

ጥቅም ላይ የዋለው ጽሑፍ

QIA	የጥራት ማረጋገጫ ስርዓት
BIM	የግንባታ ስራ ለማስፈጸም የሚያገለግል ስልጠና
BCLO	የግንባታ ስራ ለማስፈጸም የሚያገለግል ስልጠና
IIBA	የግንባታ ስራ ለማስፈጸም የሚያገለግል ስልጠና
The Forum	የግንባታ ስራ ለማስፈጸም የሚያገለግል ስልጠና
The Project	የግንባታ ስራ ለማስፈጸም የሚያገለግል ስልጠና
HTO	የግንባታ ስራ ለማስፈጸም የሚያገለግል ስልጠና
MIEG	የግንባታ ስራ ለማስፈጸም የሚያገለግል ስልጠና

	<p>ለጥንካራ ለመገንጠል ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ</p>	<p>አዲስ አበባ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ</p>
	<p>አዲስ አበባ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ</p>	<p>አዲስ አበባ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ</p>
	<p>አዲስ አበባ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ</p>	<p>አዲስ አበባ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ</p>
<p>አዲስ አበባ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ</p>	<p>አዲስ አበባ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ</p>	<p>አዲስ አበባ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ ለሥራ ለማድረግ ለሚገቡ</p>

ገጽ 2 – LA 10th አዲስ ዓመት ካህናት ስልጠና

ሰዓት	ቀን	ጉባዔ	ገጽ	የሰዓት ካህናት ስልጠና
9:00	9:30	የአዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና		የአዲስ ዓመት ስልጠና (አዲስ ዓመት) የሰዓት ስልጠና 23 (የሰዓት ስልጠና)
9:30	9:40	አዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና & ለአዲስ ዓመት ስልጠና	14.6	በአዲስ ዓመት ስልጠና
9:40	10:00	ሰዓት ስልጠና		
10:00	10:15	አዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና	14.6 (a,b,c,d,h) 14.9 (a-e)	በአዲስ ዓመት ስልጠና
10:15	10:45	አዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና	14.6 (a,b,c,d,h) 14.9 (a-e)	የአዲስ ዓመት ስልጠና
10:45	11:10	አዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና	14.6 (a,b,c,d,h) 14.9 (a-e)	የአዲስ ዓመት ስልጠና
11:10	11:30	አዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና	14.6 (a,b,c,d,h) 14.9 (a-e)	በአዲስ ዓመት ስልጠና
11:30	11:45	ሰዓት ስልጠና		
11:30	12:00	የአዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና		
12:00	1:20	የአዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና		
1:20	2:15	የአዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና		
2:15	2:45	አዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና	14.6 (a)	የአዲስ ዓመት ስልጠና (አዲስ ዓመት)
2:45	2:50	አዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና	14.6 (a)	የአዲስ ዓመት ስልጠና (አዲስ ዓመት)
2:50	3:10	አዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና	14.6 (a)	በአዲስ ዓመት ስልጠና
3:10	3:15	አዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና	14.6 (d)	በአዲስ ዓመት ስልጠና
3:15	3:30	ሰዓት ስልጠና		
3:30	5:45	የአዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና		
5:45	5:50	የአዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና		
5:50	6:00	አዲስ ዓመት ስልጠና ለአዲስ ዓመት ስልጠና		የአዲስ ዓመት ስልጠና (አዲስ ዓመት) የሰዓት ስልጠና (የሰዓት ስልጠና)

ბიზნეს-პლანის

დღე 1

- დამფუძნებლები და მენეჯმენტი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი

დღე 2

- დამფუძნებლები და მენეჯმენტი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი

Agenda

Day 1

- Introduction of Executive & Management Committees
- Presentation from the QIA
- Open forum – community questions & comments

Day 2

- Summary of day one
- Project update and site activities
- IIBA priorities
 - Safety and environment
 - Employment
 - Training and capacity building
 - Contracting
- Question and comment sessions will be held throughout the day

