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COVER PHOTO
Chances are, the light you are using to read this is powered by coal. Our two feature stories in this issue shed new light on this importance resource, and how Saskatchewan is leading the way in resource technology.

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MINING: GREAT FOR SASKATCHEWAN BUSINESSES!

A MESSAGE FROM SMA EXECUTIVE DIRECTOR – PAM SCHWANN

40% of the world relying on coal as their primary source of electricity, this innovative technology has global potential to reduce GHG's.

Continuing with the global theme, the economic commentary speaks to the international work underway to provide greater revenue transparency amongst the mining sector, governments and communities; the Tagging Along article follows PotashCorp's community investment coordinator Renee Glushyk to a community in Kenya; and circling home, the eARTh article showcases the natural beauty of stones through the exquisite jewellery of internationally renowned, Regina – based Hillberg & Berk

Mine operations are literally in the backyard of many communities and ensuring they are environmentally sustainable is an important part of today's operations. The wetland reclamation work undertaken by Mosaic in partnership with Ducks Unlimited illustrates one example of how development and environmental protection can co-exist and even enhance your community's backyard.

The mining sector is a leading user and innovator of technology and this issue explores how laser-based (LiDAR) technology accurately measures changes to surface and subsurface formations. Along with advancements in technology, workforce development

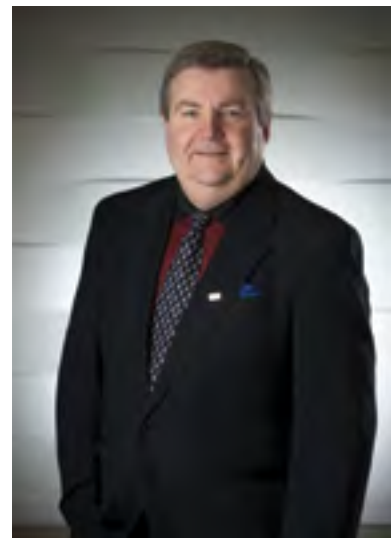
is a priority for the mining sector. This issue identifies two examples of how skilled and professional employees are being developed – the mining option at the U of S College of Engineering and the coordinating role of the International Minerals Innovation Institute, and AREVA's on-site mill operator training coordinated by Northern Career Quest.

Our Beyond the Bio features home-grown Neil McMillan, whose broad shoulders carry the dual role of President & CEO of Claude Resources Inc. and Chair, Cameco Board of Directors. This issue also outlines how the SMA's growing education outreach program can support educators. Class now in session – read on.

As Saskatchewan moves from the season of air conditioners to furnaces, it is timely to give some thought as to why we can have the instant gratification of cool air in those few days of +25C this past summer, or perhaps more importantly, the electricity to ignite the furnace in the -25C days and nights ahead. And you can't think about that without thinking about what primarily powers the province – Coal, the subject of our cover story.

Coal is responsible for providing the majority of baseload power in Saskatchewan. In 2012, coal from Sherritt International's three operations supplied 52% of our electricity compared to gas (22%), hydro (19%), wind (3%), imports (3%) and other sources (1%).

New federal environmental regulations related to reducing greenhouse gas (GHG) emissions eliminated conventional coal-fired electricity generation as future low-cost option. Our feature story outlines how SaskPower's Boundary Dam Integrated Carbon Capture and Storage Demonstration Project will ultimately lead to a 90% reduction in carbon dioxide emissions while continuing to use local and accessible coal resources. With over



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COAL

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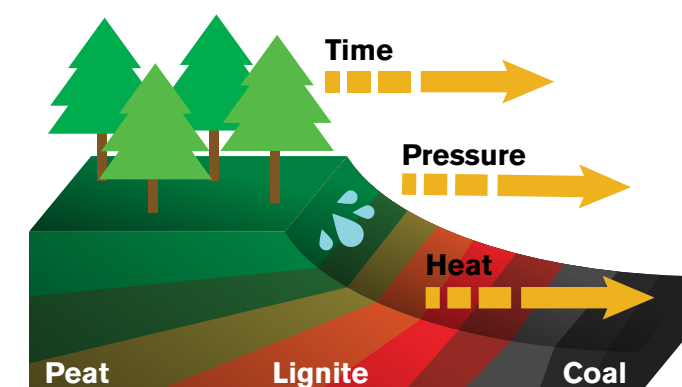
How do coal deposits form?

Coal forms through the accumulation of decaying organic materials that settle in swampy anoxic environments before being buried and subjected to long periods of heat and pressure. In Saskatchewan, deposition of these organic materials occurred numerous times: primarily, during the Cretaceous period at around 110 million years ago (Ma) (Mannville Formation) and around 75 Ma (Belly River Formation); and during the Tertiary Period at around 65 Ma (Ravenscrag Formation). The majority of Saskatchewan coals are lignite in rank, meaning they were subject

to less heat and pressure and have lower thermal values than bituminous or anthracite rank coals. While some deposits of sub-bituminous coals do occur at deeper depths, all of the coal currently mined in the province is near-surface lignite from the Tertiary Ravenscrag Formation which outcrops in the southern part of the province.

How is Saskatchewan coal mined?

