

2019 NWT Survey of Mining Employees

NWT Bureau of Statistics

January 2020



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2019 NWT Survey of Mining Employees Overall Report

INTRODUCTION

The NWT Bureau of Statistics conducted the 2019 NWT Survey of Mining Employees on behalf of the three diamond mines in the Northwest Territories (NWT) and the Government of the Northwest Territories.

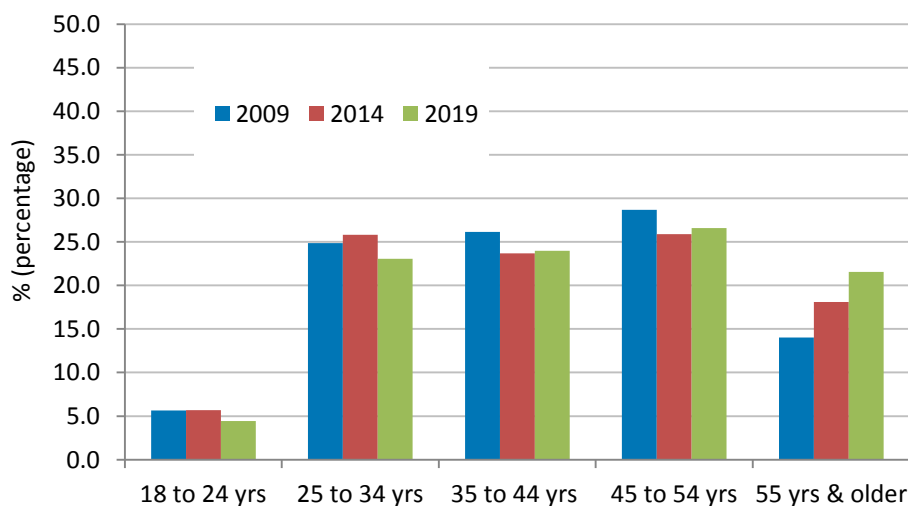
This was the third iteration of the NWT mining survey. As with the 2009 and 2014 surveys, information from mining employees was collected on a variety of topics such as demographics, experiences working for the mining companies, health and wellness, and factors regarding their current or future home residency. Three diamond mines participated in each survey, with Diavik and Ekati mines included in all three cycles, Snap Lake mine in 2009 and 2014, and Gahcho Kué mine in 2019.

The first part of this report highlights some of the survey results, followed by a set of statistical tables, a note about methodology and the questionnaire.

DEMOGRAPHICS

A total of 2,068 individuals completed the 2019 survey. Those aged 25 to 54 represented 74% of the respondents in 2019. Of note was the rising proportion of employees 55 years and over, a category that increased from 14% in 2009 to 22% of all employees in 2019.

Figure 1: Age Distribution of Mining Employees, 2009 - 2019



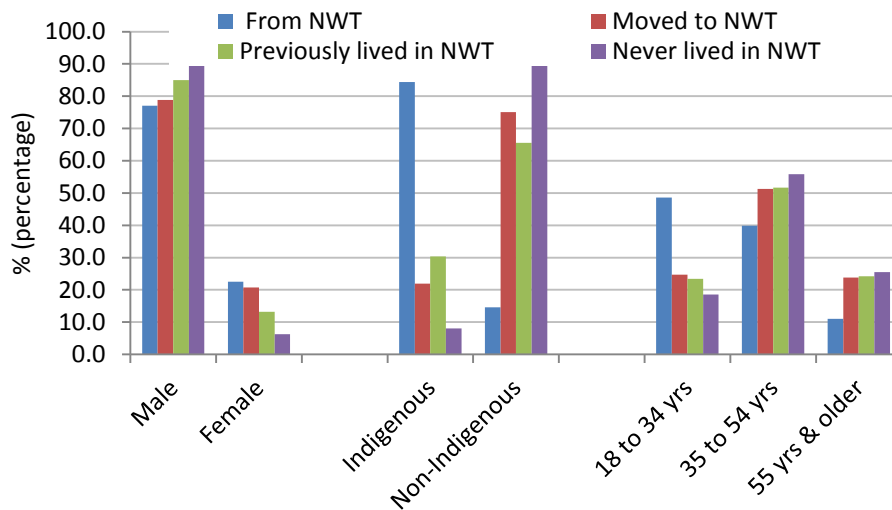
The majority of mining employees were male (85%). In 2019, approximately 1 in 3 employees were Indigenous. Of the 676 Indigenous employees, 30% were Tłı̨ch̨ beneficiaries, 11% belonged to the Yellowknives Dene First Nation and 10% were part of the Northwest Territory Métis Nation.

For the purposes of this report, mine employees were divided into two distinct residency groupings: NWT residents and Non-NWT residents. These groupings were further sub-divided between employees from the NWT and those who moved to the NWT (NWT residents), and employees who previously lived in the NWT and those who worked in the NWT but lived elsewhere (Non-NWT residents).

The residency groupings can be used to determine if differences exist between employees. For example, NWT residents who were from the NWT tended to be younger, Indigenous and had a higher proportion of female employees when compared to the other resident categories.

Just under half of employees from the NWT (49%) were between 18 and 34 years of age, in comparison to 23% of employees who previously lived in the NWT and 19% who had never lived in the NWT. Over 80% of employees from the NWT were Indigenous, and 23% of the 479 employees from the NWT were female (23%).

Figure 1: Residency Sub-Categories by Select Demographics, 2019



The proportion of NWT residents dropped from 58% in 2009 to 46% in 2019, with a corresponding increase of Non-NWT employees.

