Benefit Agreement and Participation Agreement communities, and when food security was put at risk with the evacuation of Yellowknife—a vital supply hub—they swept into action to assist the GNWT. Gahcho Kué Mine, a joint venture between De Beers and Mountain Province Diamonds, sponsored a flight from Yellowknife into Łutselk’e in early September

to deliver hampers of essential goods purchased by the Łutselk’e Dene First Nation for local households. The company organized a charter into Fort Resolution to fly in food and supplies, after a spate of highway closures delayed truck deliveries into the community.

The mines also adapted their operations during the emergency. Flight restrictions, instituted at Yellowknife Airport to focus air traffic to firefighting efforts, meant mines needed to move their staff and supplies up from southern centres like Edmonton and Calgary at extra cost. But they got creative, collaborating to improvise pick-up routes for employees by piggybacking on flights into NWT communities. The diamond mines also helped their employees evacuate safely, providing support payments to affected workers and additional days off to be with their families.

Avischen Moodley, Canada Country President, De Beers Group, said the support aligned with the company’s Show We Care value, by assisting NWT residents and communities with the recovery from the wildfire. “Our response was also driven by our desire to support the safety and wellbeing of employees and their families affected by the situation in the NWT, to enable them to be with their loved ones during an extremely difficult time.”

Mineral exploration companies—searching for new deposits that could one day become the NWT’s next big mines—also freed up helicopters and other equipment for fire crews to fight the wildfires, during the all-important summer work season.

Despite the daunting logistical and staffing challenges posed by the wildfires and the mass evacuation of much of the NWT, the mines experienced minimal impacts to their operations, ensuring their Northern employees could continue to earn a living—and giving them one less thing to worry about during a stressful summer.



Since 1996\*  
**TOTAL COMBINED  
SPENDING ACROSS  
THE NWT'S MINES**



**\$27.7 Billion**





# Procurement and Royalties in the NWT

- Procurement Targets
- 2023 Mine Procurement
- Cumulative Mine Procurement (1996-2023)
- Royalties and Revenue Sharing
- Secondary Diamond Industry
- Feature Story: Snap Lake Closure Marks the “Way of the Future”

Since 1996<sup>\*</sup>  
Historical Spending  
with NWT Businesses  
**\$19.3 Billion**

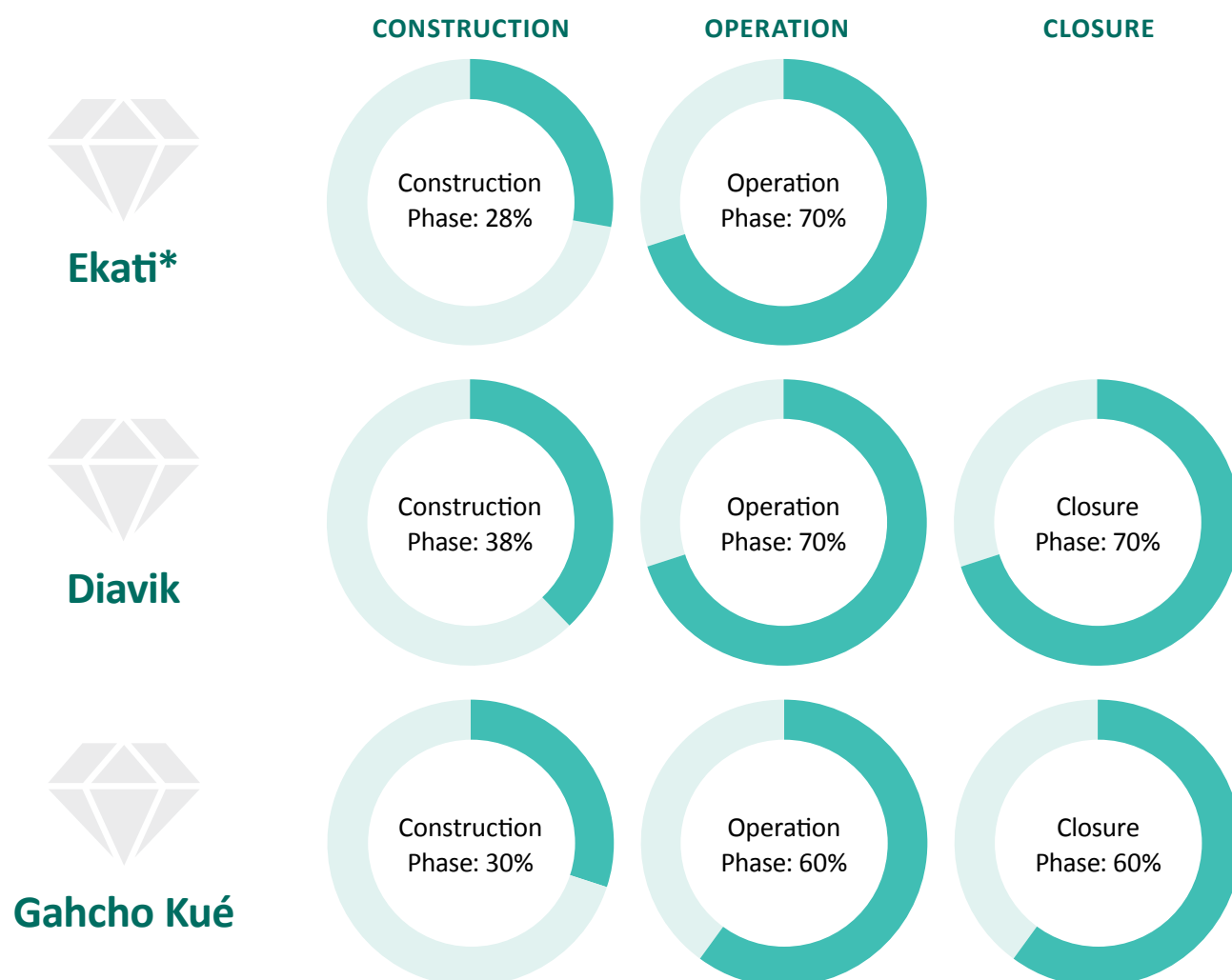
2023  
Diamond Mine Spending  
with NWT Businesses<sup>\*\*</sup>  
**\$847 Million**

<sup>\*</sup> Figures include spending at Ekati, Diavik, Gahcho Kué, and Snap Lake mines

<sup>\*\*</sup> Figures include spending at Ekati, Diavik, Gahcho Kué

# Procurement Targets

Each SEA includes company spending commitments for NWT and NWT Indigenous businesses. In this report, spending is split between Northern businesses and Northern Indigenous businesses. Below is the percentage of spending each company committed to in their SEAs during each stage of their operations.