Coal was the first mineral ever to be mined in Saskatchewan – as far back as the 1870s. Many of the early coal mines in Saskatchewan were small underground operations where miners would excavate into hillsides and use logs and timbers to support their drifts. Today, coal mining in Saskatchewan is entirely mechanized with very large drag lines that remove the surficial cover and extract the lignite. After the coal is removed, the disturbed area is reclaimed according to government approved reclamation plans. Typically, overlying sediments are set back in place and land is recontoured to improve drainage for farming and create wetland areas. Saskatchewan is Canada's third-largest coal producer, after British Columbia and Alberta, typically producing around ten million tonnes of coal annually, which accounts for about 15% of national production.



What is Saskatchewan coal used for?

Originally used to heat farms and small villages, today the vast majority of Saskatchewan coal is used for thermal power generation, with a small amount going to produce lignite char for barbeque briquettes. Although there have been hundreds of small coal mines across the province over the past 140 years, today there are only three. The Bienfait, Boundary Dam, and Poplar River coal mines, all operated by Sherritt International, feed SaskPower's Shand and Boundary Dam Power Stations near Estevan and the Poplar River Power Station near Coronach, respectively. These thermal power stations, which were built next to the coal mines, have a collective generating capacity of 1682 megawatts and supply a large portion of the province's electricity. SaskPower operates an Emissions Control Research Facility at Poplar River and has undertaken an innovative Integrated Carbon Capture and Storage Project at Boundary Dam, which

is anticipated to reduce greenhouse gas emissions by one million tonnes per year. Unlike other higher rank coals, lignite is not suitable for use as coking coal in steel production, but its potential for alternative fuel generation continues to be evaluated.

How much coal is there in Saskatchewan?

While coal resources have been defined in several regions of southern Saskatchewan from the Kindersley area to Lac La Ronge to the more recent discoveries near Hudson Bay, the majority of significant evaluation work has been done for the coal fields in the Estevan, Willow Bunch, and Shaunavon areas. These three coal fields are estimated to contain nearly five billion tonnes of lignite resources of immediate interest (i.e., less than 45 metres deep and extractable through current mining techniques). At current consumption rates, these resources are sufficient to supply Saskatchewan with thermal electric power for over 300 years. ■

Glossary of terms

Anoxic – total depletion of oxygen.

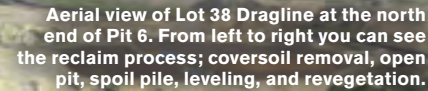
Anthracite – highest carbon content coal with fewest impurities. Hard, compact coal with a high lustre.

Bituminous – a rank of coal higher than lignite, but poorer quality than anthracite.

Lignite – lowest rank coal, brownish-black in colour, lower carbon, and higher moisture contents.

A large red dragline crane is shown in operation at a coal mine. The crane's long lattice boom extends diagonally across the frame, with a bucket suspended at the end, having just uncovered a pile of dark coal. The background shows the rugged, layered walls of a mine pit under a blue sky with scattered white clouds. The overall scene conveys the scale and industrial nature of coal mining.

Lot 38 Dragline uncovering coal.



Coal from Poplar River Mine is shipped by train to the Poplar River Power Plant; photo of a hauler on its way back to the pit, as it passes the train loading facility.



BOUNDARY

& BEYOND

SASKATCHEWAN'S “CAN-DO” ATTITUDE IS CHANGING THE FUTURE OF ONE OF OUR OLDEST RESOURCES.

In our Fall/Winter 2012 issue, ORE reported on SaskPower's initiatives at Boundary Dam near Estevan, where clean coal technology is being implemented to give Saskatchewan's power plants new life. This year, “We're now in the home stretch, and it's exciting,” says Mike Monea, president of Carbon Capture and Storage Initiatives at SaskPower.

The United Nations lists carbon capture and storage (CCS) as one of the most promising technologies to rapidly reduce greenhouse gas emissions. Boundary Dam 3 (BD3) will be the largest commercial-scale, post-combustion, coal-fired power station using this new technology. According to SaskPower, the system is “capable of cutting CO₂

emissions by up to 90 per cent, or approximately one million tonnes a year. That's the equivalent of taking more than 250,000 cars off Saskatchewan roads annually.”

Boundary Dam 3 is scheduled to be commercially launched in April 2014. Upwards of 1,400 workers, including engineers and contractors, have dedicated approximately 3.0 million hours of work to the project – all without a single lost-time accident. “That's impressive” notes Monea, “considering how massive and complex the facility is, with a myriad of pipes and infrastructure.”

Equally impressive is how BD3 will prove that coal-fired power generation can be both ethical and viable. “We will prove the business case,” says Monea. “In fact, it now looks like we will even beat our projections; the findings are better than anticipated.”

Leadership in CCS is also being demonstrated with the Shand Carbon Capture Test Facility (CCTF), where technology developers can test and demonstrate the effectiveness of their proposed technology for the capture of CO₂. Groundwork for the CCTF is scheduled to begin this fall, with plant construction scheduled to be completed in late 2014. World-class expertise and research is being fostered not only by SaskPower, but also Saskatchewan organizations such as the Petroleum Technology Research Centre (PTRC) and the University of Regina.

Also happening this fall is start-up of the Aquistore Project, managed by the PTRC. The CO₂ from Boundary Dam will be compressed and transported by pipeline to the Aquistore site, located near Estevan. It will then be injected 3.4 kilometres

underground and monitored to prove the effectiveness of this storage method.