Table 1: Residency, 2009 -2019

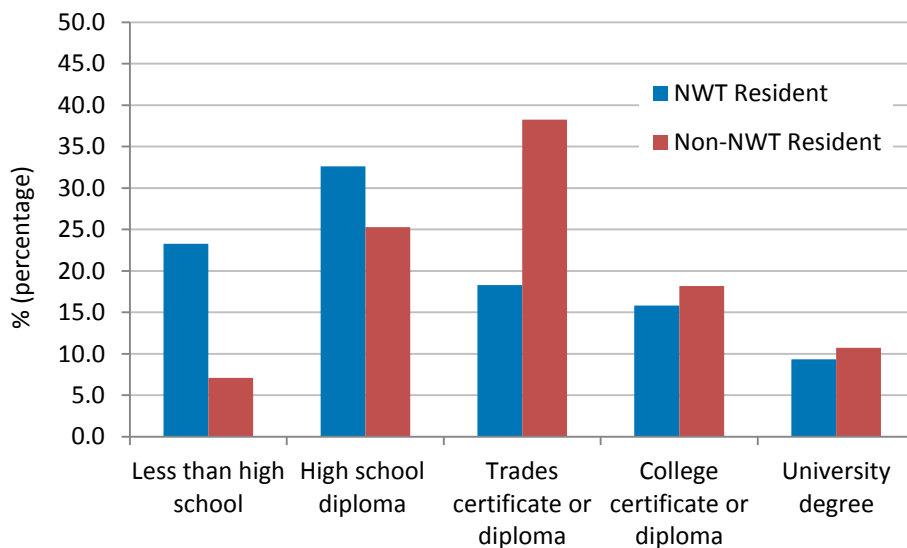
	All Respondents					
	2019		2014		2009	
	Total	%	Total	%	Total	%
Total	2,068	100.0	2,578	100.0	1,705	100.0
NWT Resident	941	45.5	1,194	46.3	994	58.3
From NWT	479	23.2	628	24.4	539	31.6
Moved to the NWT	425	20.6	566	22.0	449	26.3
Non-NWT Resident	1,127	54.5	1,384	53.7	711	41.7
Previously lived in NWT	273	13.2	339	13.1	196	11.5
Never lived in NWT	836	40.4	1,045	40.5	515	30.2

For those respondents not living in the NWT, Alberta was the most common province of residence, followed by British Columbia and Ontario. Over half of all respondents (51%) indicated they had lived in their community for 15 or more years.

EDUCATION

Figure 2 presents the highest level of education by NWT residents and Non-NWT residents. In 2019, the majority of respondents had a high school diploma (29%) or a trades certificate or diploma (29%).

Figure 2: Highest Level of Education, 2019

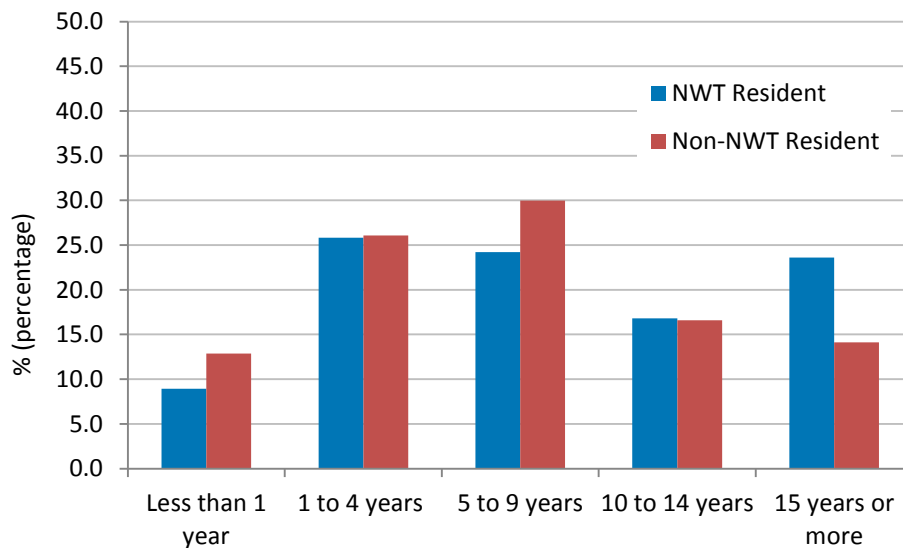


Comparing by resident sub-categories, 34% of employees from the NWT had less than high school as their highest level of education, a decrease of 4 percentage points from 2009 (38%). By comparison, the proportion among the other three sub-categories was 10% or less.

EMPLOYMENT CHARACTERISTICS

Of the 2,068 respondents, 63%, or 1,311 people, worked directly for the mine and 36% (749 people) worked for contractors at the mine. Nearly one quarter of NWT residents (24%) had worked for a NWT mine for 15 years or longer in comparison to 14% of Non-NWT residents. Meanwhile, 9% of NWT residents and 13% of Non-NWT residents had worked less than one year.

Figure 3: Years Worked at NWT Mines, 2019



While NWT residents were more likely to have worked for 15 years or more at NWT mine than Non-NWT residents, NWT residents were more likely to have worked at multiple NWT diamond mines. For instance, 65% of NWT residents had worked only at their current mine in the past five years compared to 75% of Non-NWT residents. As in 2014, mobility between mines was highest for those employees from the NWT and those who previously lived in the NWT. The main reason for leaving the previous mine was being laid off, which included downsizing and restructuring. Variations of this category appeared frequently in the “other” responses such as the end of contracts, being transferred and completion of specific projects. Some respondents noted the reason for leaving was due to mine closure at Snap Lake. There was a higher non-response rate for this question perhaps indicating reluctance by employees to disclose why they had left their previous mine.

Respondents were asked for the likelihood of looking for a job outside their current mine in the following 12 months. Employees who previously lived in the NWT (36%) were most likely to look for

another job with 36% indicating that they were somewhat or very likely to look, compared to 25% of employees from the NWT. Among those likely to search for new employment, NWT residents were more likely to look at another NWT mine while those not living in the NWT would look to mines outside the territory.

Similar to 2014 findings, mining employees selected pay and benefits and that they liked their rotation as the two most important things encouraging them to stay at their current mine. Pay and benefits was the number one reason selected for all categories of residents.

In terms of pay and benefits, a slightly higher proportion of 2019 survey respondents (64%), compared to 57% in 2014 felt that their pay and benefits were competitive with similar jobs they might find **in the NWT**. However, more than half of all respondents (53%) felt that their pay and benefits were not competitive to possible jobs **outside the NWT**.

Three quarters of employees (75%) indicated that they would advise a friend to apply for a job at their mine, up from 66% in 2014.

WORK SCHEDULES

Overall, 90% of survey respondents worked a 2 weeks in, 2 weeks out schedule. This was also the preferred schedule for 84% of all respondents. The gap between the schedule actually worked and the preferred schedule in part can be attributed to employees working a 2 and 2 but who preferred a schedule of 3 weeks in, 3 weeks out (65 respondents).