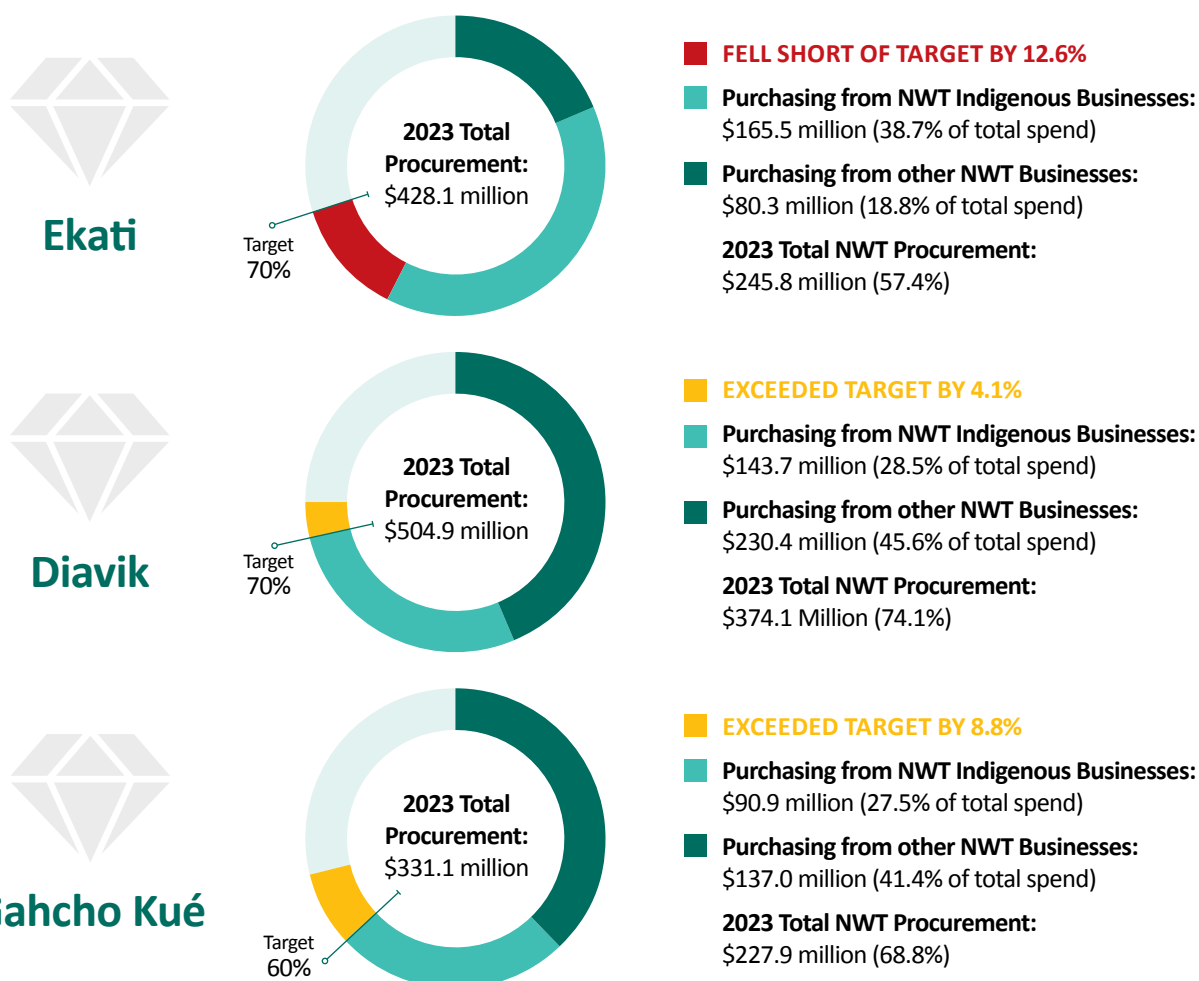


\*SEAs were negotiated on a case-by-case basis, without an established ITI policy to standardize commitments. As a result, some commitments vary among agreements. For example, Ekati's SEA, the first such agreement signed by the GNWT, does not contain closure commitments. To better meet the needs of NWT residents, closure commitments have since become requirements of all SEAs.

## 2023 Mine Procurement

In 2023, the three NWT diamonds mines spent \$847 million of their total \$1.264 billion in spending with NWT and NWT Indigenous businesses.

Diavik met its northern procurement commitment of 70%, exceeding its target by 4.1%. Gahcho Kué also met its Northern procurement target of 60% in 2023, exceeding that figure by 8.8%. Ekati achieved 57.4% Northern procurement in 2023, falling short of its commitment of 70%.



### SEAs Explained: What qualifies as an NWT Business?

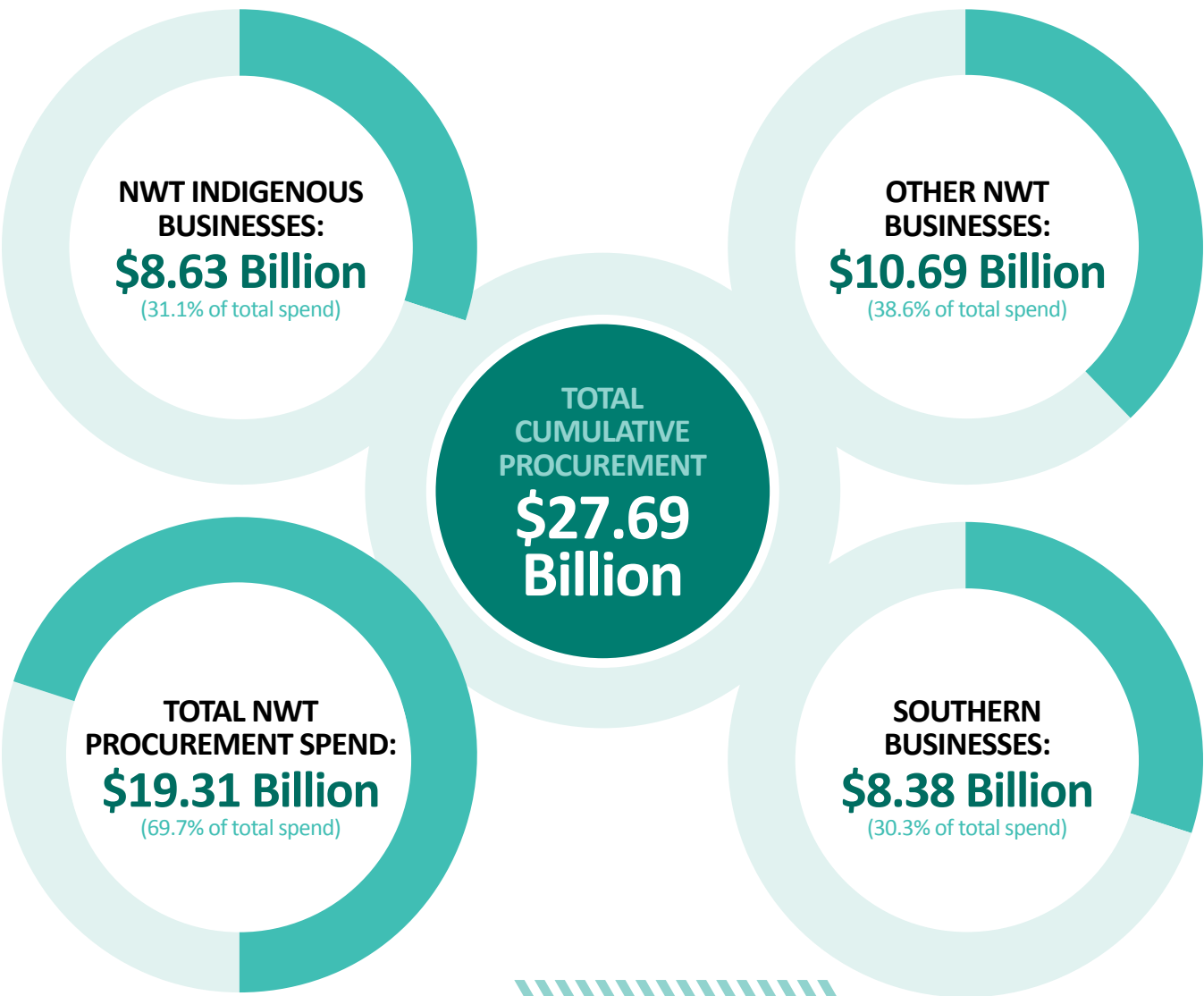
Each SEA contains unique language for defining an NWT Business. Generally, an NWT Business is a business registered and operated in the Northwest Territories. SEAs define an Indigenous NWT Business as an NWT business majority-controlled by an Indigenous NWT resident, by an Indigenous Government, or by an Indigenous economic development corporation in the NWT.

# 1996-2023 Cumulative Mine Procurement

Since 1996, NWT mines\* have spent more than \$27.7 billion. More than \$19.3 billion went to NWT businesses, of which more than \$8.6 billion went to Indigenous-owned NWT businesses. In 2023, the NWT’s three operating diamond mines contributed \$847 million to NWT businesses.

## PURCHASING FROM

\* Figures include spending from Ekati, Diavik, Gahcho Kué, and Snap Lake





## Royalties and Revenue Sharing

Resource revenues after land claim entitlements are shared with the federal government and Indigenous Governments. One-half of resource revenues (subject to a cap) are retained by the GNWT, with the remainder shared with the federal government by reducing the GNWT's Territorial Formula Financing grant. The amount retained by the GNWT is called the Net Fiscal Benefit. Up to one-quarter of the Net Fiscal Benefit is shared with Indigenous Government signatories to the *Northwest Territories Land and Resources Devolution Agreement*.

The amount of revenues collected each year varies depending on the performance of operating mines.

The GNWT raises revenues from resources in two primary ways: royalties and taxes.

### Royalties

Non-renewable resources, once extracted, are no longer available for future use. Royalties serve to convert a non-renewable resource into a financial asset for public benefit. Royalties are based on the assessed value of the diamonds mined at source minus allowable deductions claimed by the company. A mine is charged an escalating royalty rate that can vary from 0% to 13% depending on the value of the mine's production after deductions. The value of the minerals produced from a mining operation is influenced by numerous factors including market prices, the quality of resources being extracted, capital and operating costs of the mining operation, and interest and exchange rates.

In 2022-23, the GNWT collected \$35 million in royalties, including oil and gas royalties.

ITI committed to reviewing the royalty regime as part of its work to develop the regulatory framework for the MRA. Current royalty regulations were mirrored from the federal regulations as part of Devolution.

The last major revision of regulations was in the 1990s in response to the emergence of the NWT diamond industry. Most jurisdictions with active mining industries review royalty regimes approximately every ten years as a best practice to see if the regime is continuing to strike a balance between attracting investment and providing fair return to the public.

### Taxes

NWT diamond mines also provide the GNWT with revenues from corporate income tax, property tax, fuel tax, and carbon tax. In the past three years, diamond mines have contributed 52 per cent of these GNWT taxes. In addition, their employees pay payroll tax and resident employees pay personal income tax.