International interest in Saskatchewan's initiatives was clearly demonstrated at a symposium in May for the SaskPower CCS Global Consortium. Twelve countries were represented at the symposium. There might have been more, but SaskPower had to cap the registration because demand was exceeding capacity. "It was very flattering to have this much global interest in our projects," says Monea. Monea says the synergy of research will be a major benefit for consortium members, who will have access to millions of dollars' worth of reports, including

information on some 125 different engineering aspects. "Governments are spending less on research than they used to. This is an important way to address that challenge."

Most importantly, says Monea, is that initiatives such as the Consortium are essential in the mission to "get the message out there" that coal can be a reliable, clean energy solution, and to generate public acceptance of this resource for decades to come. As Boundary Dam and related projects are proving, there is still a future for coal. That's especially important in a province that has a 300-year supply. ■



Boundary Dam Power Station steam stacks.



SaskPower's carbon capture building under construction as of May 2013.



Boundary Dam Power Station in Estevan, Saskatchewan.



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Wetlands are home to over 600 species of plants and animals such as this brood of mallard ducks - and are second only to rainforests in the level of biodiversity that they harbour. Unfortunately, up to 70% of Canada's wetlands have been lost in the settled areas of Canada. Photo Courtesy: Ducks Unlimited Canada/www.ducks.ca

RECLAIMING WETLANDS

IF YOU WERE A CANADA GOOSE OR ANY OTHER MIGRATORY WATERFOWL FLYING OVER THE ASSINIBOINE RIVER MAJOR BASIN, YOU JUST MIGHT BE LOOKING FOR A GOOD PLACE TO LAND.

Thanks to a partnership involving Mosaic Potash and Ducks Unlimited Canada, you will find it, despite the mine expansions going on in the area.

In its *Environment Impact Statement* submitted to the Ministry of Environment, Mosaic committed to a wetland compensation plan. Rather than do the work themselves, though, Mosaic turned to the experts in wetland identification and restoration: Ducks Unlimited Canada (DUC).

"It's been a great relationship working with DUC and the Ministry," says Jessica Theriault, director of environment for Mosaic's potash operations in Regina. "Sustainability is one of our values, and we're committed to demonstrating it."

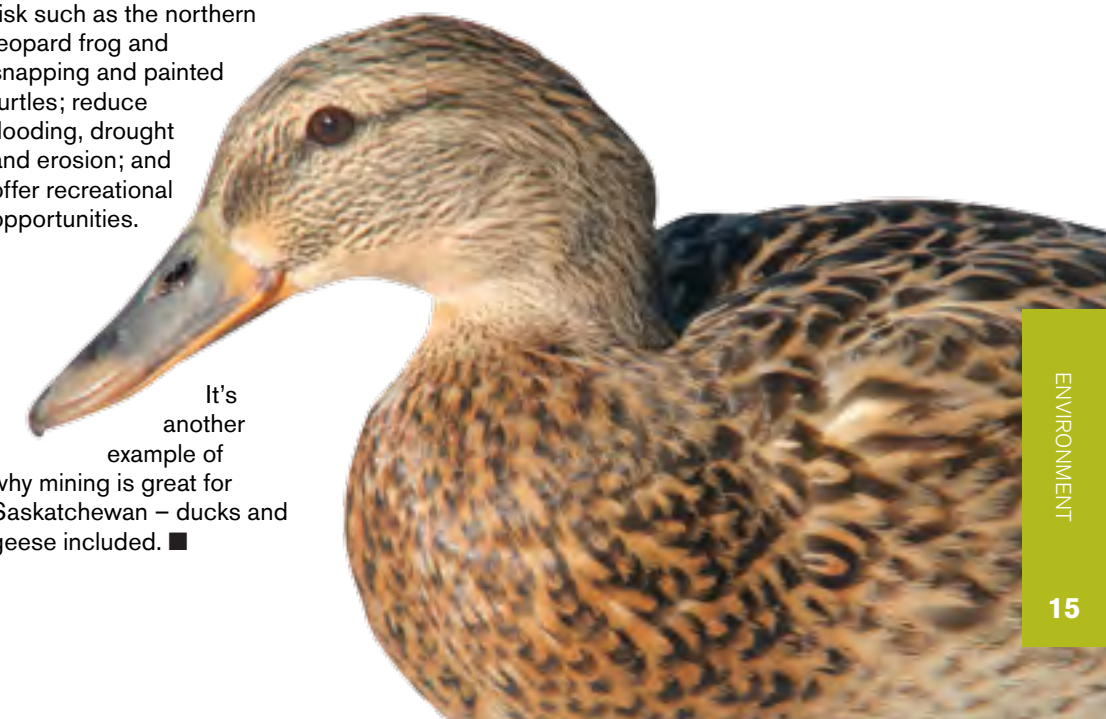
The extent of reclamation is based upon a ratio approved by the Ministry of the Environment, with the number of acres adjusted depending on the actual acres of mitigation required. Through its

contract with Mosaic, DUC identifies the most suitable areas to be reclaimed, acquires the property through land purchases or conservation easements, then restoration itself.

The benefits of this wetland restoration project extend beyond a good place for birds. Marshes, ponds and bogs filter water and provide safe water sources; provide essential habitat for many species, including those at risk such as the northern leopard frog and snapping and painted turtles; reduce flooding, drought and erosion; and offer recreational opportunities.