დამფუძნებლები და მენეჯმენტი

- დამფუძნებლები და მენეჯმენტი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი
- მენეჯმენტის შემადგენელი

Forum participation and introductions

- The Forum is held annually in one of the five North Baffin Communities listed under the IIBA
- The event is open to the public in the hosting community
- Event includes senior Representatives from both Baffinland and QIA, as well as community representatives from all five North Baffin Communities

በበናኔርድጋሚር ርዕይ ነፍሰጎሮ ጋራ

Record of proceedings

- ርዕይ ነፍሰጎሮ ጋራ ለጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል
- ለጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል

- All forum proceedings will be transcribed and made available to community members
- A joint record of proceedings and report, including recommendations, will be developed and issued to the Executive Committee

ለጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል ለመደብር ለማድረግ ይረዳል Positions created for the Implementation of the IIBA

ጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል Position	ጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል Baffinland Representative	ጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል QIA Representative
ጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል IIBA Coordination Manager	Joshua Arreak	Rebecca Mearns
ጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል Inuit Training and Employment Coordinator	Robert Tookoome	Eva Onalik
ጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል Environmental Monitors	—	Vacant X2
ጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል Inuit Ship Monitor	—	—
ጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል Water Compensation Coordinator	—	Vacant X1
ጠቅላይ ምክርቤት ለመደብር ለማድረግ ይረዳል Elders	Joanna Innualuk-Kunnuk Loseosie Paneak	—

ᐱᓄᓐ ᓄᓂᓐᓂᓐ ᓂᓄᓂᓐᓂᓐ?

- ᓄᓂᓐᓂᓐ ᓂᓄᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ
- ᓄᓂᓐᓂᓐ ᓂᓄᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ
- ᓂᓄᓂᓐᓂᓐ ᓄᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ

What is the Executive Committee?

- The Executive Committee is comprised of senior level representatives to oversee the implementation of all the provisions of the IIBA (4.2.1 of the IIBA)
- The Executive Committee establishes an annual budget
- Meets on a quarterly basis

ᓄᓂᓐᓂᓐ ᓄᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ

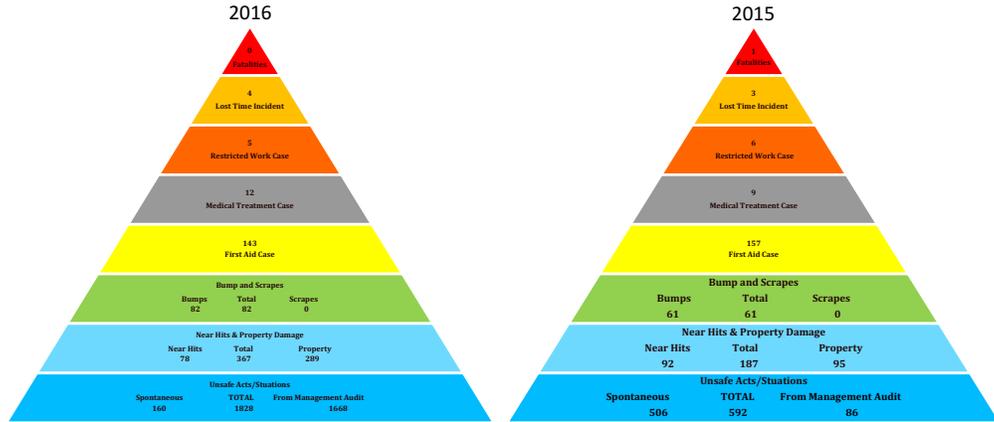
- ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ
- ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ
- ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ
- ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ ᓄᓂᓐᓂᓐᓂᓐ

Role of the Executive Committee

- Assess expected project workforce requirements and projected availability of Inuit seeking employment
- Review education and training opportunities on an annual basis
- Maintain a list of designated Baffin Inuit firms
- Review annually the list of contracts awarded
- Make recommendations to enhance the results of Inuit participation and other objectives of the IIBA

ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦ ᐱᐳᓄᑦ ᐳᑦᐱᓄᑦ ᐳᑦᐱᓄᑦ ᐳᑦᐱᓄᑦ ᐳᑦᐱᓄᑦ ᐳᑦᐱᓄᑦ
ᐱᐳᓄᑦ ᐳᑦᐱᓄᑦ ᐳᑦᐱᓄᑦ ᐳᑦᐱᓄᑦ

Health and safety overview



Confidential

31

2016-ᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦ
ᐱᐳᓄᑦ ᐳᑦᐱᓄᑦ ᐳᑦᐱᓄᑦ ᐳᑦᐱᓄᑦ ᐳᑦᐱᓄᑦ ᐳᑦᐱᓄᑦ

2016 health and safety statistics

ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ Incident Type	ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ Baffinland Iron Mines Corporation		ᐳᑦᐱᓄᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ Oakville Office	ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐳᑦᐱᓄᑦ Mary River and Milne Inlet
	YTD	PTD	YTD	YTD
ᑐᑦᑐᐳᑦ Fatality	0	1	0	0
ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ (LTI) Lost Time Incident (LTI)	4	7	0	4
ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ (LTI Fr*) Lost time incident Frequency (LTI Fr*)	2.0	1.0	0.0	2.0
ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ (RWC) Restricted Work Case (RWC)	5	23	0	5
ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ (MAI) Medical Aid Incident (MAI)	12	41	0	12
ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ (FAI) First Aid Incident (FAI)	143	541	0	143
ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ (TRI Fr*) Total Recordable Injury Frequency (TRI Fr*)	10.2	10.6 **	0.0	10.6
ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ Near Hits (NH) & Property Damage	367	840	0	367
ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ Audits/Inspections	277	1005	2	275
ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ Person Hours	2,049,927	6,822,462	69,071	1,980,856

PTD ᐳᑦᐱᓄᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ 2013/PTD since January 2013

*ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ
** ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ 2.0/200,000 ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ ᐱᐳᓄᑦᐳᑦᑐᐳᑦᐳᑦ. Equivalent to 2.0/200,000 hours as reported in Canada/

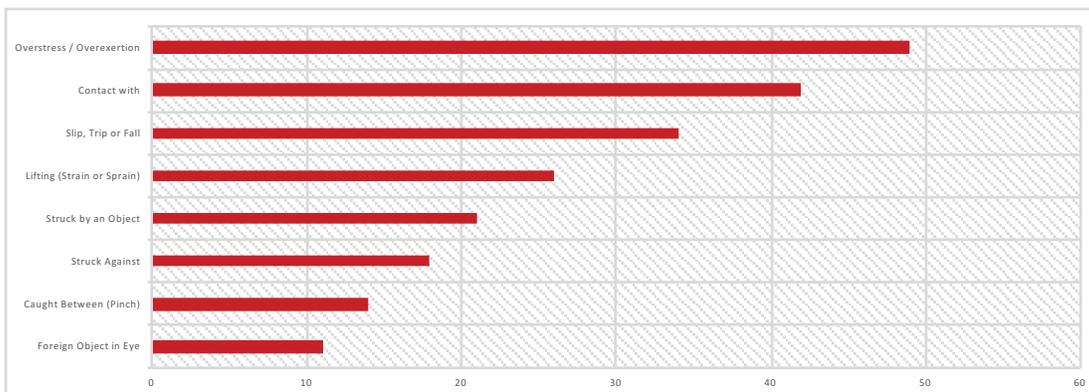


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ᐱᑦᐸᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦ ᐸᑦᐸᑦ
ᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦ ᐸᑦᐸᑦᐸᑦᐸᑦ

Health and safety performance

ᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦ ᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦ / Total injuries by cause



ᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦ ᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦ ᐸᑦᐸᑦᐸᑦᐸᑦᐸᑦ