Similar to 2014 results, less than half of respondents working a four days in, three days out schedule preferred that rotation. Only 48 of the 102 employees (47%) working 4 days in, three days out preferred that rotation, with 2 weeks in, 2 weeks out selected the most often by those wanting a schedule change.

Table 2: Current Work Schedule by Preferred Work Schedule, 2019

Preferred	Total		2 weeks in, 2 out		4 days in, 3 out		Monday to Friday		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%
Current work schedule										
2 weeks in, 2 out	1,870	100.0	1,680	89.8	23	1.2	40	2.1	123	6.6
4 days in, 3 out	102	100.0	36	35.3	48	47.1	8	7.8	9	8.8

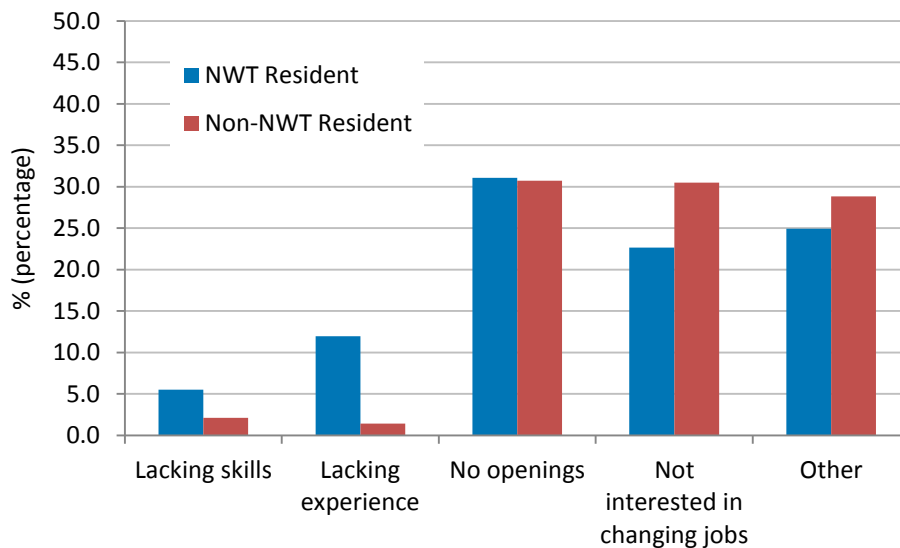
Monday to Friday workers were generally happy with their schedule with 90% selecting it as their preferred schedule.

OPPORTUNITIES FOR CAREER GROWTH

In 2019, 63% of all respondents indicated they had opportunities for career growth within their mine. NWT residents were slightly more likely to indicate they had opportunities for career growth than Non-NWT residents (65% vs. 62%). These findings were similar to the 2014 survey results.

Figure 4 presents the categories for the 723 respondents who felt they had no opportunities for career growth within their mine. Lack of job openings was cited most often by both NWT residents and Non-NWT residents (31%). A further 27% of those who felt they had no career growth opportunities indicated they were not interested in changing jobs.

Figure 4: Reasons for Lack of Career Growth Opportunities, 2019



Approximately 200 respondents (27%) selected the “other” category as the main reason for no career growth opportunities. Within this category, there were a number of comments related to favouritism and that advancement was given to select groups.

Satisfaction with having equal access to career advancement as co-workers increased between 2014 and 2019 for both NWT and Non-NWT residents. In 2014, 61% of NWT residents and 55% of Non-NWT residents agreed or strongly agreed that they had equal access to advance. In 2019, that proportion increased to 65% for both residency categories.

The 2019 survey asked about training opportunities available to employees. Slight differences emerged with 69% of NWT residents and 63% of Non-NWT residents agreeing or strongly agreeing that training opportunities were available to them.

HEALTH AND WELLNESS

Nearly three quarters of the 1,970 respondents working at the mine site had used available fitness facilities. The proportion using learning centres was 17%, or 333 employees, with almost an equal number of on-site mining employees not being aware that there were learning centres.

The 2019 survey asked respondents if, during their time working for the mine, they had used supports to seek help for substance abuse. Nearly 10%, or 200 employees, used either the Employee Assistance Program (EAP) or other counseling/treatment for substance abuse, with 49 employees indicating they had utilized both. Those seeking help used the EAP more than other counseling/treatment programs.

NWT residents were more likely to have used programs for substance abuse than Non-NWT residents. In 2019, 14% of all NWT residents used either the EAP or other counseling/treatment programs for substance abuse compared to 6% of all Non-NWT residents. A further 10% of NWT residents, or 95 employees, indicated they needed help for substance abuse but had not used any programs. Approximately 3% of Non-NWT residents felt they needed help but had not utilized programs for substance abuse.

RELOCATION CONSIDERATIONS: NWT RESIDENTS

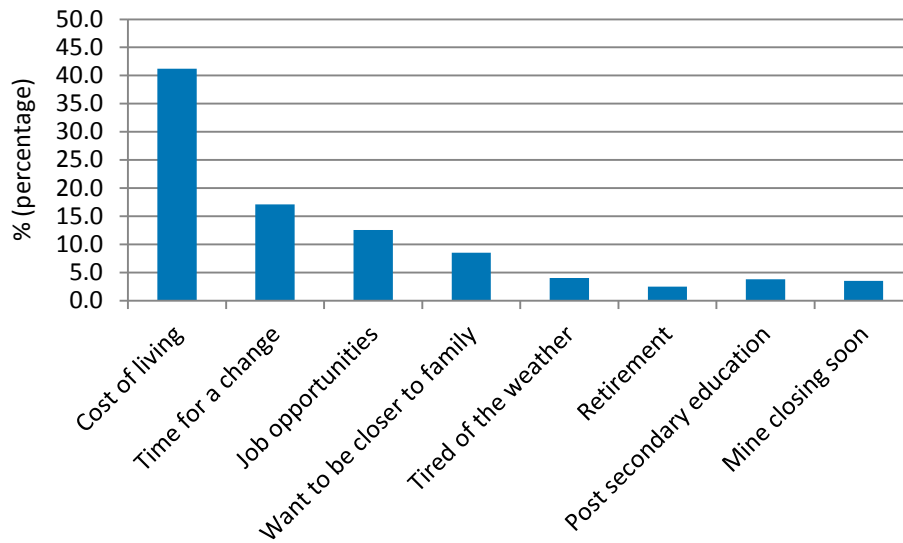
Mining employees provided insight into some of the factors they consider when making decisions on where to live.