Wetlands provide habitat for more than one-third of Canada's species at risk including the leopard frog. Photo Courtesy: Ducks Unlimited Canada/www.ducks.ca



It's another example of why mining is great for Saskatchewan – ducks and geese included. ■

COUNTRIES, COMPANIES AND CITIZENS BENEFIT FROM GREATER REVENUE TRANSPARENCY

Brendan Marshall

Director, Economic Affairs, Mining Association of Canada

Resource extraction is a powerful ally of international development if done responsibly. Tremendous potential exists for the sector to assist many of the world's resource-rich but poor countries in elevating their living standards. For this to occur, however, a number of conditions need to be met.

Transparency through financial disclosure, when implemented properly, enhances responsible resource development and helps address a key challenge impacting the broad social acceptance that underpins many companies' privilege to operate. But this privilege can be compromised when the consequences of mismanaged resource revenues create an atmosphere of distrust among project stakeholders and, in some instances, escalate into events that disrupt operations or delay project development. Part of the privilege to operate lies in the project-generated benefits the host communities receive by virtue of development and continued operation. By creating jobs and business opportunities, developing

infrastructure, providing skills training and building capacity, resource development can meaningfully reduce poverty through direct and indirect social and economic impacts.

In many instances, governments accrue significant benefits through the collection of mining taxes and royalties. These revenues have the potential to be transformed into valuable public investments such as health and education services and infrastructure. Such investments would reinforce a company's privilege to operate while also addressing local challenges through investment. Barriers remain, however, that prevent the potential benefit from such investments in the public interest from being realized.

Some developing countries have weak civil society institutions. Poor governance and mismanagement have, at times, meant that the expenditure of extractive sector revenues have not always enhanced the public good as one might expect. In some cases, revenues collected by public officials have not made their way

into government coffers. Secrecy around flows of funds from the extractive sector has also contributed to mistrust between local citizens, their governments and companies, at times leading to outright conflict.

These challenges are systemic and, lying within the host country's jurisdiction, have historically been beyond the purview of any single company to address independently. Acknowledging this,

organizations such as the Extractive Industries Transparency Initiative, Publish What You Pay (PWYP) and the Revenue Watch Institute (RWI) have promoted their vision for the transparent and accountable management of natural resources and the revenues generated there from.

Efforts have sought to equip communities with the information necessary to hold governments accountable for the expenditure of extractive sector revenues. This entails developing credible frameworks for the public disclosure of company payments to governments, and government

reporting of payments received. By developing an accountability framework, the theory holds that resource revenues will be more likely to benefit the citizens and rightful proprietors of the resources.

As these frameworks become mainstream, investors managing significant portfolios that are key to the development of resource projects have been more vocal about their desire for strong disclosure rules. Both the ethical dimension of good-conscience investing and the desire to avoid risk associated with projects operating under volatile regimes have come to the fore.

Many countries and companies are now participating in these frameworks, and individual countries like the U.S., have implemented their own rules independently. This

momentum has raised the profile of transparency over the last decade, culminating with the G8 adopting it as the theme for recent meetings held in June. Immediately prior, Canada announced its intention to implement a transparency framework for company payments to foreign governments, with consultations beginning later this year.

Given that approximately 60 per cent of the world's mining companies are registered in Canada, and more than 800 Canadian exploration companies are active in 100 countries, Canada's commitment to this initiative is significant. Canadian stock exchanges, the Toronto Stock Exchange and TSX Venture in particular, host the lion's share of the total global value of mining sector market capitalization, and mining equity capital raised.

In July 2012, the Mining Association of Canada, the Prospectors and Developers Association of Canada, PWYP and the RWI signed a memorandum of understanding to develop a Canadian framework for mining, and oil and gas companies to disclose payments made to governments. The working group recently completed the draft framework and has made it publicly available for comment. The aim is to make informed policy recommendations to federal government policymakers and/or provincial security regulators for the Canadian adoption of mandatory disclosure requirements based on the framework. ■

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LiDAR:

SHEDDING LIGHT ON A SHIFTING LANDSCAPE

The average person on the Prairies considers the earth beneath their feet to be consistently solid and stable. In the mining world that perception is much different. Knowing what geological shifts are taking place – some of them too imperceptibly gradual to measure without using technology – helps to plan mining operations and, most importantly, keeps miners safe.

This is particularly true with conventional underground potash mining, which takes place in soft rock formations

that are more susceptible to collapse after the ore is extracted. Early detection before this can happen involves inspection of the ground surface to discover subsidence (or sinking) of the ground above and around the mining activity. The Government of Saskatchewan has specific requirements for mining companies to monitor subsidence.

The newest and most cost-effective way to monitor subsidence is airborne remote sensing using LiDAR (an

acronym for light detection and ranging). LiDAR is a laser-based technology which, in a manner similar to radar, bounces laser beams off the surface of the earth to create 3-D images. Thanks to powerful computers which can process the high volumes of data that the beams generate, scientists use these images to detect subsidence.

LiDAR creates a 'bare earth' image that is unaffected by the growth of trees, crops or other vegetation. Even so, experts recommend carrying out annual surveys at the same time of year each year to minimize the impact of variables such as soil conditions. LiDAR can be done any time of the day or night. However, it does not work above clouds or after a rainfall.

Because of LiDAR, in conjunction with other monitoring procedures, mining companies can detect small changes in surface topography and underground operations can be shored up

well in advance to prevent any mishap. At the same time, LiDAR also ensures that above-ground structures, ranging from buildings to highways and rail lines, are not put at risk. ■

Glossary of terms

LiDAR – Laser pulses at up to 167HZ and receives up to four returns per pulse, measuring a range and intensity for each.