Environmental Effects Monitoring



መደራሰብ ለሥራ ለማድረግ

Community Engagement

ጠቅላይ ልማት ስራ ለማድረግ የሚያስፈልጉ ግንኙነት ግንባታ - 2016 የግንኙነት ስራ

- ጠቅላይ ልማት ስራ ለማድረግ የሚያስፈልጉ ግንኙነት ግንባታ ማድረግ
- ስራው የሚደረግበት ስራ ለማድረግ የሚያስፈልጉ ግንኙነት ግንባታ ማድረግ
- ስራው የሚደረግበት ስራ ለማድረግ የሚያስፈልጉ ግንኙነት ግንባታ ማድረግ

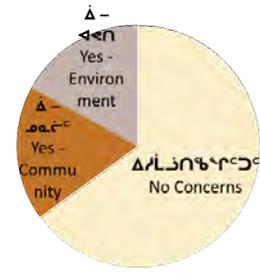
Baffinland's approach to communities – 2016 Survey

- Baffinland is committed to maintaining effective partnerships with the five Communities of the North Baffin region
- Primary focus of engagement is the establishment and maintenance of positive, mutually-beneficial relationships in order to maximize Project benefits for community residents
- In September 2016, Baffinland surveyed the five North Baffin communities:
 - To provide information about the potential impacts of the Project, the environment, the overall way of life in North Baffin Island
 - As a mechanism for community residents to have their voices heard

ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᓂᓄᓂᐱᓂᐳᓂ - 2016-ᓂ ᓂᓄᓂᐱᓂᐳᓂ

Baffinland's approach to communities – 2016 Survey

- ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ (65%) ᐃᓄᓚᓂᐱᓂᐳᓂᐳᓂ
- 18%-ᓂᐱᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ
- 17%-ᓂᐱᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ



Concerns about the environment and well-being:

- Majority of respondents (65%) had no concerns
- 18% of respondents concerned about the environment and potential impacts on terrestrial and marine wildlife and wildlife habitat due to dust, changes in water quality, shipping, and blasting noises
- 17% were concerned about impacts on harvesting activities, the need for more Inuit employment, substance abuse and stress of familial separation



ᐱᓚᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ

Objectives of stakeholder engagement

- ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ
- ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ
- ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ
- ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ
- ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ
- ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ
- ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ ᐃᓄᓚᓂᐱᓂᐳᓂ

- Community relationships is a fundamental principle of Baffinland's engagement strategy
- Commitment to timely, meaningful, and culturally appropriate engagement with all stakeholders potentially affected by the Mary River Project, including
 - Five North Baffin communities
 - Qikiqtani Inuit Association (QIA)
 - Regulatory agencies
 - Members of the public.
- Stakeholder Engagement Plan (SEP) developed in 2014 and revised in 2016
- SEP complies with all relevant regulatory requirements, including the terms and conditions of Project Certificate 005 and the Inuit Impact and Benefit Agreement (IIBA)



ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᑕᑦᑕᑦ

- ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ, ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ, ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
- ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
- ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ:
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ (BCLOs)
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᑦᓴᑦᓴᑦᓴᓴᑦ

Approach to engagement

- Multi-faceted, flexible, progressive approach
- Tailored to particular interests and circumstances, cultural and linguistic characteristics of stakeholders
- Wide range of engagement activities and methods employed since the establishment of Baffinland:
 - Employment of Baffinland Community Liaison Officers (BCLOs) to assist in engagement efforts. BCLOs are the ‘face’ of company in local communities
 - Site elders
 - Community surveys – general and issue specific
 - Employee surveys
 - Open Houses/Community Meetings/Focus Groups
 - Meetings with specific stakeholder groups – Hamlets, HTOS, Mary River Community Group
 - Technical workshops – Inuit Qaujimajatuqangit (Traditional Knowledge), caribou, marine mammals, land use
 - Participation in multi-stakeholder groups – Terrestrial Environment Working Group, etc.
 - IIBA Joint Management and Executive Committees
 - Project website, newsletter, newspapers, radio
 - Site visits



ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ 2 ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ

- ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ, 2014, ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ
- ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ, 2014: ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ, 2015: ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ, 2015: ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ, 2015: ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ
 - ᐱᑕᑎᑲᐱᑦᓴᑦᓴᓴᑦ, 2015: ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ ᐸᐸᑕᑎᑲᑦᓴᑦᓴᓴᑦ

Phase 2 engagement highlights

- Since submission of Phase 2 proposal to NIRB in October, 2014, Baffinland has regularly and directly engaged with 5 North Baffin Communities and community groups
- October, 2014: Pond Inlet announcement of Phase 2 proposal
 - January, 2015: Open House, Pond Inlet
 - February, 2015: Community Tour of 5 North Baffin Communities
 - March – November, 2015: Series of workshops in Pond Inlet on Contemporary Inuit Land Use of Eclipse Sound and Navy Board Inlet Areas, Shipping through Ice, Open Water Shipping, Caribou
 - April 2015: tour of Voisey’s Bay winter shipping route with key Inuit from Pond Inlet to observe shipping through ice

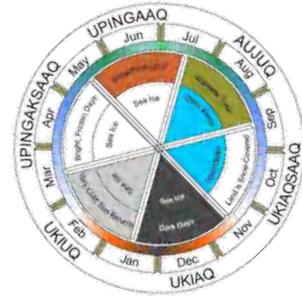


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Baffinland response to community feedback: Phase 2 - Shipping

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Source: NPC, 2016

Baffinland has listened to community concerns respecting the potential impact of Phase 2 on the marine environment and associated land use activities

- In response to these concerns, Baffinland
 - Considered concerns expressed by communities on shipping through ice and the need to avoid shipping ore between March and June
 - Has committed to optimize opportunities for open water shipping and proposes shipping period between Jul 01 and Nov 15
 - Will continue to monitor potential impacts



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Phase 2 engagement – rail

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During engagement activities, the following issues were identified related to the proposed shift from transport of ore by the Tote Road to a rail line between the Project site and Milne Inlet:

- Potential loss of trucking employment opportunities for Inuit
- Potential for increase in the negative interactions between wildlife and rail cars – possibility that transport by rail might increase the potential for wildlife injuries or fatalities
- Impact on air quality



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Baffinland response to community feedback: Phase 2 - Rail

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Baffinland has listened to community concerns respecting the potential impact of Phase 2 resulting from the shift from transport by road to transport by rail

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- In response to these concerns, Baffinland has advised the communities that
 - Anticipated decrease in trucking employment opportunities will be offset by increase in number and duration of jobs for Inuit in other aspects of production, transport and shipping
 - Shift from Tote Road to transport by rail is likely to reduce the possibilities of wildlife injuries/fatalities
 - Shift from Tote Road to transport by rail will reduce dust and negative impacts on air quality



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Moving forward

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- Continuing and active approach to engagement with communities and QIA
- January 2017: Community tour focused on contracting and procurement
- January 19, 2017: Meeting in Pond Inlet to hold a workshop with the MHTO on bringing in an icebreaker this winter through Eclipse Sound in Pond Inlet.
- April 2017: Return to the communities for a Career and Training Information tour
- May 2017: Meeting with Working Groups – Ottawa, Ontario
- May 2017: Environmental Impact Statement (EIS) Tour
 - Relevant documentation to be provided in advance
 - Presentations in Inuktitut as required
 - Documentation of all stakeholder engagement activities





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Management Plans and Preparedness