The mining survey asked NWT residents the likelihood of leaving the NWT in the following 12 months. Of the 941 NWT residents, 42% were likely or very likely to consider a move from the territory, similar to 2009 and 2014 findings.

When asked for the main reason for considering a move, the cost of living remained the number one selection during all three survey iterations.

In 2019, of the 398 NWT residents who were likely or very likely to move in the next 12 months, 41%, indicated the cost of living was the main reason (Figure 5). Time for a change was the next highest category for 17% of those likely to move from the NWT.

Figure 5: Main Reason for Considering a Move From the NWT, 2019



As in 2009 and 2014, the availability of work remained the number one reason for relocating to the NWT. Of the 425 survey respondents who had moved to the NWT, 35% indicated the availability of work was the main reason for relocating, followed by competitive pay and benefits (14%).

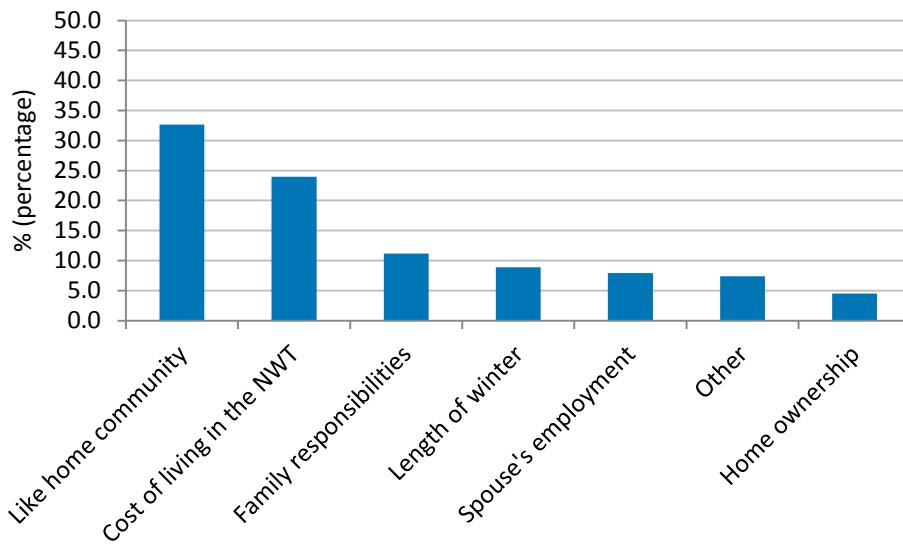
In 2019, 44% of employees who moved to the NWT had moved to work in the mining industry, a slight decrease from 49% in 2014.

RELOCATION CONSIDERATIONS: NON-NWT RESIDENTS

Cost of living was also reflected in the responses provided by Non-NWT residents in their considerations of moving to the NWT. Of the 1,127 Non-NWT residents, 923 (82%) said that cost of housing was a major concern in considering a move. Other major concerns were the cost of utilities (75%) and distance from extended family (70%).

When asked to specify the main reason keeping Non-residents from moving to the NWT, cost of living was second to liking their home community. These findings were consistent in all three iterations of this survey.

Figure 6: Main Reason for Not Moving To the NWT, 2019



The 2019 survey asked Non-NWT residents to select from possible incentives that might convince them to move to the NWT. An increased northern living allowance was selected by 28% of Non-NWT residents as the top incentive that might convince them to move to the NWT. Providing vacation travel assistance (17%) and assistance with spouse's employment (16%) were the next most common incentives selected.

Over half of the 1,127 Non-NWT residents indicated that no incentive would convince them to move to the NWT (54%).

Please refer to the following appendices for the full set of statistical tables, methodology and the 2019 questionnaire.



APPENDIX A: STATISTICAL TABLES

Table 1
Demographic characteristics, 2009 - 2019

	All Respondents					
	2019		2014		2009	
	Total	%	Total	%	Total	%
Total	2,068	100.0	2,578	100.0	1,705	100.0
Sex						
Male	1,763	85.3	2,156	83.6	1,419	83.2
Female	291	14.1	422	16.4	274	16.1
Other	10	0.5	n/a	n/a	n/a	n/a
Age Group						
18 to 24 years	92	4.4	146	5.7	96	5.6
25 to 34 years	477	23.1	664	25.8	424	24.9
35 to 44 years	496	24.0	611	23.7	446	26.2
45 to 54 years	550	26.6	668	25.9	489	28.7
55 years & older	446	21.6	467	18.1	239	14.0
Marital Status						
Never married	472	22.8	538	20.9	353	20.7
Married or common-law	1,331	64.4	1,750	67.9	1,146	67.2
Separated or divorced	238	11.5	237	9.2	169	9.9
Widowed	18	0.9	23	0.9	16	0.9
Highest Level of Education						
Less than high school	299	14.5	348	13.5	314	18.4
High school diploma	592	28.6	705	27.3	418	24.5
Trades certificate or diploma	603	29.2	690	26.8	432	25.3
College certificate or diploma	354	17.1	457	17.7	294	17.2
University degree	209	10.1	304	11.8	236	13.8
Ethnicity						
Indigenous	676	32.7	780	30.3	n/a	n/a
Non-Indigenous	1,339	64.7	1,766	68.5	n/a	n/a

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

In 2019, gender was asked for the first time rather than sex so historical results are not strictly comparable.

Not stated have not been included so numbers may not total.