#### Taxes Paid by Employers:

**Corporate Taxes:** In the NWT, large companies such as diamond mines are subject to the general corporate income tax rate of 11.5% of corporate taxable income.

**Property Taxes:** Mines in the NWT are charged taxes on the assessed value of their properties. Most of the property tax revenues collected by the GNWT are from the diamond mines.

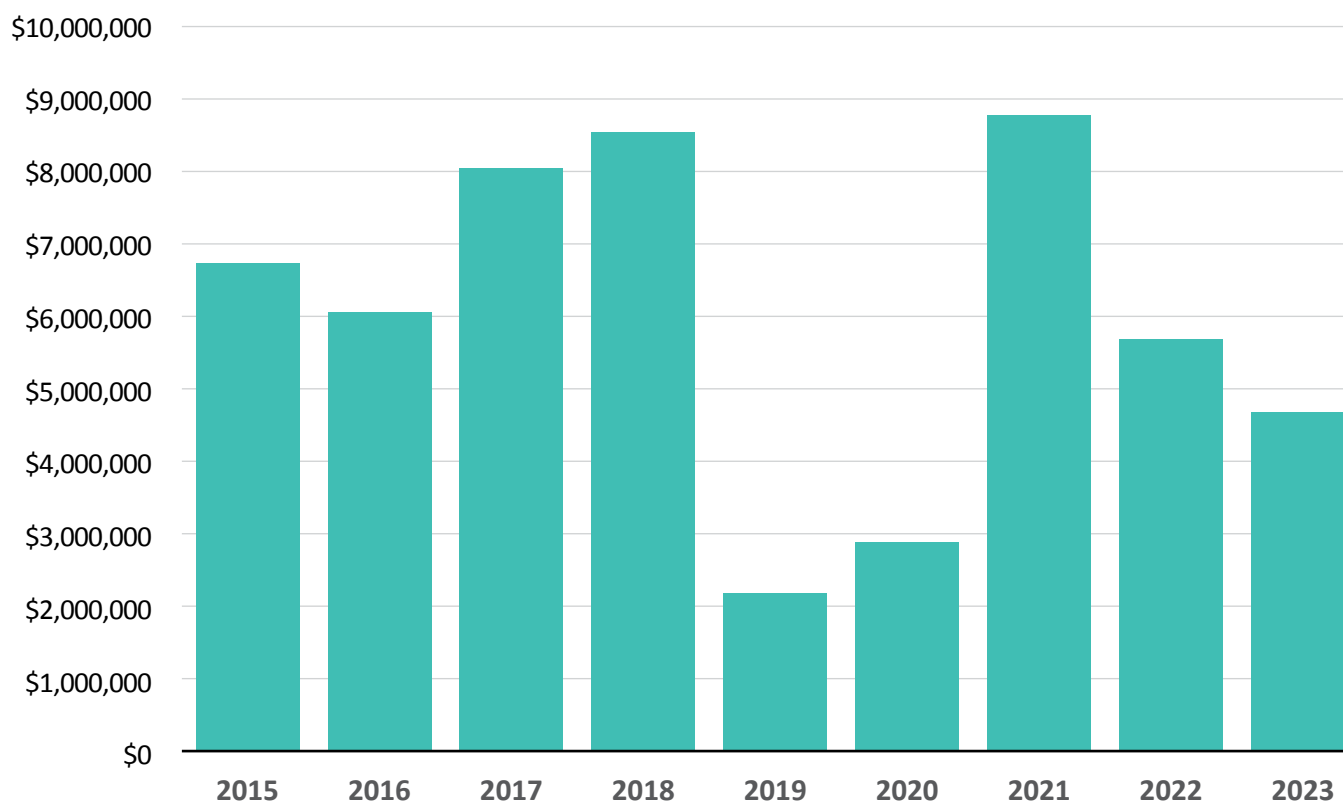
**Fuel Taxes:** Mines use power generation facilities, haul trucks, and processing equipment that consume significant quantities of fuel which (except for heating) are taxed.

**Carbon Tax:** The diamond mines are subject to carbon tax on fuel consumed in their operations. Effective April 1, 2023, diamond mines receive an annual rebate up to 72 per cent of carbon tax paid to a specific consumption baseline for each mine.

## Cash Distribution of Resource Revenue Sharing Amounts to Indigenous Government Signatories to the Devolution Agreement

2015	2016	2017	2018	2019	2020	2021	2022	2023
\$6,700,591	\$5,943,715	\$7,968,685	\$8,449,302	\$2,091,536	\$2,910,318	\$8,634,611	\$5,661,083	\$4,732,437

## Total Distribution of Resource Revenue to Indigenous Government Signatories to the Devolution Agreement



## Secondary Diamond Industry

NWT diamond mines agree to supply a percentage of rough diamonds to Approved NWT Diamond Manufacturers (ANDM).

A local supply of diamonds helps to support secondary industries in cutting and polishing. It provides local opportunities for employment and training in these industries.

The diamond market had a challenging year. The Diamond Policy Framework proved to be a tool that helped the local manufacturing industry to stay active.

The partnership with the Gemological Institute of America (GIA) and the Gemological Science International (GSI) has proven beneficial to the diamond manufacturers. It allowed them to grade and certify their production in one single place.



### DIAMOND DEFINITIONS

**Polar Bear Diamond™:** GNWT-owned trademark, provides origin of the diamonds as Mined, Cut and Polished in the NWT. There are minimum requirements of size and quality.

**Government Certified Canadian Diamond:** GNWT-owned trademark, provides origin of the diamonds as Mined, Cut and Polished in the NWT.

**Carat (ct):** The carat is a unit of mass equal to 200 mg (0.00705 oz), or 0.00643 troy oz, and is used for measuring gemstones and pearls.

### ROUGH DIAMOND PURCHASE BY ANMD – 2023

	Total Rough Purchase	5,602.12 ct
	Local Manufacturing	531.91 ct

### POLISHED DIAMONDS EXPORTS – 2023

	Polar Bear Diamonds™	73.50 ct
	Government Certified Canadian Diamond™	66.70 ct
	Polished – Others	210.38 ct



## FEATURE STORY

COURTESY DE BEERS GROUP



## Snap Lake Closure Marks “The Way of the Future”

It's been more than two years since De Beers Group hired Met/Nuna to lead the closure of its Snap Lake diamond mine. By just about any measure, it's been a success.

A joint venture partnership between Nuna Logistics and Metcor, the North Slave Métis Alliance's (NSMA) business arm, Met/Nuna was awarded a \$110-million-contract in December 2021 to complete all work associated with the mine's active closure. This included managing the demolition of all buildings on site, the construction of water management facilities, and the closing and capping of underground openings. De Beers has maintained a small team of staff to oversee this work for Snap Lake. De Beers also retained responsibility for stakeholder engagement activities.

The closure project has involved a high degree of cooperation between De Beers and Met/Nuna. “This is a great example of business partners working together to adapt to meet operational requirements and unexpected conditions in the field to be able to achieve the site closure objectives,” said Michelle Peters, closure manager at Snap Lake.

By the end of 2023, only a few buildings remained standing on site. Snap Lake remains on track to complete active closure work and move into long-term monitoring in 2025, with all remaining heavy equipment scheduled to be removed from site over the 2025 winter road.



“We’re pleased with the progress of active closure at Snap Lake mine,” said Peters. “This is a massive undertaking, but there is a well-designed closure plan in place, and we have been able to incorporate lessons from the active closure at Victor mine.” De Beers Canada’s Victor diamond mine in northern Ontario closed in 2019.

“This is the first diamond mine to enter active closure in the NWT and we’re pleased that this work is being led by an NWT joint venture and will hopefully position them to be able to compete for future mine closure work in the Northwest Territories,” said Peters.

Met/Nuna is expected to live up to all commitments made by De Beers in the Socio-Economic Agreement (SEA) it signed for Snap Lake with the Government of the Northwest Territories, including preferential hiring and procurement of goods and services needed to undertake active closure. According to 2022 data, 96 percent of the \$74 million in spending at Snap Lake went to Northern companies.

Under the SEA, there is an expectation to use best efforts to hire NWT residents who have the skills and experience required for the work. Closing a mine involves a considerable amount of earth-moving equipment and a need for specialized demolition contractors, especially for removing larger infrastructure like the process plant and services building.

With three operating mines in the NWT, project officials noted that attracting the number of heavy equipment operations staff from within the NWT to the closure site has been a challenge. According to the 2022 Socio-Economic Agreement and Stakeholder Accountability Report released by De Beers Canada, roughly 25 percent of employees at Snap Lake were NWT residents.

2023 figures pointed to a slight increase in NWT employment at the mine though, especially for Indigenous NWT residents.