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Management plans registry

Management Plans	Revision Date
Sampling Program - Quality Assurance and Quality Control Plan	Mar-17
Air Quality and Noise Abatement Management Plan	Mar-16
Borrow Pits and Quarry Management Plan	Mar-14
Cultural Heritage Resource Protection Plan	Mar-16
Environmental Protection Plan	Aug-16
Fresh Water, Sewage and Wastewater Management Plan	Mar-16
Hazardous Materials and Hazardous Waste Management Plan	Mar-17
Interim Closure and Reclamation Plan	Oct-16
Milne Port Oil Pollution Emergency Plan (OPEP)	Jul-16
Roads Management Plan	Mar-16
Shipping and Marine Wildlife Management Plan	Mar-16
Surface Water and Aquatic Ecosystem Management Plan	Mar-16
Terrestrial Environmental Management and Monitoring Plan	Mar-16
Waste Management Plan	Mar-17
Phase 1 Waste Rock Management Plan	Apr-14
Life of Mine Waste Rock Management Plan	Apr-14
Spill Contingency Plan	Mar-17
Exploration Spill Contingency Plan	Jun-14
Exploration Closure and Reclamation Plan	Jul-14
Aquatic Effects Monitoring Plan	Oct-15
Spill at Sea Response Plan	Aug-15
Emergency Response Plan	Feb-16
Quarry Management Plans	Various
Borrow Source Management Plans	Various



IIBA ᐱᓃᓕᓕᓄᓐᓄᓐᓄᓐᓄᓐ IIBA priorities





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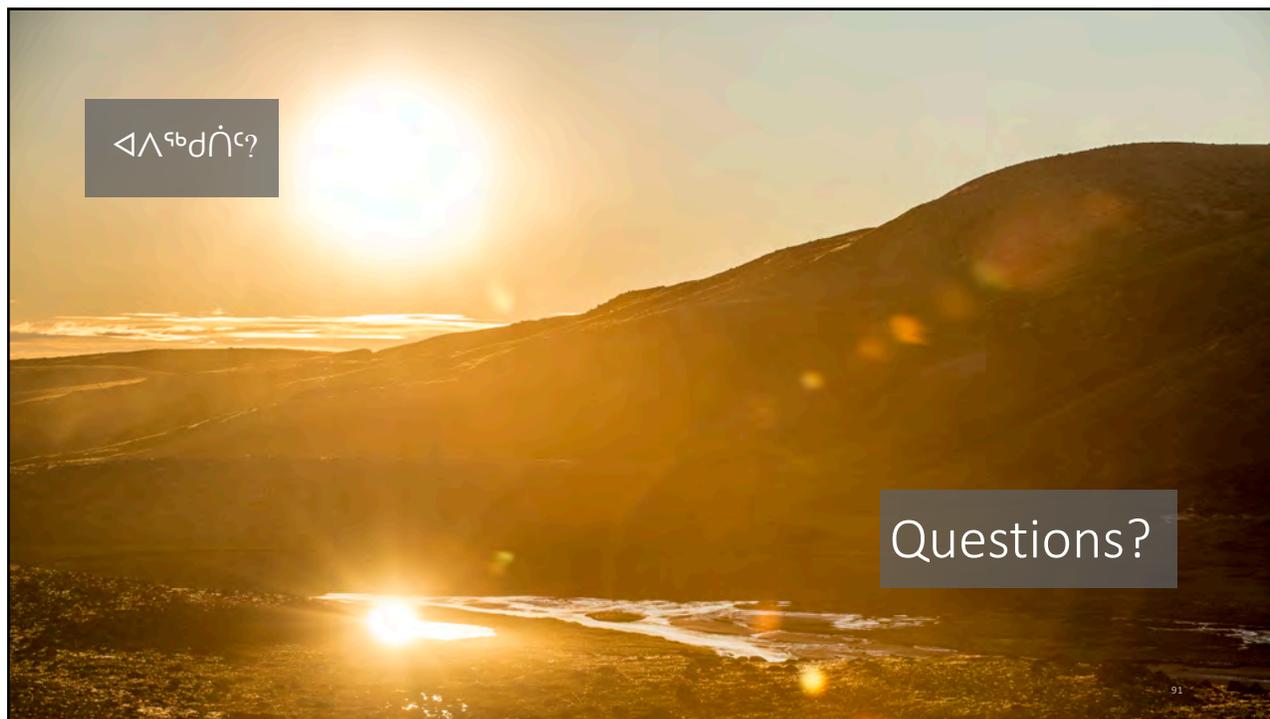
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Focus areas for IIBA