Ground GPS – Records GPS data at up to 10Hz during flights to improve accuracy to CM level 1.

Airborne GPS/INS – Measures the locations and altitude of the aircraft at up to 300 times per second.

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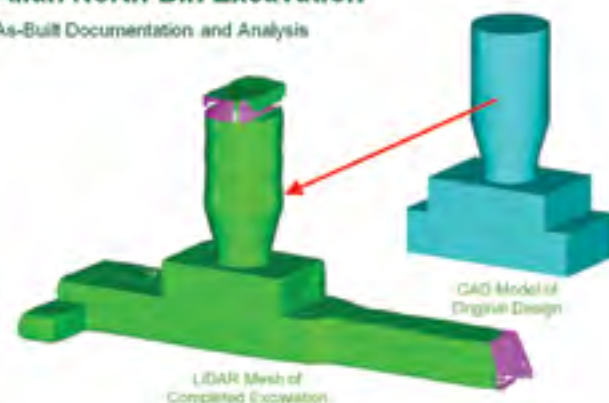


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Beyond today's standards.





An abstract shot of pieces from Hillberg & Berk's Aurora Lux Collection featuring kunzite, lapis, honey quartz, kyanite.

eARTh

BEAUTY WRITTEN IN STONE

"There's something about gemstones I've always been drawn to," says Rachel Mielke, president of Regina-based Hillberg & Berk. "As the company has grown, so has my inventory of unique and beautiful stones."

The work of this visionary artist has attracted an international customer base, including celebrities. Her unique creations are often inspired by the stones

themselves, which she finds in markets around the world. "We look for high quality naturally occurring beautiful stones with unique cuts," says Mielke. "We don't stick to a certain grade of stones, as some of our more interesting designs incorporate very high quality stones with more rough and unfinished stones like pyrite."

Lately, she has been particularly fond of Labradorite, a shiny stone also referred to as "firestone", found in Labrador. "A unique piece of Labradorite might look like the boreal forest; it has just so much depth, moonstone and tourmaline."

"A specific stone might inspire the palette of an entire design or collection," she adds. "Inspiration never runs out when you are working with nature."

Jewellery and gemstones – another facet to showcasing the earth's resources. ■

Labradorite, onyx and sterling silver bracelet from Hillberg & Berk's Aurora Lux Collection.



Saskatchewan artist and president of Hillberg & Berk, Rachel Mielke has been, "to almost every gemstone mecca in the world."

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A NEW CLASS OF ENGINEERS

DISCONTINUED IN SASKATCHEWAN IN THE LATE '70S, THE BACHELOR OF MINING ENGINEERING DEGREE IS ON ITS WAY BACK.

As with virtually every industry in Saskatchewan today, finding highly qualified people is one of mining's ongoing challenges. To help answer that challenge, the industry is doing more than searching for them; it's helping to create them. That's what Saskatchewan's International Minerals Innovation Institute (IMII) is doing to help meet the industry-wide demand for people, and especially, engineers with specialized skills in mining.

The demand continues to grow as mining companies launch new initiatives such as mine expansions. Simultaneously, an increasing number of long-term employees are retiring. Furthermore, even first-year engineering students are

aggressively wooed by other sectors, notably oil and gas in Alberta.

One of the best ways to get young students thinking of mining as a career option is to be sure it's an option in their educational programs. The SMA had been working with government and post-secondary system to develop more mining-related training since 2008 when the SMA's first Labour Market Study identified that over 18,000 new workers would be required in the next decade.

Formed in 2012, IMII is a co-funding partnership of industry, government, in cooperation with the post-secondary educational institutions in Saskatchewan.



June 21st, 2013
University of Saskatchewan, Engineering Building, Speaking: The Honourable Gord Wyant, Minister of Justice.

IMII focuses on the two key generators of advancement in the minerals industry: E&T (education and training) and R&D (research and development). These are areas where the six mining companies who are currently members and either mining or doing pre-development work are cooperating for

everyone's benefit. Pam Schwann, Executive Director, of the SMA was pleased that the E&T pillar addressed the SMA's advocacy efforts for increasing post-secondary, mining-related training. For education and training, their input through an IMII E&T Advisory Panel determines the needs of the industry.

IMII then works with the government and institutions to see what can be done.

"IMII brings all these institutions and organizations to the table, to see where efficiencies can be gained, and where we can collaborate to develop programs rather than working in isolation and duplicating efforts," says Rodney Orr, IMII's original executive director. He adds that IMII is not involved in designing programs – only in identifying the needs and helping to foster solutions.

A prime example is the \$1.67 million IMII has invested over the next three years to introduce mining option courses at the University of Saskatchewan's College of Engineering. "Some of the courses already existed," Schwann points out. "But now you will have five to seven courses that are tailor-made to fit with chemical, geological and mechanical engineering." Starting in 2015 or 2016 (depending on the stream they're in at the College), students can graduate with, for example, a B.Eng. in Chemical Engineering with an option in Mining. That's the first milestone in the long-range plans.

The U of S once offered a Bachelor of Mining Engineering degree, but discontinued the program in the 1970s due to low demand. Now the demand is greater than ever before. "Regardless of what stage you're at in mining, whether it's initial planning, exploration or well-established operations, you need engineers," says Schwann. With continued emphasis on mining at the College of Engineering, Schwann predicts that by 2019 we'll have this century's first U of S graduate with a Bachelor of Mining Engineering degree.