Met/Nuna’s accomplishments at Snap Lake thus far were recognized with the Economic Leadership Award at the MAX Awards in November 2023. In accepting the honour, NSMA and Metcor Inc. President Marc Whitford told the gathered audience of mineral resource professionals the project represented the beginning of a new era for the NWT mining industry. “Taking it apart piece by piece, in a safe and environmentally friendly manner, is a far departure from the history of mine closure in the NWT. It is the way of the future,” he said. “We’re excited and remain more so as we are entering the later stages and home stretches of this remediation.

“The end is in sight in the distance, and we’ll get the job done together and properly restore the lands that we all live on.”



COURTESY DE BEERS GROUP



*Since 1996*

34,762



**CUMULATIVE PERSON  
YEARS OF EMPLOYMENT  
FOR NWT RESIDENTS\***





# Employment and Participation in the NWT

- Employment Targets
- 2023 NWT Mine Employment
- Cumulative NWT Diamond Mine Employment (1996-2023)
- 2023 NWT Employment by Community
- Job Categories
- 2023 NWT Employment by Job Category
- Feature Story: Q&A with Kim Truter, Burgundy Diamond Mines CEO

**1,088** Person Years of Employment for NWT Residents at Operating Diamond Mines in 2023

\* Figures include Ekati, Diavik, Gahcho Kué, and Snap Lake

# Employment Targets

Each SEA includes employment commitments made by companies to hire NWT and NWT Indigenous residents. NWT mines hire local workers directly or through contractors. Their employment commitments aim to maximize economic opportunities for NWT residents. Mines recruit and keep local workforces through incentives. These can include Northern benefit and relocation packages for NWT employees.

NWT resident is a term included in SEAs to describe a person whose primary residency is in the NWT. The term Indigenous describes a member of an Indigenous Government or First Nation identified in the SEAs.



**Ekati**

## CONSTRUCTION

**33% NWT**

50% of which should be NWT Indigenous employees

## OPERATIONS

**62% NWT**

50% of which should be NWT Indigenous employees



**Diavik**

## CONSTRUCTION

**40% NWT**

## OPERATIONS

**66% NWT**

40% of total workforce should be Indigenous



**Gahcho Kué**

## CONSTRUCTION

**35% NWT**



## OPERATIONS

**55% NWT**

## CLOSURE

**55% NWT**



Achieved Commitment   
Missed Commitment 

*Employment numbers are rounded up or down and may not add up exactly.*

## 2023 Mine Employment

In 2023, the NWT mines supported 1,087.9 Person-Year (PY) equivalent employment to NWT residents. Please note employment numbers are rounded up or down and may not add up exactly.

### NWT Operating Diamond Mines

Total NWT Employment: 33.8% (1,088 PY)		TOTAL PERSON YEARS: 3,214 PY
18% (577 PY)	15.9% (511 PY)	66.2% (2,126 PY)
Indigenous NWT Employment	Non-Indigenous NWT Employment	Southern Employment

### Ekati

Total NWT Employment: 29.5% (359 PY) 		TOTAL PERSON YEARS: 1,217 PY
16.8% (204 PY)	12.7% (155 PY)	70.5% (858 PY)
Indigenous NWT Employment 	Non-Indigenous NWT Employment	Southern Employment

### Diavik

Total NWT Employment: 36.3% (484 PY) 		TOTAL PERSON YEARS: 1,334 PY
17.6% (234 PY)	18.7% (249 PY)	63.7% (850 PY)
Indigenous NWT Employment 	Non-Indigenous NWT Employment	Southern Employment

### Gahcho Kué

Total NWT Employment: 37.0% (245 PY) 		TOTAL PERSON YEARS: 663 PY
20.9% (139 PY)	16.1% (107 PY)	63.0% (418 PY)
Indigenous NWT Employment	Non-Indigenous NWT Employment	Southern Employment

## SEAs Explained: What is a Person-Year?

This report describes employment in person-years. In their reporting, Diavik and Gahcho Kué define one Person-Year (PY) as 2,184 hours. This is equal to the annual total of hours worked on a two-weeks-in and two-weeks-out rotation (14, 12-hour days x 13 rotations per year). In its reporting, Ekati defines one Person-Year for its operations staff as 2,184 hours, while it defines one Person-Year for its corporate staff as 2,080 hours. This is equal to 40 hours per week for 52 weeks. As part of its ongoing SEA Program Redesign, the GNWT is seeking to standardize the Person-Year formula for future reporting.

# Cumulative NWT Diamond Mine Employment (1996-2023)

Employment numbers are rounded up or down and may not add up exactly.

## NWT Diamond Mine Employment\*

TOTAL PERSON YEARS: 74,210

Total NWT Employment: 46.8% (34,762 PY)		
23.4% (17,387 PY)	23.4% (17,375 PY)	52.9% (39,288 PY)
Indigenous NWT Employment	Non-Indigenous NWT Employment	Southern Employment

\* Figures include Ekati, Diavik, Gahcho Kué, and Snap Lake.

## 2023 NWT Employment by Community

Behchokò	99.1
Délnę	6.8
Dettah	3.5
Enterprise	1.0
Fort Good Hope	0.8
Fort Liard	5.2
Fort McPherson	1.2
Fort Providence	11.4
Fort Resolution	6.9
Fort Simpson	11.5
Fort Smith	43.1
Gamèti	14.6
Hay River	121.0
Inuvik	2.8
Jean Marie River	4.2
Kakisa	0.8
Łutselk'e	7.8
Norman Wells	2.3
Tuktoyaktuk	0.4
Tulita	2.5
Wekweètì	10.8
Whati	27.1
Wrigley	1.0
Yellowknife	727.6
NWT Not Identified	4.0



Source: Burgundy Diamond Mines, Diavik Diamond Mine Inc., De Beers Group Canada

- Note:
- Community employment numbers are rounded to one decimal and may not add up exactly to NWT employment totals.
  - Communities with no mine employment (Aklavik, Colville Lake, Kátł'odeeche, Nahanni Butte, Paulatuk, Sachs Harbour, Smbaa K'e, Tsiigehtchic, Tuktoyaktuk, Ulukhaktok) are not included in this table.
  - Ndlò figures are included in Yellowknife.

## Job Categories



### Professional and Management

**Requirements:** A university degree and/or professional designation. *Positions may include engineers, accountants, lawyers.*



### Skilled

**Requirements:** A journeyman certification, and years of experience in the role. *Positions may include electricians, plumbers, industrial mechanics.*



### Semi-Skilled

**Requirements:** Some schooling and experience. *Positions may include apprentices, front-line supervisors, operators.*



### Entry Level

**Requirements:** Grade 10-12 and can be trained on the job. *Positions may include housekeeper, cook's helper, labourer.*

## 2023 NWT Employment by Job Category

27.1%

72.9%

### Professional and Management

27.1% of Professional and Management positions are filled by NWT residents

72.9% of Professional and Management positions go south

21.5%

78.5%

### Skilled

21.5% of Skilled positions are filled by NWT residents

78.5% of Skilled positions go south

48.9%

51.1%

### Semi-Skilled

48.9% of Semi-Skilled positions are filled by NWT residents

51.1% of Semi-Skilled positions go south

78.2%

21.8%

### Entry Level

78.2% of Entry-Level positions are filled by NWT residents

21.8% of Entry-Level positions go south

## FEATURE STORY



### Q&A with Kim Truter, CEO of Burgundy Diamond Mines

In July 2023, Burgundy Diamond Mines completed its purchase of the Ekati Diamond Mine. Although the company is based in Perth, Australia, the head of Burgundy is no stranger to the Northwest Territories: CEO Kim Truter has previously served as CEO of De Beers Canada, and President and COO of Diavik Diamond Mines. With the transaction finalized, Truter and his team are now focused on a variety of objectives, including efforts to extend Ekati's mine life, which would also extend benefits and opportunities to NWT residents and communities.

**Q:** *After being away from the NWT, what developments or progress within the territory's mining sector have impressed you most upon your return?*

**Truter:** I am very encouraged by the excellent engagement with the GNWT as we work together to extend the mine life at Ekati. The people of the Northwest Territories are eager and willing to connect and work together to make the NWT stronger and find ways to support a healthy economy through sustainable resource development. I have noticed, upon my return,

that progress has been slower than I would like to see. Personally, I would like to see progress on more projects and identification of new projects that will help support the NWT economy.

**Q:** *What are some priority areas that Ekati will focus on, as far as local capacity building, under the leadership of Burgundy Diamond Mines?*



**Truter:** We have met with various Indigenous, government and regulatory stakeholders to discuss some common goals. I have tabled three key objectives for us which has been met with excitement. These are to create as many qualified Northern trades people in the areas that are most needed, such as electrical, plumbing, and carpentry. The idea is to set a target number of qualified trades people in these skills and then work together to achieve that. The second area is to focus on hybrid energy for the North so that we can reduce our reliance on diesel. The third is housing creation, particularly in communities.

