



ENTREPRENEUR GÉNÉRAL
GENERAL CONTRACTOR

**WE BUILD, WE TRAIN,
WE CREATE VALUE**

OBSERVATIONS



- Lack of academic preparation to pass de CCQ exam
- Need to increase essential skills such as literacy and numeracy
- On-site training must be in relation with the academic training
- High staff turnover

WE FORGOT TO INVOLVE ALL THE STAKEHOLDERS



MINHEKU

CONSTRUCTION

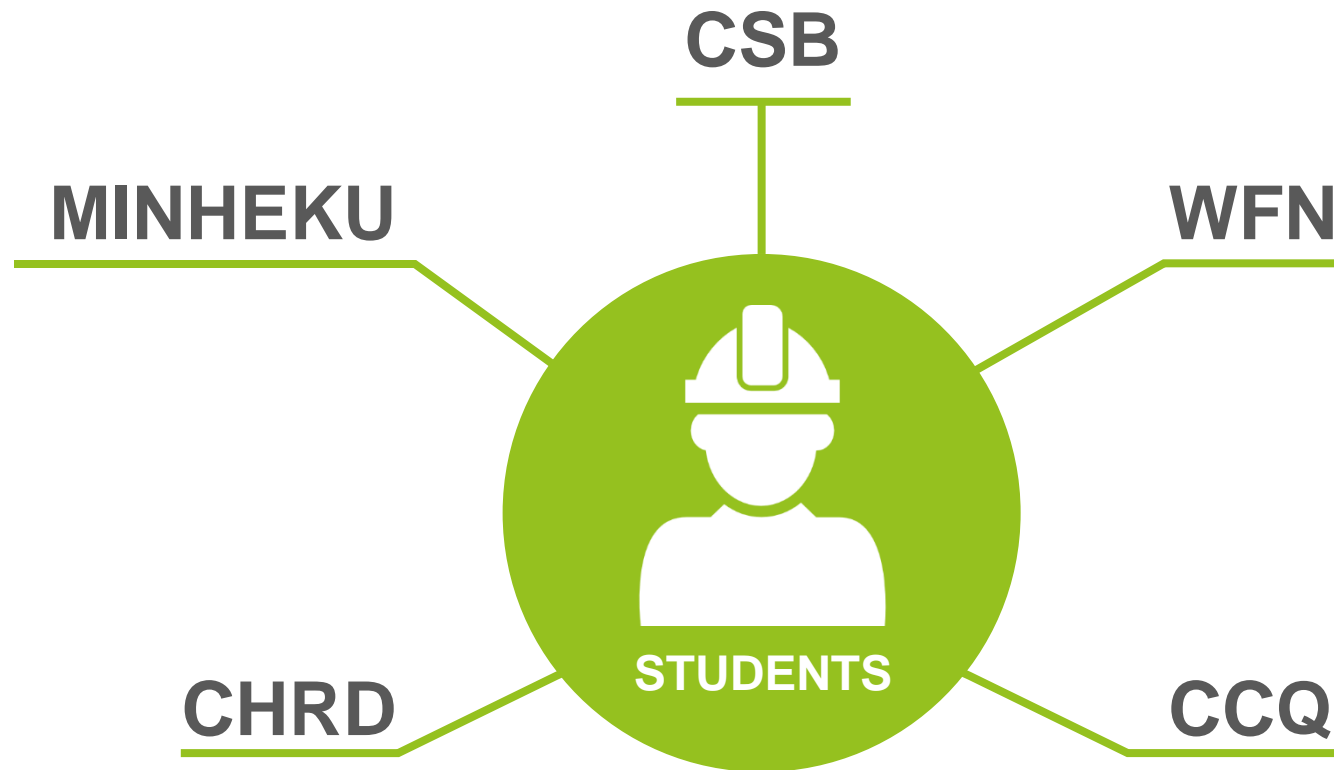
WE BUILD, WE TRAIN, WE CREATE VALUE

KEY TO SUCCESS

► Involve all the stakeholders

- Students
 - CCQ
- Company
- Cree School Board
 - Community
 - CHRD

KEY TO SUCCESS



THE STUDENTS





On-Site Training

6 000 hours



In-Class Training

1 350 hours

PROGRAM CYCLE



On-Site Training

June - January





In-Class Training

February - April

Goose Break

May

Program content for Carpentry

| | 1 st year | 2 nd year | 3 rd year | |
|---|-----------------------------|-----------------------------|-----------------------------|---------------------|
|  | Apprentice 1 1 550 hours | Apprentice 2 1 550 hours | Apprentice 3 1 550 hours | CCQ EXAM |
| | | | | |
|  | 450 hours | 450 hours | 450 hours | |
| TOTAL | 2 000 hours | 2 000 hours | 2 000 hours | |
| | \$ 24.03 | \$ 28.04 | \$ 34.04 | \$ 40.03 |

COMMITMENTS

► Employees

- Have full trust in all the stakeholders
- 100% involved
- Be responsible
- Respect

COMMITMENTS

► Employer

- Non-traditional for general contractor
- Sacrifice short term ROE for long term ROE
- Business relationship
- Incorporate training in Mission / Vision statement
- Communication

BENEFITS

► Employees

- Salaries / Insurance / Holidays / Pension funds
- Autonomy / Capacity building / Self-confidence
- Possibility to work in everywhere in Quebec
- Example for their children and family



BENEFITS

► Employer

- Pool of qualified workers
- Reduce transportation & lodging costs
- Remain a leader in training of construction workers

BENEFITS

► Community

- Strong contribution to the economic development
- Reduce the pressure for social housing
- Capacity to invest the profits of the corporation into other area and diversify the economy
- Collective pride

CHALLENGES

- Sustain a reasonable amount of work
- Public tender bid process
- Unfair competition

STATISTICS

► For the last 10 years ...

- Salaries paid to Cree workers : 40 million
- Cree families impacted: 647
- Contracts to Cree companies: 30 million

STATISTICS

► 2017

- 228 workers, including 133 Cree workers
- 48 workers on training programs
 - Apprentice 1: 17
 - Apprentice 2: 4
 - Apprentice 3: 22
 - Journeyman: 5



THANK YOU !

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