Table 2
Member of Impact Benefit Agreement Group

	All Respondents	
	2019	
	Total	%
Total Indigenous	676	100.0
Tłı̨chǫ Beneficiary	200	29.6
Yellowknives Dene First Nation	74	10.9
Łutsel K'e Dene First Nation	17	2.5
North Slave Métis Alliance	26	3.8
Northwest Territory Métis Nation	69	10.2

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 3
Current residence, 2019

	All Respondents	
	2019	
	Total	%
Total	2,068	100.0
British Columbia	288	13.9
Alberta	399	19.3
Saskatchewan	60	2.9
Manitoba	32	1.5
Ontario	128	6.2
Quebec	7	0.3
New Brunswick	39	1.9
Nova Scotia	45	2.2
Prince Edward Island	x	x
Newfoundland & Labrador	102	4.9
Yukon	x	x
Nunavut	7	0.3
Northwest Territories	941	45.5
Outside Canada	10	0.5

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 4
Length of stay in community of residence, 2019

	All Respondents	
	2019	
	Total	%
Total	2,068	100.0
Less than one year	113	5.5
1 to 4 years	291	14.1
5 to 9 years	349	16.9
10 to 14 years	244	11.8
15 years or more	1,057	51.1

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 5
Residency category, 2009 - 2019

	All Respondents					
	2019		2014		2009	
	Total	%	Total	%	Total	%
Total	2,068	100.0	2,578	100.0	1,705	100.0
NWT Resident	941	45.5	1,194	46.3	994	58.3
From NWT	479	23.2	628	24.4	539	31.6
Moved to the NWT	425	20.6	566	22.0	449	26.3
Non-NWT Resident	1,127	54.5	1,384	53.7	711	41.7
Previously lived in NWT	273	13.2	339	13.1	196	11.5
Never lived in NWT	836	40.4	1,045	40.5	515	30.2

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 6
Demographic profile by residency, 2019

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,068	100.0	941	100.0	479	100.0	425	100.0	1,127	100.0	273	100.0	836	100.0
Sex														
Male	1,763	85.3	735	78.1	369	77.0	335	78.8	1,028	91.2	232	85.0	780	93.3
Female	291	14.1	201	21.4	108	22.5	88	20.7	90	8.0	36	13.2	52	6.2
Other	10	0.5	x	x	x	x	x	x	x	x	x	x	x	x
Age Group														
18 to 24 years	92	4.4	72	7.7	58	12.1	11	2.6	20	1.8	6	2.2	14	1.7
25 to 34 years	477	23.1	276	29.3	175	36.5	94	22.1	201	17.8	58	21.2	141	16.9
35 to 44 years	496	24.0	218	23.2	116	24.2	95	22.4	278	24.7	65	23.8	208	24.9
45 to 54 years	550	26.6	211	22.4	75	15.7	123	28.9	339	30.1	76	27.8	259	31.0
55 years & older	446	21.6	160	17.0	53	11.1	101	23.8	286	25.4	66	24.2	213	25.5
Marital Status														
Never married	472	22.8	302	32.1	197	41.1	96	22.6	170	15.1	58	21.2	111	13.3
Married or common-law	1,331	64.4	524	55.7	234	48.9	273	64.2	807	71.6	173	63.4	617	73.8
Separated or divorced	238	11.5	96	10.2	40	8.4	46	10.8	142	12.6	37	13.6	105	12.6
Widowed	18	0.9	13	1.4	4	0.8	9	2.1	5	0.4	x	x	x	x
Number of children														
1	338	16.3	156	16.6	74	15.4	79	18.6	182	16.1	47	17.2	132	15.8
2	344	16.6	131	13.9	70	14.6	55	12.9	213	18.9	36	13.2	173	20.7
3 or more	198	9.6	110	11.7	66	13.8	38	8.9	88	7.8	19	7.0	67	8.0
Dependents not living with respondent														
Yes	401	19.4	209	22.2	105	21.9	94	22.1	192	17.0	51	18.7	138	16.5
No	1,640	79.3	723	76.8	368	76.8	329	77.4	917	81.4	217	79.5	687	82.2
Home Ownership														
Own	1,282	62.0	430	45.7	181	37.8	233	54.8	852	75.6	180	65.9	659	78.8
Rent	665	32.2	424	45.1	234	48.9	175	41.2	241	21.4	82	30.0	156	18.7
Other	108	5.2	82	8.7	62	12.9	16	3.8	26	2.3	7	2.6	18	2.2
Highest Level of Education														
Less than high school	299	14.5	219	23.3	162	33.8	43	10.1	80	7.1	28	10.3	51	6.1
High school diploma	592	28.6	307	32.6	170	35.5	127	29.9	285	25.3	92	33.7	188	22.5
Trades certificate or diploma	603	29.2	172	18.3	83	17.3	85	20.0	431	38.2	65	23.8	360	43.1
College certificate or diploma	354	17.1	149	15.8	48	10.0	95	22.4	205	18.2	52	19.0	150	17.9
University degree	209	10.1	88	9.4	14	2.9	73	17.2	121	10.7	33	12.1	86	10.3
Ethnicity														
Indigenous	676	32.7	523	55.6	404	84.3	93	21.9	153	13.6	83	30.4	67	8.0
Non-Indigenous	1,339	64.7	397	42.2	70	14.6	319	75.1	942	83.6	179	65.6	749	89.6

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

In 2019, gender was asked for the first time rather than sex so historical results are not strictly comparable.

Not stated have not been included so numbers may not total.

Table 7
Employment profile by residency, 2019

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,068	100.0	941	100.0	479	100.0	425	100.0	1,127	100.0	273	100.0	836	100.0
Years worked with a NWT mine														
Less than 1 year	229	11.1	84	8.9	41	8.6	42	9.9	145	12.9	8	2.9	134	16.0
1 to 4 years	537	26.0	243	25.8	133	27.8	101	23.8	294	26.1	61	22.3	228	27.3
5 to 9 years	566	27.4	228	24.2	117	24.4	103	24.2	338	30.0	78	28.6	257	30.7
10 to 14 years	345	16.7	158	16.8	74	15.4	80	18.8	187	16.6	49	17.9	135	16.1
15 years or more	381	18.4	222	23.6	111	23.2	97	22.8	159	14.1	75	27.5	81	9.7
Who they work for														
Directly for the mine	1,311	63.4	640	68.0	327	68.3	291	68.5	671	59.5	189	69.2	474	56.7
For a contractor at the mine	749	36.2	296	31.5	150	31.3	133	31.3	453	40.2	83	30.4	360	43.1

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 8
Work history with NWT diamond mines during the past 5 years by residency, 2019