**Q:** *In your previous positions in the North, you demonstrated your commitment to attracting and retaining Northerners and developing local skills through the Northern Mining Workforce Initiative Memorandum of Understanding (MOU). Can you tell us how that initiative came about and what the results were from that work?*

**Truter:** The architect of the MOU was the then-Premier and Deputy Minister of Industry, Tourism and Investment. We worked very closely together on a handful of objectives. The key to success was having an agreed set of objectives, meeting routinely and working collaboratively. The government showed excellent leadership, which I believe exists today. We need to continue to build strong partnerships with Indigenous communities and work collaboratively to create programs and identify training opportunities. Recently, we formed the Northern Opportunities Committee to encourage and support Northern community members by providing clear information about career path considerations and training opportunities available to them. We also have a Northern Talent Coordinator from a Northern Indigenous community, who is actively involved with reaching out to community members to remove barriers for applying for roles or to assist with matching skillsets and interests of individuals with roles and career pathways.

**Q:** *Ekati still has many productive years ahead of it and Burgundy has publicly discussed the possibility of extending operations as far as 2040. Can you describe what extending the mine life at Ekati could mean for NWT residents and communities?*

**Truter:** Burgundy is a major employer and financial contributor to the economy. We recently identified five viable opportunities that would extend opportunities at Ekati towards 2040. This would be achieved through the extension of our current active sites at Misery underground through deeper development and converting Sable to an underground operation. In addition, we are looking at developing an underground mine at Fox, processing the existing stockpile at Fox, optimizing Point Lake, and implementing remote underground mining if trials are successful.

Successfully extending the mine life at Ekati will contribute to employment for Northerners and to the Northern economy in general. The diamond industry supports residents and communities through its spending with local business, through royalties and increased revenue to governments. The industry also attracts people to the North, who are seeking employment, and the continuation of the NWT brand as the diamond capital of Canada and the only G7 diamond producer.




2022-2023

1,251

**NWT STUDENTS  
RECEIVED STUDENT  
FINANCIAL ASSISTANCE**





# Training and Education in the NWT

- Building a Strong Northern Workforce
- Entry Level
- Semi-Skilled
- Skilled
- Professional and Management
- Feature Story: Putting SNAP in the Spotlight

42

Apprentices  
Employed Through  
NWT Mines in 2023

23

Employed Directly  
with Mines

19

Employed with  
Contractors



# Building a Strong Northern Workforce

Training and skills development are integral components of workforce development. They support an individual's career path and future earnings. Training and education can lead residents to better employment. Opportunities range from entry-level positions to skilled positions commanding higher salaries. NWT mines work together with the GNWT and organizations like the Mine Training Society, Skills Canada, and Aurora College to support a strong Northern workforce. Together they offer skill development opportunities to the NWT residents.

The NWT resource development industry is growing and in search of new employees to fill positions. The GNWT contracted the Conference Board of Canada to conduct an assessment of NWT labour. Their Labour Market Forecast Needs Assessment (The Assessment) predicts the labour needs of the NWT out to 2040.

## Entry Level

### Commitments under SEAs

Training and skill development commitments support the training of a territory-wide northern workforce. Some examples of commitments include:

- Mine commitments to collaborate with the GNWT and other agencies to deliver community-based literacy programs.
- Mine commitments to place an emphasis on pre-employment training for NWT residents.
- Mine commitments to establish an information and orientation program for high school students. This is to address job opportunities in the mining industry.
- GNWT commitments to maximize training opportunities. This would be by supporting initiatives and programs that help residents gain skills for employment.

The Assessment forecasts many positions will need post-secondary education, or extensive work experience. The forecast, released in April 2022, emphasizes the need for a strong Northern workforce.

### Literacy Skills Support in NWT Homes

Skill development starts at an early age. Higher literacy rates boost the chances of obtaining jobs that pay a living wage and encourage individuals to pursue higher education and other educational opportunities.

De Beers Group has long championed literacy development with their Books in Homes program. Launched in 2003, the program delivers free books to youth in NWT communities to encourage literacy skills. Initiatives like this are part of the company's "Building Forever" sustainability strategy that aims to benefit NWT residents beyond the life span of the mine.







## 2023 Training Uptake by Impacted Community

Several programs were offered in 2023 to meet the GNWT's commitments to train a local NWT workforce. These programs complement initiatives supported by individual mines.





- The **Community Literacy Development Fund (CLDF)** provides financial help to community organizations. Funding aims to develop and deliver local programs that will increase literacy skills and awareness of the importance of literacy. The program supports literacy development in all eleven NWT official languages. Indigenous languages are prioritized.
- The **Trades and Occupations Wage Subsidy Program (TOWSP)** provides subsidies to employers. This program supports the hiring and training of workers through the early years of an apprenticeship or occupation certification program.
- The **Employee Training Program/Wage Subsidy Program (ETP/WSP)** provides support to employers. Employers who have hired employees in anticipation of their workforce needs can get support to offset the cost of training. The program supports initial training or extra training needed to maintain positions. It can also help employees progress to new or better jobs.
- The **Wage Subsidy Program (WSP)** provides support to employers to hire and train NWT residents. This program provides work experience and training to enable meaningful long-term employment.
- The **Skills Development Program (SDP)** provides support for individuals through short-term training opportunities. It develops essential skills that could lead to future employment. Skills include literacy and numeracy development, workplace essentials training, employment readiness, and pre-employment training.
- The **Self-Employment Program (SEP)** supports residents who want to start a small business or take ownership of an existing business. Assistance to clients includes assessing their business idea, personal suitability, family issues, financial risks, and the resources available or required to be successful.
- The **Small Community Employment Support (SCES) Program** supports small NWT communities and regional centres in developing employment opportunities.
- **Community Training Partnerships (CTP)** provide training and skills development opportunities to improve participant employability.
- **Job Creation Partnerships (JCP)** provide work experience opportunities to improve participant employability.
- The **Strategic Workforce Initiative (SWI)** supports community partners in undertaking labour market activities that promote labour force development, workforce adjustments, and effective human resources planning.

# Training Uptake (2023)




## Small Local Communities (SLC)

					Total
SDP	—	—	—	—	1
SCES	—	—	—	—	100
SEP	—	—	—	—	0
ETP WSP	—	—	—	—	5
TOWSP	—	—	—	—	0
CLDF	—	—	—	—	0

## Yellowknife

					Total
SDP	16	30	—	—	46
SCES	—	—	—	—	0
SEP	5	8	—	—	13
ETP WSP	9	29	—	—	38
TOWSP	13	39	1	—	53
CLDF	92	39	24	—	155

## Legend

-  Indigenous
-  Non-Indigenous
-  Not Reported

- CLDF\* Community Literacy Development Funds
- TOWSP Trades and Occupations Wage Subsidy Program
- ETP/WSP Employee Training Program / Wage Subsidy Program
- SDP Skills Development Program
- SEP Self Employment Program
- SCES\* Small Community Employment Support

Small Local Communities include Behchokò, Whatì, Gamètì, Wekweètì, Łutselk'e, Dettah/Ndilo, and Fort Resolution.



Source: Department of Education, Culture and Employment

Note: SCES is not available in Yellowknife. Łutselk'e and Dettah did not access SCES in 2023. Where no data appears in the tables, that means no individual from that community accessed that labour market program in 2023. In previous SEA Reports, training uptake was reported by impacted community. However, this year's report has clustered all SLC training uptake data together to prevent breaching individuals' privacy.

## Semi-Skilled

### Commitments under SEAs

NWT mines support organizations like the Mine Training Society to deliver training to the NWT labour force. For NWT residents, completing programs and learning skills contribute credits towards a certification or status recognized under the *Apprenticeship, Trade, and Occupations Act*.

## Skilled

### Training Commitments under the SEAs

All three producing mines hire apprentices from the GNWT apprenticeship program to gain on-the-job experience.

- Ekati has committed to make available all opportunities of advancement to employees who are NWT residents, including training and apprenticeships.
- Diavik has committed to provide at least eight, and up to 18, apprentice positions annually during the operations phase. It met its commitment in 2023 with eight apprentices.
- Gahcho Kué has committed to providing training for ten apprentices throughout the life of the mine. Gahcho Kué continues to honour its commitments, with 13 apprentices in 2023.

## Aurora College

Aurora College helps residents learn skills needed to progress through their careers. This includes scholarship opportunities for individuals looking to pursue a career in trades. NWT mines partner with Aurora College as part of their SEA requirements. The college delivers many adult and post-secondary programs to meet the needs of individuals, communities, and the labour market. The organization manages three NWT campuses and a network of 21 community learning centres.