The draft IIBA Work Plan for 2017 has been submitted to QIA. Baffinland and QIA are currently working to approve the work plan:

- Continue to collaborate with the QIA and strengthen the Management and Executive Committees
- Improving communications
- Refine reporting



Additional slides

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Baffinland apprenticeship program

- Nunavut's apprenticeship system plays a unique and critical role in building a well-educated and highly skilled workforce
- Baffinland is developing an apprenticeship program and committed to having more involvement in decisions about funding, program design, pre-apprenticeship, technical training, and program entrance requirements
- Pre-apprenticeship training, which is currently the main pathway to apprenticeship, needs to align with labour demands
- Once in apprenticeships, apprentices should experience the highest quality of technical training and have adequate pathways to pursue their certification.
- Although the current system benefits from the active participation of employers who hire and train apprentices, more are needed to ensure that apprentices can get the skills and experience they need to achieve certification and meet the demands of the labour market

Shortage of skilled candidates and other challenges

- Based on the Nunavut Labour Force Supply and Demand and Labour Market update reports made available in March of 2017, the current pool of qualified Nunavumiut people that could participate in this program is drastically low
- Currently the high school graduation rate is 28%, however, this is trending upward. There are 740 enrolled high school students at the time of the latest report
- Population by age group 15-44 is 17,346 with an unemployment rate of 39%
- If we cannot source the appropriate candidates from the local population, it may jeopardize the IIBA agreements currently in place



Tuition costs

Trade	Pre	Year 1	Year 2	Year 3	Year 4	Total
Welder	Not available at Arctic College at this time					
Millwright						
HD mechanic						
Electrician	\$2,720.00	\$2,720.00	\$2,720.00	Not available at Arctic College at this time		\$8,160.00
Heavy equipment operator	Done with 3 rd party, not a specific Arctic College program (expected to be in ~3 years)					
Plumber	\$2,720.00	\$2,720.00	\$2,720.00	\$2,720.00	Not available at Arctic College at this time	\$10,880.00
Carpenter	\$2,720.00	\$2,720.00	\$2,720.00	\$2,720.00	\$2,720.00	\$13,600.00
Housing maintainer	\$2,720.00	\$2,720.00	\$2,720.00	Not available at Arctic College at this time		\$8,160.00

NOTE: These fees do not reflect the overall compensation cost of ~\$135,000 per employee (wage, benefits, pension, etc.) and the cost of accommodations and sustenance if having to travel out of province for technical training.

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- ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር
- ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር
- 12ኛው ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር
- ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር ለግንባር

Δεῦτερο βήμα

- 3ο Λειτουργικό βήμα:
 - Διεξαγωγή επόμενου βήματος
 - Υποστήριξη των επόμενων βήματων
 - Διεξαγωγή των επόμενων βήματων
- Αποδοτικότητα των επόμενων βήματων
 - Επόμενα βήματα: Διεξαγωγή των επόμενων βήματων
- Επόμενα βήματα: Διεξαγωγή των επόμενων βήματων
- Διεξαγωγή των επόμενων βήματων

Δεῦτερο βήμα

- 2016 Γενικό βήμα: Διεξαγωγή των επόμενων βήματων \$540,000-βήματα:
 - Διεξαγωγή των επόμενων βήματων
 - Διεξαγωγή των επόμενων βήματων
 - Διεξαγωγή των επόμενων βήματων
 - Διεξαγωγή των επόμενων βήματων
 - Διεξαγωγή των επόμενων βήματων
 - Διεξαγωγή των επόμενων βήματων