	All Respondents		NWT Residents					Non-NWT Residents						
	Total	%	Total	%	From NWT	Moved to NWT	%	Total	%	Previously lived in NWT	Never lived in NWT	%		
Total	2,068	100.0	941	100.0	479	100.0	425	100.0	1,127	100.0	273	100.0	836	100.0
During past 5 years . . .														
Worked ONLY at current mine	1,454	70.3	609	64.7	292	61.0	298	70.1	845	75.0	185	67.8	650	77.8
Worked at one other NWT mine	394	19.1	212	22.5	122	25.5	81	19.1	182	16.1	56	20.5	122	14.6
Worked at two or more NWT mines	125	6.0	87	9.2	56	11.7	26	6.1	38	3.4	16	5.9	22	2.6

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 9
Main reason for leaving previous NWT diamond mine, 2019

	All Respondents					
	Total		NWT Residents		Non-NWT Residents	
	Total	%	Total	%	Total	%
Total	519	100.0	299	100.0	220	100.0
Career advancement	66	12.7	42	14.0	24	10.9
Better pay and benefits	41	7.9	25	8.4	16	7.3
Improved job stability	41	7.9	22	7.4	19	8.6
Laid off (downsizing/ restructuring)	99	19.1	58	19.4	41	18.6
End of seasonal work/ term ended	68	13.1	40	13.4	28	12.7
Company terminated employment (fired)	19	3.7	x	x	x	x
Mine expected to close soon	59	11.4	29	9.7	30	13.6
Other	102	19.7	55	18.4	47	21.4

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 10
Most important factor to stay working at the mine by residency, 2019

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,068	100.0	941	100.0	479	100.0	425	100.0	1,127	100.0	273	100.0	836	100.0
Pay and benefits	928	44.9	444	47.2	211	44.1	220	51.8	484	42.9	125	45.8	352	42.1
Job satisfaction	133	6.4	56	6.0	19	4.0	33	7.8	77	6.8	19	7.0	57	6.8
Family reasons	122	5.9	89	9.5	62	12.9	20	4.7	33	2.9	9	3.3	22	2.6
Spouse's employment	15	0.7	10	1.1	5	1.0	5	1.2	5	0.4	x	x	x	x
Relationship with co-workers	93	4.5	47	5.0	25	5.2	19	4.5	46	4.1	12	4.4	32	3.8
Job stability	221	10.7	104	11.1	60	12.5	42	9.9	117	10.4	38	13.9	78	9.3
I like the rotation	415	20.1	109	11.6	54	11.3	51	12.0	306	27.2	56	20.5	248	29.7
Professional dev. opportunities	71	3.4	45	4.8	22	4.6	22	5.2	26	2.3	9	3.3	17	2.0
Other	59	2.9	30	3.2	18	3.8	10	2.4	29	2.6	x	x	25	3.0

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 11
Satisfaction by residency, 2019

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,068	100.0	941	100.0	479	100.0	425	100.0	1,127	100.0	273	100.0	836	100.0
Equal access to career advancement as co-workers														
Strongly Agree	337	16.3	151	16.0	64	13.4	83	19.5	186	16.5	55	20.1	130	15.6
Agree	1,007	48.7	458	48.7	243	50.7	193	45.4	549	48.7	134	49.1	407	48.7
Undecided	334	16.2	165	17.5	89	18.6	70	16.5	169	15.0	38	13.9	128	15.3
Disagree	260	12.6	116	12.3	58	12.1	56	13.2	144	12.8	27	9.9	113	13.5
Strongly Disagree	115	5.6	41	4.4	22	4.6	18	4.2	74	6.6	18	6.6	55	6.6
Pay and benefits are competitive with similar jobs in the NWT														
Strongly Agree	288	13.9	133	14.1	50	10.4	80	18.8	155	13.8	53	19.4	101	12.1
Agree	1,029	49.8	451	47.9	206	43.0	229	53.9	578	51.3	131	48.0	440	52.6
Undecided	428	20.7	175	18.6	113	23.6	58	13.6	253	22.4	51	18.7	199	23.8
Disagree	227	11.0	123	13.1	73	15.2	40	9.4	104	9.2	25	9.2	76	9.1
Strongly Disagree	80	3.9	49	5.2	33	6.9	14	3.3	31	2.8	11	4.0	18	2.2
Pay and benefits are competitive with similar jobs outside the NWT														
Strongly Agree	231	11.2	101	10.7	33	6.9	68	16.0	130	11.5	45	16.5	85	10.2
Agree	749	36.2	293	31.1	138	28.8	145	34.1	456	40.5	93	34.1	358	42.8
Undecided	537	26.0	275	29.2	170	35.5	93	21.9	262	23.2	69	25.3	188	22.5
Disagree	403	19.5	201	21.4	106	22.1	87	20.5	202	17.9	42	15.4	155	18.5
Strongly Disagree	126	6.1	57	6.1	29	6.1	24	5.6	69	6.1	20	7.3	47	5.6
Would advise a friend to apply for a job at their mine														
Strongly Agree	423	20.5	240	25.5	130	27.1	98	23.1	183	16.2	56	20.5	125	15.0
Agree	1,117	54.0	500	53.1	254	53.0	231	54.4	617	54.7	139	50.9	469	56.1
Undecided	311	15.0	119	12.6	61	12.7	55	12.9	192	17.0	42	15.4	147	17.6
Disagree	118	5.7	44	4.7	21	4.4	20	4.7	74	6.6	19	7.0	55	6.6
Strongly Disagree	85	4.1	30	3.2	10	2.1	18	4.2	55	4.9	16	5.9	37	4.4
Satisfied with training opportunities														
Strongly Agree	328	15.9	181	19.2	82	17.1	89	20.9	147	13.0	52	19.0	94	11.2
Agree	1,037	50.1	471	50.1	254	53.0	199	46.8	566	50.2	130	47.6	430	51.4
Undecided	319	15.4	120	12.8	60	12.5	59	13.9	199	17.7	42	15.4	150	17.9
Disagree	252	12.2	110	11.7	50	10.4	55	12.9	142	12.6	33	12.1	107	12.8
Strongly Disagree	115	5.6	47	5.0	29	6.1	18	4.2	68	6.0	13	4.8	54	6.5
Have skills that would allow work outside the diamond mine industry														
Strongly Agree	945	45.7	342	36.3	150	31.3	181	42.6	603	53.5	129	47.3	467	55.9
Agree	933	45.1	470	49.9	246	51.4	207	48.7	463	41.1	120	44.0	336	40.2
Undecided	118	5.7	82	8.7	52	10.9	27	6.4	36	3.2	13	4.8	22	2.6
Disagree	39	1.9	25	2.7	18	3.8	5	1.2	14	1.2	6	2.2	7	0.8
Strongly Disagree	19	0.9	14	1.5	10	2.1	x	x	5	0.4	x	x	x	x

Symbols: "x" number suppressed; "-" zero; "n/a" not available.
Not stated have not been included so numbers may not total.