## Blue Seal Program

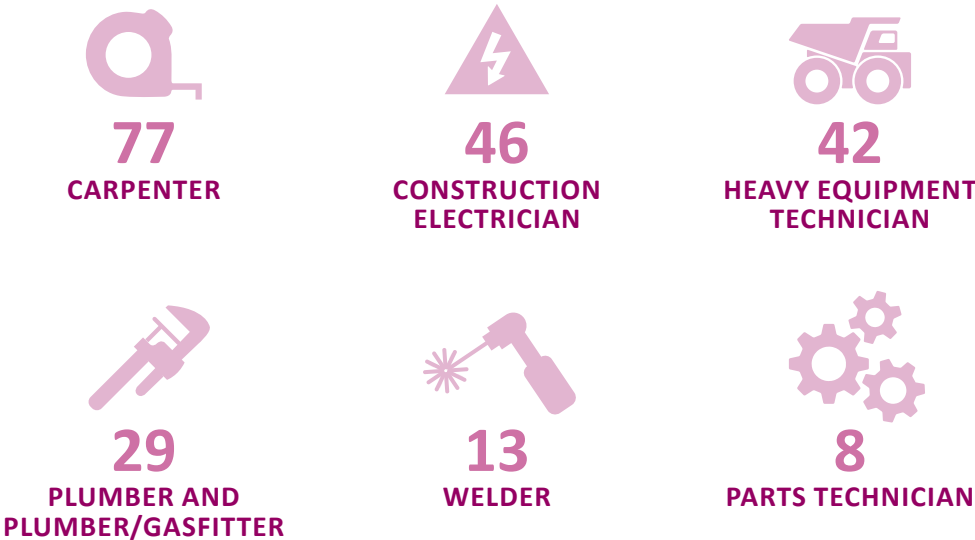
The Achievement in Business Competencies (Blue Seal) Program is a credential offered by NWT Apprenticeship, Trade and Occupation Certification (ATOC) to individuals with a valid Journeyman Certificate, Occupational Certificate, or another valid trade certificate recognized in the NWT.

The Blue Seal Program was established by Alberta Apprenticeship and Industry Training (AIT) to encourage and recognize business training for certified journeymen. Earning a Blue Seal proves that a candidate not only meets high industry standards, but also has the knowledge and drive to develop their business skills and succeed in business. To obtain a Blue Seal, journeymen must complete 150 hours of business education. This can be achieved by completing one or more programs of study approved by the NWT ATOC, completion of study through one or more approved areas of study through a recognized training provider totaling 150 hours, or a combination of the two.

NWT Journeymen or Occupational Certificate holders who complete the Blue Seal Program are well positioned to move into leadership, supervisory, entrepreneurial, or other roles.

# Number Apprenticeships

Number of Apprenticeships by Trade in the NWT (2023)



COOK.....	5	INDUSTRIAL ELECTRICIAN.....	0
INDUSTRIAL MECHANIC –		CRANE OPERATOR.....	2
MILLWRIGHT .....	8	INSTRUMENTATION TECHNICIAN.....	0
POWERLINE TECHNICIAN.....	3	MACHINIST.....	1

Source: Department of Education, Culture and Employment





## Professional and Management

### Commitments under SEAs

NWT mines provide scholarships and summer employment to students building careers in mining-related fields. De Beers, for instance, has committed to four professional development positions for its employees during the life of the Gahcho Kué mine.

Scholarship programs provided in 2023 for those interested in a mine-related career included:

- Rio Tinto Diavik Diamond Mine Community Scholarship Fund
- De Beers Group STEM Scholarship Program for Women in Canada
- Ekati Plus Program Post-Secondary Scholarship Program

### Student Financial Assistance

The GNWT's Student Financial Assistance (SFA) program provides financial support for NWT students pursuing higher education. It also connects interested students with mining companies for scholarships or career opportunities.

The SFA office provides information on job opportunities to students, on behalf of employers, tailored to their program of study. Statistical information on programs of study is available to employers upon request.

Support was provided to  
**1,251 NWT**  
students during the  
2022-2023 academic year

### SFA provided by field of study



**80**  
BUSINESS  
ADMINISTRATION



**22**  
ENVIRONMENTAL  
SCIENCES



**29**  
ENGINEERING



**11**  
LAW/PARA-LEGAL

Source: Department of Education,  
Culture and Employment



## FEATURE STORY



## Putting SNAP in the Spotlight

The Schools North Apprenticeship Program (SNAP) is a work experience program for high school students aged 16 or over in the Northwest Territories. Launched by the Government of the Northwest Territories (GNWT) in 1995, SNAP provides high school students interested in skilled trades with an opportunity to gain valuable supervised work experience while completing their high school education.

The program supports the transition from school to work for students interested in pursuing a career in trades. SNAP students are assigned to work with an employer where they gain exposure to skilled trades in demand in the NWT, while earning income and high school credits.

SNAP also gives employers the chance to develop young workers in a designated trade, fill their own skill gaps, re-invest in their home communities, and support the growth of a trained NWT workforce. Employers can access funding and incentives offered by the GNWT to participate in SNAP.



### Alum Spotlight: Kyle Coumont

Kyle Coumont went from SNAP student to co-owning an electrical business in just a few short years.

In 2008-09, Coumont took part in SNAP while attending Sir John Franklin High School in Yellowknife and was placed at his parents' company, Independent Electrical Services Ltd. He said SNAP helped him build skills while he was still in school, rather than just working to make money.

"I got into the trade a lot earlier than my fellow students because I was able to start in high school," the 32-year-old said.

Born and raised in Yellowknife, Coumont knew what he wanted to do and was able to execute his plan early. He got his Journeyman ticket for electrical in 2013 and has been co-owner of Independent Electrical with his mother for about 10 years.

"I'm very proud of his accomplishments and very grateful for the SNAP program, which helped him become a Journeyman by the time he was 21 years old," Coumont's mother Shirley said.

Coumont said SNAP is an important program in the Northwest Territories that supports students and helps build the trades. He hopes his own company can take part as a SNAP employer in the future.



### Student Spotlight: Dexter Noksana

In November 2023, Dexter Noksana, an Inuvialuk Grade 11 student at East Three Secondary School in Inuvik, entered SNAP as a Heavy Equipment Technician student with the GNWT Department of Infrastructure at the Inuvik airport and at E. Gruben's Transport Limited. He hopes to one day be a mechanic.

Noksana has been enjoying his SNAP experience and appreciates the opportunity to gain work experience during the school week – getting paid to learn is an added bonus. He is grateful for the opportunity to learn from some of the best mechanics in the Beaufort Delta region and to make new friends in the mechanic field. "Everyone encourages me a lot," he said.

After high school, Noksana hopes to enroll in the Heavy Equipment Technician program at the Northern Alberta Institute of Technology (NAIT) in Edmonton to pursue his goal of becoming a Red Seal Heavy Duty Equipment Technician. He is also interested in learning other trades, including welding and gas fitting.

As a lifelong resident of Inuvik, Noksana enjoys playing hockey, hunting, being out on the land, and helping friends and family fix their snowmobiles in his spare time.



2023

**\$600,000**

**CONTRIBUTION FROM  
DIAMOND MINES TO NWT  
WILDFIRE RELIEF EFFORTS**





# Wellness

- Diavik Measure 6
- Feature Story: A Taste of Home at Ekati
- Feature Story: Diavik Finds Value in Copper Wire



# Diavik Measure 6

In 2019, Diavik submitted a plan to the Mackenzie Valley Environmental Impact Review Board to put processed kimberlite—the mineral diamonds are found in—underground and in mined-out pits at its mine site. For Diavik to go ahead with its plan, the Review Board said six measures to reduce impacts had to be put in place.

In general, Measure 6 directed the GNWT to work with Indigenous Governments to develop community-specific indicators of cultural wellbeing. These indicators would monitor and track cultural wellbeing in communities with an aim to identify and mitigate impacts from the project.

The GNWT and Indigenous Governments held more than a dozen meetings to identify these cultural wellbeing indicators. This engagement involved multiple members, leaders, and elders from participating communities. It also included regular Technical Advisory Panel (TAP) meetings to direct the progress of this work. The GNWT has provided funding to help Indigenous Governments develop definitions of cultural well-being, and the indicators to measure it.

The Indigenous Governments involved include:

- **Deninu Kúé First Nation**
- **Fort Resolution Métis Government**
- **Kitikmeot Inuit Association\***
- **Łutselk'e Dene First Nation**
- **North Slave Métis Alliance**
- **Northwest Territory Métis Nation**
- **Tłıchǫ Government**
- **Yellowknives Dene First Nation**

*\*The Kitikmeot Inuit Association said it did not wish to participate in the process.*

In May 2022, an independent contractor hired by the GNWT released a report of cultural wellbeing indicators. This included a list of shared indicators that should be prioritized. In 2023, the GNWT and contractor completed a data monitoring plan and framework, with TAP feedback. The first stage of the project will be completed in 2024.