There will be no shortage of job offers. ■

sherritt coal

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BEYOND THE BIO

NEIL MCMILLAN
PRESIDENT & CEO, CLAUDE RESOURCES INC.
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In each edition of ORE, we go beyond the official bios to give our readers insight into the leaders of Saskatchewan's mining and exploration companies.



About this time, Dave Steuart – Saskatchewan's legendary Liberal politician, cabinet minister and senator – asked Neil to work for him. Neil accepted and moved to Regina in 1972. Two years later, friends of his father back in Plenty convinced the young Liberal to run in the upcoming 1975 provincial election. The incumbent was the NDP Minister of Social Services. At first, nobody gave Neil a chance, but he ran a determined campaign. On his 24th birthday, he became the youngest Liberal MLA in Saskatchewan's history.

Nobody thought Neil had a chance in the next election

in 1979, either, and this time they were right, even though he did come close. "It's the only job I've ever been fired from," Neil quips. He went to work as a stockbroker, where again he exceeded expectations. In 1994, Neil and his colleagues at RBC Dominion Securities in Saskatoon won "Branch of the Year" among 66 branches in Canada.

He was asked to move to Toronto, but that did not interest Neil or his family. A much more appealing opportunity for advancement came from Claude Resources, a gold mining and exploration firm



He's a farm boy from Plenty, Saskatchewan and proud of it. Never wanting to take "no" for an answer, Neil McMillan has always been willing to take risks. "It's the Saskatchewan work ethic – an attitude that if something needs to be done, you just step up and do it."

After graduating from high school, Neil wanted to be an RCAF Snowbirds pilot. The

residual effects of childhood polio, though, caused him to fail the physical. "I remember walking out of the doctor's office," Neil recalls. "Now what?"

He decided to go to the University of Saskatchewan. Neil readily admits he did not set any records for class attendance at the College of Arts and Science, but graduated nonetheless.

based in Saskatoon. Neil joined Claude in 1995, was appointed President in 1996, and has been with Claude ever since. "I have always asked one thing of my employees above all else," says Neil. "They must have the same values I try to demonstrate every day – a set of ethics based on the Golden Rule of acting toward others in the way that you would want them to act toward you."

Neil is adamant that ethics is the key to success in any endeavour or career. He believes that is the principal reason why this "farm boy from Plenty" became Board Chair of the world's largest uranium mining company. In typical prairie fashion, he is not boastful about his achievements. As his brother told him many years ago, "It's far better to be interested than interesting." Those who know Neil will tell you he is consistently both. ■



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TAGGING ALONG

RENEE GLUSHYK

COMMUNITY INVESTMENT COORDINATOR

POTASHCORP, SASKATOON



PotashCorp 2013 Kenya trip participants beading with the Mamas.

"It's an interesting and fun job, but not the kind of job that in school I ever thought I'd have one day," is how Renee Glushyk describes her role as Community Investment Coordinator at PotashCorp's head office in Saskatoon. In July, she had the opportunity to travel with a group of 27 PotashCorp employees from Saskatchewan, New Brunswick, the U.S. and Trinidad to see the important work of Free The Children (FTC), an international development organization (see insert). PotashCorp has committed up to \$9.6 million towards various FTC initiatives, including being the founding partner of the organization's Agriculture and Food Security pillar of the Adopt a Village program. The company invited

employees to play a role in FTC's work and employees were able to apply for the chance to participate in the trip.

Being among those selected had a special meaning for Renee. As Community Investment Coordinator, she is responsible for numerous projects that support PotashCorp's commitment to give back to the community, including the global community. When PotashCorp brought *We Day*, a FTC youth-based initiative, to Saskatchewan for the first time this past February she was involved in the event. She was very familiar with the important work of the organization and the partnership that PotashCorp had developed with them. The trip, however,



Renee mixing mortar for the walls of the dormitory at Kisaruni School.



Renee picking beans at Olelehsa Farms.

was a dramatic change in perspective from the company's head office in Saskatoon to the dusty roads of Kenya.

"It was an emotional experience," says Renee. "The community members are so happy with what they have and the assistance that they are getting from Free The Children. The community members warmly greet and welcome you with singing and dancing and are thankful for our involvement. It certainly makes you appreciate what you have at home and not to take for granted all that we have."

Free The Children is an international development organization and educational partner involved in programs in 45 countries. Recognizing that sustainable solutions involve a holistic approach, the Adopt a Village program focuses on five core pillars to end poverty: Education; Clean Water and Sanitation; Alternative Income and Livelihood; and Agriculture and Food Security.

For more information, including ways to lend your support, visit www.freethechildren.com ■

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the applicants for the various programs are selected. It's not just geographic and cultural barriers that are being overcome, either. On average, just over one-quarter of the participants in the Mill Utility Operator program are female. The successful applicants then receive training and mentorship which lets them, "hit the ground running," according to Ian Pollock, a Training Advisor at AREVA. "They become orientated to the job site, to the people they will be working with." The program effectively eliminates the disconnect between the classroom and the worksite. For example, participants learn what it's like to follow the week-in, week-out work schedule, to know what it's like to be homesick, to get on a plane, to get up early, and

all the other factors that might otherwise be overwhelming to a new employee.

attend a post-secondary institution far away from their northern home, for months at a time. There's lots of support

and in developing friendships. "When they start their job full-time, they already know people at the mine, and have found great people to mentor them," notes Pollock.