ᐃᓚᓗᓃᑦ ᐱᓗᐅᓂᓐᓂᓂᑦ ᐃᑦ ᐃᓂᑦᐅᓗᓗᐅᓗᑦ

- ካᓂᓂᓂᑦᐅᓗᓗᐅᓗᑦ ᐃᓚᓗᓃᑦ 17ᓂᑦ ᐃᐅᐃᑦ ᐃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐱᓗᓃᑦᑦᓂᓂᑦᐅᓗᓂᑦ ᐃᓂᓂᓂᑦ
- ᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦ - \$750,000ᓂᑦ
- ᓂᓂᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐱᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ.
- ᐱᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ

ᐃᓚᓗᓃᑦ ᐱᓗᐅᓂᓐᓂᓂᑦ ᐃᑦ ᐃᓂᑦᐅᓗᓗᐅᓗᑦ

- ᐃᓚᓗᓃᑦ ᐱᓗᐅᓂᓐᓂᓂᑦ ᐃᑦ ᐃᓂᑦᐅᓗᓗᐅᓗᑦ ᓚᓗᓂᓂᑦᐅᓗᓂᑦ ᓂᓂᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ
- ᓂᓂᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ
- ᐱᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ
- ᐱᓗᓃᑦᓂᑦ ᓂᓂᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ
- ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ ᐃᓗᓃᑦᓂᑦᐅᓗᓂᑦᐅᓗᓂᑦ

ጋራ ለክፍያ ስራ ላይ የሚወጡ ስራዎች
2016 ዓ.ም ለውጥ ማቅረቢያ

- የግብርና ስራ ላይ የሚወጡ ስራዎች ለውጥ ማቅረቢያ
- የግብርና ስራ ላይ የሚወጡ ስራዎች ለውጥ ማቅረቢያ
- ስራ ላይ የሚወጡ ስራዎች ለውጥ ማቅረቢያ
- የግብርና ስራ ላይ የሚወጡ ስራዎች ለውጥ ማቅረቢያ
- ስራ ላይ የሚወጡ ስራዎች ለውጥ ማቅረቢያ
- ስራ ላይ የሚወጡ ስራዎች ለውጥ ማቅረቢያ
- ስራ ላይ የሚወጡ ስራዎች ለውጥ ማቅረቢያ

ጋራ ለክፍያ ስራ ላይ የሚወጡ ስራዎች
2017 ዓ.ም ለውጥ ማቅረቢያ

- የግብርና ስራ ላይ የሚወጡ ስራዎች ለውጥ ማቅረቢያ
- የግብርና ስራ ላይ የሚወጡ ስራዎች ለውጥ ማቅረቢያ
- የግብርና ስራ ላይ የሚወጡ ስራዎች ለውጥ ማቅረቢያ

2017 ለ ስርዓት ልማት

- የሥራ ስርዓት ልማት ስርዓት ልማት ስርዓት ልማት
 - የሥራ ስርዓት ልማት ስርዓት ልማት ስርዓት ልማት
 - የሥራ ስርዓት ልማት ስርዓት ልማት ስርዓት ልማት
 - የሥራ ስርዓት ልማት ስርዓት ልማት ስርዓት ልማት
 - የሥራ ስርዓት ልማት ስርዓት ልማት ስርዓት ልማት
 - የሥራ ስርዓት ልማት ስርዓት ልማት ስርዓት ልማት

2015 ለ APRF ስርዓት ልማት

ለኛብ	ፋርሞኒታሪያዊ	ፍጻሜና ጥቅም ስራዎች & ለሥራዎች	ጠቅላይ ግብር
ፍጻሜና ጥቅም	ፋርሞኒታሪያዊ ስራዎች ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ	<ul style="list-style-type: none"> ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ 	
ግብርና ጥቅም ስራዎች	ግብርና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ	<ul style="list-style-type: none"> ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ 	

ለኛብ	ፋርሞኒታሪያዊ	ፍጻሜና ጥቅም ስራዎች & ለሥራዎች	ጠቅላይ ግብር
ግብርና ጥቅም ስራዎች	ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ	<ul style="list-style-type: none"> ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ 	
ፍጻሜና ጥቅም ስራዎች	ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ	<ul style="list-style-type: none"> ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ ፍጻሜና ጥቅም ስራዎች ለሥራ 	