► *From the Review Board's report of Environmental Assessment:*

## Measure 6: Adaptive Management of Cultural Impacts

To mitigate significant cumulative adverse cultural impacts of the Project, the Government of the Northwest Territories will engage and work with Indigenous intervenors, and the communities they represent, to monitor and adaptively manage adverse impacts on cultural wellbeing from the Project, in combination with the Diavik Mine and other diamond mining projects.

## FEATURE STORY



## A Taste of Home at Ekati

Baked whitefish and bannock. Reindeer, muskox, or bison stew. On a regular basis, Northern workers at the Ekati Diamond Mine will find a taste of home served up on site.

Chef Gary Michel puts his own flourish on favourites like Aboriginal tacos, which substitutes bannock for taco shells or tortillas. Michel, a Łutselk'e Dene First Nation member employed with Tłıchq Domco, Ekati's long-term hospitality contractor, works with manager Wanda Constant to incorporate traditional country foods into the mine's menu. Both Constant and Michel are generous with ingredients and instruction: Michel has graciously shared his grandmother's bannock recipe with kitchen staff and other Ekati co-workers upon request.

Tłıchq Domco works to obtain approved and certified northern country foods like reindeer and muskox, as well as pickerel and whitefish. This is crucial because it's

a challenge to find distributors with the large supply of federally inspected and approved meats required to feed the mine's large workforce.

Traditional meals play a central role in special events at Ekati. Country food was on the menu multiple times during National Indigenous History Month in June 2023, and again on September 30 for Truth and Reconciliation Day. Throughout the year, Ekati also hosted an Indigenous movie festival, Dene hand games with drummers, and painting workshops led by Tłıchq artist James Wedzin, in the mine's ongoing efforts to recognize and celebrate the talent, heritage, and culture of First Nations, Inuit, and Métis peoples.





## Diavik Finds Value in Miles of Discarded Copper Wire

It pays to recycle. Just ask any of the NWT community groups that have benefitted from Diavik Diamond Mine's creative copper recovery initiative.

Years ago, after mining ended at some of Diavik's underground operations, a group of employees saw an opportunity to recover copper from wire used to electrify operations. This copper could be salvaged and sold, with proceeds donated to local community groups.

Diavik's management supported the employees in this initiative, approving their time spent to recover the copper.

"This idea aligns with the principles of the circular economy, which supports the recycling, reuse, and repurposing of products and materials, to eliminate waste and greenhouse gas emissions and to extract as much value as possible from resources," said Diavik's Head of People, Communities and Supply Chain, Gaeleen MacPherson. "We are proud to support our people when they express the values of care, courage, and curiosity and bring forward creative ideas."

In 2019, retired Diavik employee Diane Haché and her partner Michel Tremblay, a current employee, took the project up a notch. The couple dedicated their own time to stripping the insulation from the wire, with the intent to increase community donations by increasing the volume of copper recovered. Diavik has since purchased a copper-wire stripper for them to make the work more efficient.

Efforts expanded in 2022 when the Common Ground Crew, a Yellowknife Women's Society initiative that provides employment opportunities to people experiencing homelessness, came on board. The crew worked with Haché, taking wages from the profits made from copper sales. The recycled copper now provided residents with several hundred hours of employment.



In total, more than 275,000 pounds of copper has been recovered from Diavik, leading to more than \$750,000 in funds raised for charities like the Stanton Territorial Hospital Foundation, YWCA NWT, Home Base Yellowknife, Yellowknife Women's Society, and other community organizations.

In 2023, the program was recognized by the Mining Association of Canada and the Canadian Institute of Mining, Metallurgy and Petroleum with the Towards Sustainable Mining's (TSM) Community Engagement Excellence Award. Given out annually, the national award is presented to companies or individuals that

find innovative ways to engage with communities and provide support to self-sustaining programs that enhance the economic, social, educational and health aspects of a community.

Over the years, the copper wire project has allowed Diavik to make a significant contribution to the Northwest Territories, generating benefits to NWT residents and communities, while reducing impacts on the environment by diverting waste destined for landfills.

It puts a new spin on an old adage: one mine's trash is another's treasure.



## Diavik's Win Makes it Two in a Row for the NWT

With Diavik's win in 2023 for its copper wire project, it's the second straight year that an NWT mine has received TSM's Community Engagement Excellence Award. In 2022, Gahcho Kué was recognized for Ní Hadi Xa, an initiative that empowers and facilitates environmental monitoring at the mine site by members of six Indigenous NWT nations—Deninu Kué First Nation, Łutsel K'e Dene First Nation, North Slave Métis Alliance, Northwest Territory Métis Nation, Tłıchǵ Government, and the Yellowknives Dene First Nation. The goal of Ní Hadi Xa is to ensure the mine doesn't affect the ability of the land to support those who rely on it.



13.99%

OF EMPLOYEES IN  
THE NWT MINING  
INDUSTRY ARE WOMEN

*Canadian average: 16%*





# Women in Mining

- Women in Mining Employment
- A focus on STEM
- Feature Story: In profile: Grace Mackenzie



Ekati  
**13.48%**  
of employees were  
women in 2023



Diavik  
**14.37%**  
of employees were  
women in 2023



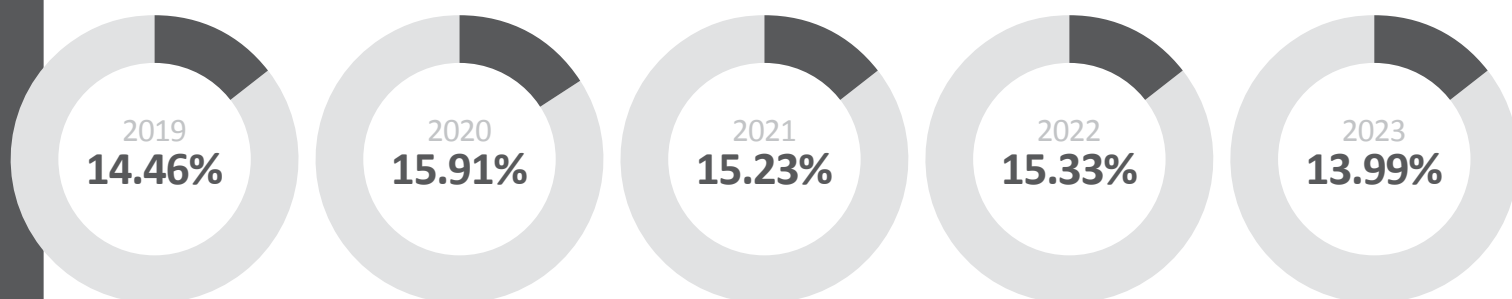
Gahcho Kué  
**16.96%**  
of employees were  
women in 2023



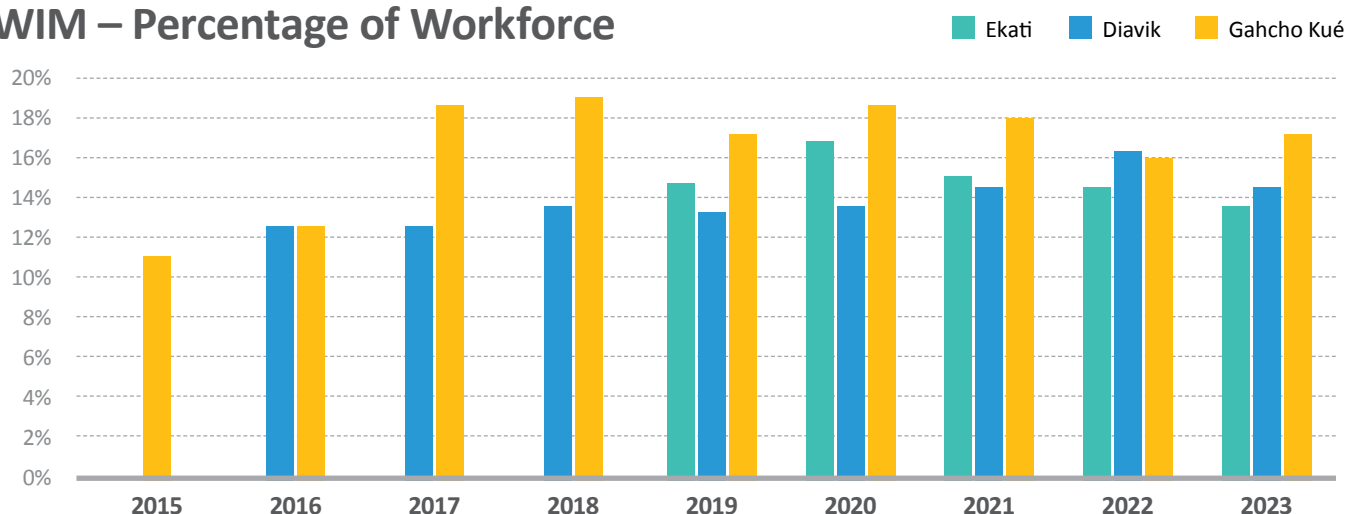
# Women in Mining Employment

Ekati, Diavik, and Gahcho Kué recognize the importance of developing a representative workforce. The companies have made commitments in their SEAs to report on the employment and training of women. Ekati has committed to reporting the number of women employed in traditional and non-traditional occupations. Gahcho Kué has committed to reporting its employment numbers and training efforts by gender. Diavik reports its employment by gender.