Table 12
Current and preferred work schedules by residency, 2019

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,068	100.0	941	100.0	479	100.0	425	100.0	1,127	100.0	273	100.0	836	100.0
Usual work schedule														
2 weeks in, 2 out	1,870	90.4	815	86.6	454	94.8	326	76.7	1,055	93.6	261	95.6	778	93.1
4 days in, 3 out	102	4.9	86	9.1	13	2.7	73	17.2	16	1.4	8	2.9	7	0.8
Monday to Friday	36	1.7	31	3.3	8	1.7	22	5.2	5	0.4	x	x	x	x
Other	57	2.8	8	0.9	4	0.8	4	0.9	49	4.3	x	x	46	5.5
Preferred work schedule														
2 weeks in, 2 out	1,740	84.1	771	81.9	421	87.9	318	74.8	969	86.0	236	86.4	719	86.0
4 days in, 3 out	71	3.4	56	6.0	16	3.3	40	9.4	15	1.3	7	2.6	8	1.0
Monday to Friday	82	4.0	60	6.4	21	4.4	36	8.5	22	2.0	7	2.6	15	1.8
Other	167	8.1	49	5.2	19	4.0	29	6.8	118	10.5	23	8.4	93	11.1

Symbols: "x" number suppressed; "-" zero; "n/a" not available.
 Not stated have not been included so numbers may not total.

Table 13
Opportunities for career growth by residency, 2019

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,068	100.0	941	100.0	479	100.0	425	100.0	1,127	100.0	273	100.0	836	100.0
Yes	1,306	63.2	613	65.1	311	64.9	282	66.4	693	61.5	169	61.9	512	61.2
No	732	35.4	309	32.8	160	33.4	135	31.8	423	37.5	102	37.4	317	37.9

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 14
Main reason for lack of career growth opportunities, 2019

	All Respondents		NWT Residents		Non-NWT Residents	
	Total	%	Total	%	Total	%
Total lacking career growth opportunities	732	100.0	309	100.0	423	100.0
Don't have the skills	26	3.6	17	5.5	9	2.1
Don't have enough experience	43	5.9	37	12.0	6	1.4
There are no openings	226	30.9	96	31.1	130	30.7
Not interested in changing jobs	199	27.2	70	22.7	129	30.5
Other	199	27.2	77	24.9	122	28.8

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 15
Likelihood of looking for job outside this mine in the next 12 months by residency, 2019

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,068	100.0	941	100.0	479	100.0	425	100.0	1,127	100.0	273	100.0	836	100.0
Very unlikely	607	29.4	283	30.1	137	28.6	142	33.4	324	28.7	75	27.5	247	29.5
Somewhat unlikely	302	14.6	123	13.1	57	11.9	62	14.6	179	15.9	47	17.2	129	15.4
Not sure	547	26.5	279	29.6	164	34.2	96	22.6	268	23.8	53	19.4	208	24.9
Somewhat likely	311	15.0	130	13.8	62	12.9	64	15.1	181	16.1	45	16.5	133	15.9
Very likely	299	14.5	126	13.4	59	12.3	61	14.4	173	15.4	53	19.4	118	14.1

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 16
Most likely place to apply for a job outside current mine, 2019

	All Respondents		NWT Residents		Non-NWT Residents	
	Total	%	Total	%	Total	%
Total somewhat or very likely to look for job in next 12 months	610	100.0	256	100.0	354	100.0
Another NWT mine	111	18.2	73	28.5	38	10.7
A mining company outside NWT	185	30.3	57	22.3	128	36.2
An Alberta oil sands company	74	12.1	16	6.3	58	16.4
A non mining company within the NWT	55	9.0	51	19.9	4	1.1
A non mining company outside the NWT	58	9.5	15	5.9	43	12.1
Another contractor providing service at the mine site	17	2.8	x	x	x	x
Other	107	17.5	37	14.5	70	19.8

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 17
Use of services and facilities by employees who work at mine site by residency, 2019

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total working at mine site	1,970	100.0	871	100.0	447	100.0	391	100.0	1,099	100.0	270	100.0	812	100.0
Used fitness facilities														
Yes	1,426	72.4	661	75.9	342	76.5	293	74.9	765	69.6	214	79.3	540	66.5
No	525	26.6	204	23.4	102	22.8	95	24.3	321	29.2	54	20.0	261	32.1
Used learning center														
Yes	333	16.9	175	20.1	81	18.1	84	21.5	158	14.4	44	16.3	111	13.7
No	1,298	65.9	545	62.6	270	60.4	258	66.0	753	68.5	189	70.0	555	68.3
Did not know about learning centre	316	16.0	143	16.4	92	20.6	45	11.5	173	15.7	32	11.9	136	16.7

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 18
Use of counselling services for substance abuse by residency, 2019

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,068	100.0	941	100.0	479	100.0	425	100.0	1,127	100.0	273	100.0	836	100.0
Used Employee Assistance Programs														
Yes	162	7.8	106	11.3	66	13.8	34	8.0	56	5.0	28	10.3	27	3.2
No, but I needed it	124	6.0	91	9.7	52	10.9	31	7.3	33	2.9	9	3.3	22	2.6
No, I did not need it	1,776	85.9	743	79.0	361	75.4	360	84.7	1,033	91.7	234	85.7	786	94.0
Used Counseling Services														
Yes	87	4.2	58	6.2	39	8.1	13	3.1	29	2.6	15	5.5	11	1.3
No, but I needed it	92	4.4	73	7.8	47	9.8	24	5.6	19	1.7	7	2.6	11	1.3
No, I did not need it	1,879	90.9	805	85.5	391	81.6	388	91.3	1,074	95.3	250	91.6	812	97.1