Other institutions are becoming interested in AREVA's program because of its success. "To our knowledge, this program, which is partly funded through the Northern Career Quest, is unique," says Pollock. "What we're most proud of, though, is that almost all of the graduates are staying with us." So far, not one of the participants has quit after going on to full-time employment. ■

"WHEN THEY START THEIR JOB FULL-TIME, THEY ALREADY KNOW PEOPLE AT THE MINE, AND HAVE FOUND GREAT PEOPLE TO MENTOR THEM,"

At the same time, the participants have the advantage of not having to

to help them along. The small class size is important in making them feel comfortable

NEW ROADS TO NORTHERN SUCCESS

AREVA'S COMMITMENT TO NORTHERN EMPLOYMENT HAS INSPIRED NEW WAYS TO ATTRACT AND RETAIN EMPLOYEES.

Saskatchewan's two operating uranium mining companies – Cameco Corporation and AREVA Resources Canada Inc. – are leaders in northern and aboriginal employment, not just in the mining industry, but in all industries nationwide. "The industry has been consistently around the 50 per cent mark for several years at our operations," says Véronique Larlham,

communications specialist with AREVA Resources. "However, our target is closer to 70 per cent."

To achieve that mark, AREVA has introduced new programs such as job shadowing, where high school students ages 16 - 18 from the north can spend a day and a night at the McClean Lake operation "shadowing" an employee during their

work day. It's a compelling opportunity to see the various facets of the operation and to envision a future career in the industry. AREVA pays for accommodation, meals and air transportation. "Once these young people can see the possibilities, they have something they can aspire to – something that motivates them to stay in school and study hard," says Larlham.

Motivation is the major factor in the success of other programs at AREVA, such as the six-week Mill Utility Operator training program at McClean Lake that guarantees a job to the eligible candidates upon completion. It's an ego boost just to be selected. Applicants undergo a rigorous interview and screening process. Only about 10 per cent (i.e. 12) of



EDUCATION

MINING: GREAT FOR SASKATCHEWAN,
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With revisions to the Saskatchewan K-12 curriculum, there is an increased need in the classroom for appropriate Saskatchewan-specific resources. The SMA is answering that need by developing resources and programs that are not only Saskatchewan specific, but also curriculum-correlated.

Students now have more opportunities than ever before to explore and learn about the many facets of our minerals industry and related careers. The SMA's most recent project is a good example. This past spring, the SMA developed a potash kit to accompany their potash lesson plans. The kit contains

samples for each student and the teacher in a classroom, plus a thumb-drive with complete instructional resources. Lesson plans are also available to download from the SMA website. Over 675 kits, requested by school divisions, were shipped during the summer and are now in the classrooms.

“Our goal is to support the curriculum and our province’s teachers with relevant materials,” says Kate Grapes-Yeo, SMA’s Education Outreach Coordinator. Over the school year she will be travelling to school divisions and conferences to present the SMA’s resources to teachers during professional development workshops. This not only informs teachers about the SMA’s resources; it also provides important

feedback from educators for future educational resource development and refinement of the current materials. Often, the approach is to evolve existing instructional resources. The potash kit began with a lesson plan developed by a Saskatchewan teacher who had seen a potash demonstration on one of SMA’s

GeoVenture tours. He used that demonstration to create a lesson plan for his Grade 7 students. SMA then built on that lesson plan to create appropriate resources for Grade 4, Grade 7 and Grade Twelve (Chemistry 30).

A teacher herself, Grapes-Yeo knew there was a need for these resources. Her role as Education Coordinator puts her teaching degree, her Masters of Science in Geology, her career in mineral exploration across Canada, and her experience as a middle-years teacher all to good use. Before her current position with SMA, she did contract work with the Association for the past four years, such as the GeoVenture tours every summer. She has also developed education materials for other organizations.



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In developing classroom materials, SMA ensures that the information is factual, unbiased and age-appropriate. Because mining is not just about geology, the total library of materials will eventually cover all of the earth sciences and engineering, as well as creating awareness of the other career opportunities in mining. The level of sophistication for the resources and programs depends on the grade level at which the resources will be used. All development is done through consultation with and feedback from teachers and school divisions across the province.

Looking ahead, the SMA is continuing to concentrate on interactive, inquiry-based materials. They are also looking at the