## Women - NWT Employment Totals (2019 – 2023)



## WIM – Percentage of Workforce







COURTESY DE BEERS GROUP

## A Focus on STEM

In July 2023, eight girls between the ages of 11 and 15 from Behchokò, Délı̄ne, Hay River, and Yellowknife flew south for a STEM (Science, Technology, Engineering, and Math) Camp hosted on the University of Calgary campus. Sponsored by De Beers, as part of its Building Forever initiative, the four-day camp was filled with fun and thought-provoking activities, which included an evening at the Rothney Astrophysical Observatory spent learning about the stars. The girls also participated in cryptography and origami lessons that introduced mathematical concepts, built robots, and soldered wires to create electrical circuits.

The purpose of the STEM camp was to provide the eight Indigenous students from the Northwest Territories with the opportunity to experience

interesting aspects of STEM disciplines, given that these fields have been historically dominated by men. One goal of De Beers Group's Building Forever initiative is to expose 10,000 girls and women to STEM by 2030. The July 2023 camp was the fourth held by De Beers in Canada since 2018 and the first to partner with the University of Calgary.

De Beers also provides scholarships to women enrolled in post-secondary courses in STEM fields each year. In 2023, five \$4,500 scholarships were awarded to NWT students, including four women from Yellowknife and one from Hay River. De Beers launched the program in Canada in 2018 and has so far awarded 104 scholarships to Canadian women.

## FEATURE STORY



# Aligning Your Path With your Passions is Key to an Enjoyable Career, says Grace Mackenzie

It's Friday afternoon during mining conference season. Grace Mackenzie is fielding meeting requests from companies, preparing leaders for speaking engagements, and coordinating schedules for travelling Tłıchǫ Government delegations. "There's always companies with projects they want to update us on, so it's busy at conferences," she says, adding with a laugh: "For once, I would like to go to a conference and enjoy the presentations and things like that."

And Mackenzie, who is Tłıchǫ from Behchokǝ, has attended her share of mining conferences in a career spent advocating for opportunities for her people through influential positions with diamond mines and the Tłıchǫ Government.

But mining wasn't on her radar early on. "To me, mining was you're underground, you're working in the dark," she says. "It was never a part of my thinking."

In the late 1990s, Mackenzie was encouraged to send her resume to a new company on the scene: Diavik Diamond Mines. "I was offered a job," she says. "I think I was the 25<sup>th</sup> person to be hired."

"I joined the team and I found it really fascinating. It was fast paced," says Mackenzie. The company was still small then and developing not only its mine plan, but also its approach to the environment, communities, and culture. "There was a lot of community engagement activity," she says. "I'd never been part of a team where we were all in it together. I really enjoyed the early stages of the mine development."

Mackenzie would later join De Beers as a Community Liaison Coordinator with the Snap Lake mine, coordinating literacy programs with communities and cultural awareness sessions at the mine site. She briefly worked for Dominion Diamonds before starting her

current role in 2015 as Mines Liaison Coordinator with the Tłıchq Government.

That role has expanded as the Tłıchq Government has grown and taken on more responsibilities. Much of her time remains focused on the implementation of the diamond mines' Impact Benefit Agreements and Participation Agreements, and ensuring adequate supports and training opportunities exist for Tłıchq employees.

But Mackenzie has also helped develop Weghàà Èleyatits'eedı, a set of detailed guidelines designed for mining companies to ensure they know how to engage with the Tłıchq Government. For instance, Weghàà Èleyatits'eedı outlines regulatory processes and tells companies what the Tłıchq Government considers community engagement and who to contact at different stages in their project. "That booklet that we developed is really helpful for somebody that's maybe not from this area or Canada, not knowing our processes," says Mackenzie.

The Tłıchq Government has also developed the Listening Post program, which allows remote mine workers to ask questions if they're having issues with their employment, with compensation, or advancement. That means Mackenzie will sometimes pick up the phone to call up a manager at a diamond mine directly to discuss an employee's concerns. "Since I've been in this industry a long time, I have a big contact list," she says, laughing.

Mackenzie's focus on both the big picture and the immediate concerns of Tłıchq members has not gone unnoticed. At the 2023 Mining and Exploration (MAX) Awards, Mackenzie was recognized as a trailblazer in the industry with the second-ever Women in Mining NWT Award.

The award was presented by Melissa Ng, Chair of Women in Mining Canada, with a video message from Gaeleen MacPherson, Head of People, Communities & Supply Chain with Diavik. This was particularly special, Mackenzie says, as she has worked with MacPherson since her colleague started as a summer student and has watched her become a strong Tłıchq leader.

MacPherson is an example of the advances Mackenzie has witnessed women make in the industry over her career. "Today, women are in every department and every aspect of working in the mines and it's good to see that," says Mackenzie. "They have a lot of opportunities – there's operators, supervisors, managers – so it's come a long way, but I think we still need more women involved."

For young women embarking on their career in the mining industry, Mackenzie suggests seizing every opportunity offered by the company. This includes discussing their long-term goals with co-workers, supervisors, and mentors, asking questions about how to improve on the job, and exploring and identifying where their talents and interests lie within the industry. "Pursuing a path that aligns with your passions and something that you enjoy doing would give you a long-term career," she says.

Mackenzie has followed this practical advice herself, imparted upon her by a mentor. "I do have somebody that I treasure, someone that I worked with, she taught me: When you understand yourself, you can relate to people."

Mackenzie's work has taken her to communities across the Northwest Territories, giving her a chance to meet people of all ages and make lifelong friends. "Just talking to people, getting to know people, people getting to know me—that's a rewarding part of work."

# Conclusion

For more than 25 years, the NWT's diamond mines have been the main driver of the territory's private sector economy. The mines have become reliable partners to many new and growing Northern businesses. They are generous supporters of community programs and projects. For many residents, they are important sources of opportunity and income.

In many ways, 2023 was a difficult year for the NWT's diamond mines.

First, the unprecedented wildfire situation caused uncertainty from May to September. Road closures, supply interruptions and major evacuations of the NWT communities strained operations and resources. Still, the mines were able to stay open, with only minor disruptions to their operations.

Second, global diamond markets were weaker than anticipated throughout much of the year and this has continued into 2024. This resulted in lower-than-average prices for mines selling their product.

Through SEA commitments, and solid company practices, NWT mines continue to address the socioeconomic interests of NWT residents. A particular focus is on people most affected by mining projects. On top of the benefit of wages, the industry contributes to the construction, transportation, retail, and real estate sectors. Healthy diamond mines mean more household spending at local restaurants, airlines, and other small businesses across the territory.

Mines demonstrated their continued commitment to NWT businesses through local procurement, spending nearly \$830 million with NWT businesses in 2023—an increase of more than \$80 million from 2022. Cumulative spending with NWT businesses from all mining projects since 1996 has surpassed \$19 billion.

In 2023, Diavik contributed \$374.1 million to NWT businesses, which is 4.1 per cent above its commitment of 70 per cent. Gahcho Kué met its Northern procurement commitment of 60 per cent, contributing

\$227.9 million to NWT businesses. This figure is 8.8 per cent above its target. Ekati contributed \$245.8 million to NWT businesses, more than 57 per cent of its total spend, but short of its 70 per cent target.

All three diamond mines met their training commitments through the employment of apprentices. But they each failed to achieve their NWT employment targets in 2023. The GNWT continues to work with the mines to increase NWT employment for future years.

Through their commitments in SEAs and beyond, the NWT's diamond mines are leaders when it comes to achieving Environmental, Social, Governance, and Indigenous (ESG-I) relations goals. Good social capital is an important part of what attracts new investment in the mining industry.

The GNWT also promotes ESG-I initiatives. In 2023, the GNWT hosted events dedicated to increasing Indigenous participation and equity in resource development projects. At the Yellowknife Geoscience Forum, AME Roundup, and PDAC, panel talks focused on different avenues and funding programs Indigenous Governments, organizations and businesses could pursue to support efforts to take partnership or equity stakes in resource projects.

This report demonstrates the mines' lasting positive legacies for NWT residents. The results are clear: the NWT remains open to doing business with investors who share in the northern commitment to responsible mining. SEAs continue to ensure the territory's residents, businesses, and governments see the benefits from non-renewable resource projects.





# Notes