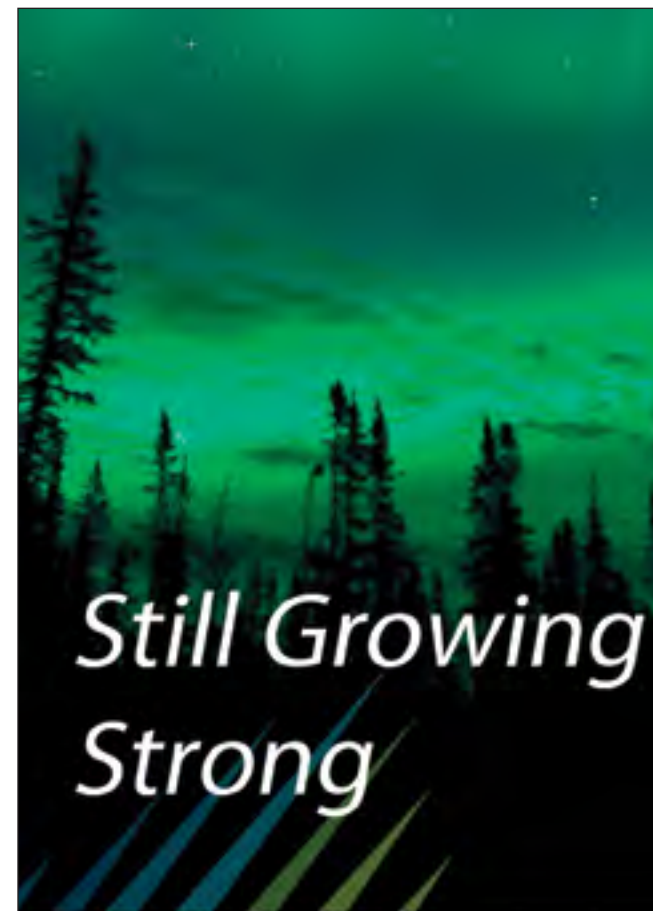
possibility of providing a list of mining professionals that teachers could invite to the classroom. Currently, Grapes-Yeo is working on webinars and videos. Support for the classroom helps to build students' awareness of the importance of mining in the province, and the career opportunities available. "Compared to agriculture, which has high visibility in Saskatchewan, mining is commonly underground or in remote locations," says Grapes-Yeo. "With teaching resources about Saskatchewan's minerals industry, we hope that mining will become more real and relevant to our students." ■

If you would like to arrange a workshop for your teachers please contact: education.sma@sasktel.net

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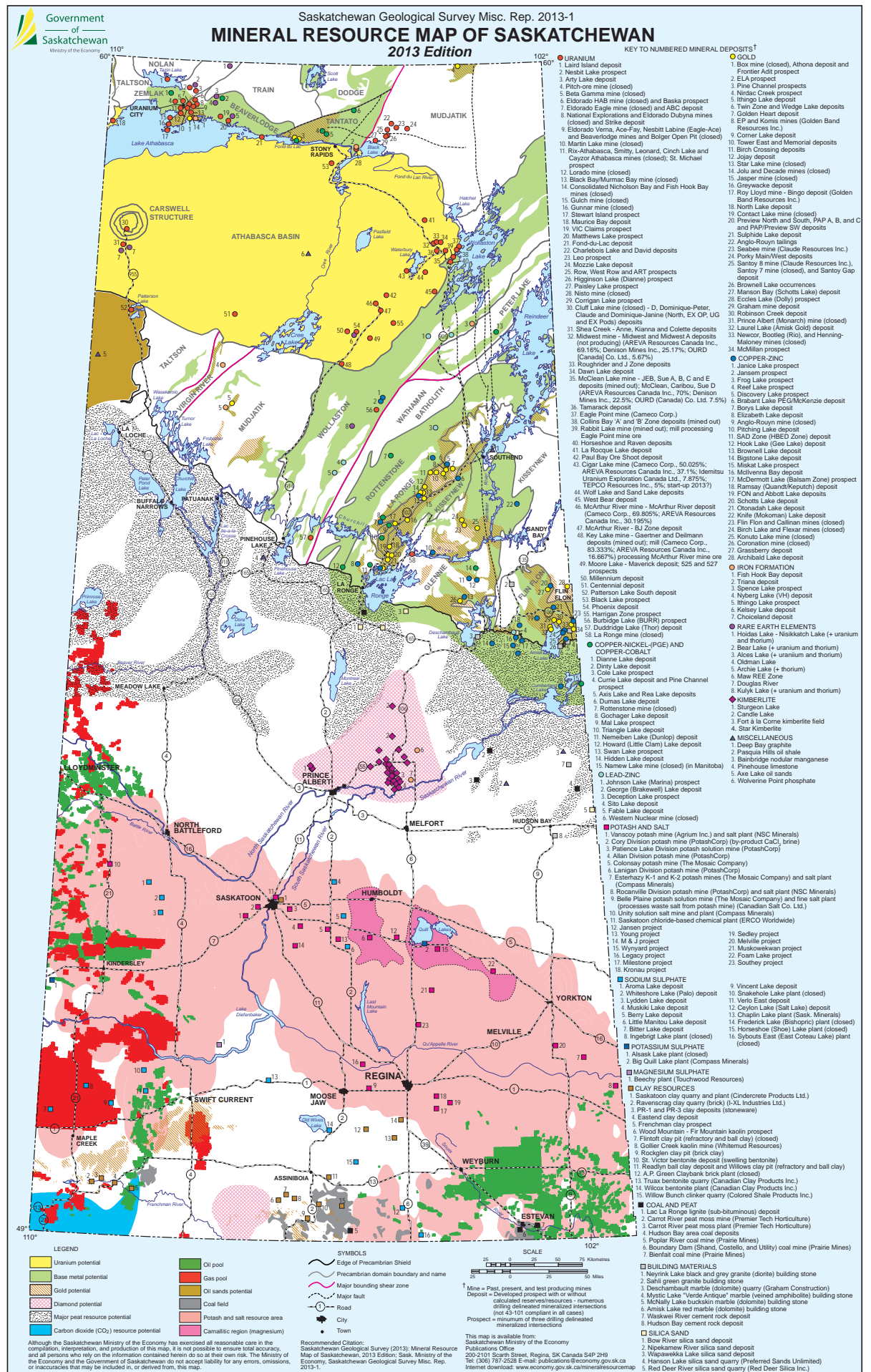
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