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 19
Self-rated physical and mental health by residency, 2019

	All Respondents		NWT Residents						Non-NWT Residents					
	Total	%	Total	%	From NWT	%	Moved to NWT	%	Total	%	Previously lived in NWT	%	Never lived in NWT	%
Total	2,068	100.0	941	100.0	479	100.0	425	100.0	1,127	100.0	273	100.0	836	100.0
General mental health														
Excellent	352	17.0	153	16.3	65	13.6	80	18.8	199	17.7	53	19.4	144	17.2
Very good	772	37.3	316	33.6	147	30.7	158	37.2	456	40.5	102	37.4	350	41.9
Good	781	37.8	371	39.4	203	42.4	156	36.7	410	36.4	102	37.4	300	35.9
Fair	151	7.3	95	10.1	60	12.5	30	7.1	56	5.0	15	5.5	37	4.4
Poor	10	0.5	5	0.5	x	x	x	x	5	0.4	x	x	x	x
General physical health														
Excellent	484	23.4	210	22.3	83	17.3	118	27.8	274	24.3	72	26.4	198	23.7
Very good	766	37.0	309	32.8	152	31.7	148	34.8	457	40.6	103	37.7	346	41.4
Good	600	29.0	307	32.6	176	36.7	116	27.3	293	26.0	68	24.9	222	26.6
Fair	187	9.0	99	10.5	59	12.3	37	8.7	88	7.8	25	9.2	61	7.3
Poor	28	1.4	14	1.5	9	1.9	5	1.2	14	1.2	5	1.8	8	1.0

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 20
Main reason for moving to the NWT, 2019

	Moved to NWT	
	Total	%
Total	425	100.0
Competitive pay and benefits	58	13.6
Availability of work	150	35.3
Moved as part of company policy	35	8.2
Change in rotational schedule	5	1.2
Northern experiences & adventures	31	7.3
Spouse's employment	28	6.6
Other	84	19.8

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 21
Likelihood of considering a move from the NWT in the next 12 months, 2019

	NWT Residents		From NWT		Moved to NWT	
	Total	%	Total	%	Total	%
Total	941	100.0	479	100.0	425	100.0
Very Likely	160	17.0	66	13.8	92	21.6
Likely	238	25.3	124	25.9	113	26.6
Unlikely	279	29.6	150	31.3	126	29.6
Very unlikely	206	21.9	120	25.1	84	19.8

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 22
Main reason for considering a move from NWT in the next 12 months, 2019

	NWT Residents		From NWT		Moved to NWT	
	Total	%	Total	%	Total	%
Total likely or very likely to consider a move in next 12 months	398	100.0	190	100.0	205	100.0
Time for a change	68	17.1	44	23.2	24	11.7
Tired of the weather	16	4.0	x	x	13	6.3
Want to be closer to family	34	8.5	9	4.7	25	12.2
Cost of living	164	41.2	87	45.8	76	37.1
Retirement	10	2.5	x	x	8	3.9
Post secondary education	15	3.8	12	6.3	3	1.5
Mine expected to close soon	14	3.5	x	x	11	5.4
Job opportunities	50	12.6	23	12.1	26	12.7
Other	12	3.0	x	x	10	4.9

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 23
Years lived in the NWT before moving, 2019

	Non-NWT Residents	
	Total	%
Total persons who previously lived in NWT	273	100.0
Less than one year	6	2.2
1 to 4 years	69	25.3
5 to 9 years	45	16.5
10 to 14 years	30	11.0
15 years or more	108	39.6

Symbols: "x" number suppressed; "-" zero, "n/a" not available.

Not stated have not been included so numbers may not total.

Table 24
Level of concern if considering a move to NWT, 2019

	Non-NWT Residents									
	Total		Major concern		Minor concern		Not a concern		Not stated	
	Total	%	Total	%	Total	%	Total	%	Total	%
Cost of housing	1,127	100.0	923	81.9	125	11.1	43	3.8	36	3.2
Cost of transportation	1,127	100.0	658	58.4	286	25.4	123	10.9	60	5.3
Cost of utilities	1,127	100.0	842	74.7	181	16.1	56	5.0	48	4.3
Cost of food	1,127	100.0	767	68.1	236	20.9	73	6.5	51	4.5
Educational opportunities	1,127	100.0	328	29.1	353	31.3	380	33.7	66	5.9
Recreational opportunities	1,127	100.0	320	28.4	415	36.8	328	29.1	64	5.7
Availability of goods & services	1,127	100.0	528	46.9	397	35.2	142	12.6	60	5.3
Cultural activities	1,127	100.0	236	20.9	424	37.6	401	35.6	66	5.9
Distance from extended family	1,127	100.0	786	69.7	165	14.6	130	11.5	46	4.1
Spouse's employment & education	1,127	100.0	511	45.3	251	22.3	305	27.1	60	5.3

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 25
Main reason for not moving to the NWT, 2009 - 2019

	Non-NWT Residents					
	2019		2014		2009	
	Total	%	Total	%	Total	%
Total	1,127	100.0	1,384	100.0	711	100.0
Spouse's employment	89	7.9	89	6.4	36	5.1
Family responsibilities	126	11.2	148	10.7	73	10.3
Cost of living in the NWT	270	24.0	332	24.0	197	27.7
Cost of relocation	18	1.6	12	0.9	n/a	n/a
Length of winter	100	8.9	117	8.5	99	13.9
Like home community	368	32.7	480	34.7	209	29.4
Home ownership	51	4.5	60	4.3	n/a	n/a
Other	83	7.4	47	3.4	55	7.7

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.

Table 26
Incentives to relocate to the NWT, 2019

Non-NWT Residents		
	Total	%
Total	1,127	100.0
Assistance with spouse's employment	181	16.1
Increased Northern Living Allowance	315	28.0
Children's post-secondary student financial assistance	94	8.3
Payment of student loans	38	3.4
Provide vacation travel assistance	188	16.7
Other	85	7.5
No incentives would convince person to move to NWT	612	54.3

Notes: Respondents could select multiple responses so percentages do not equal 100.

Symbols: "x" number suppressed; "-" zero; "n/a" not available.

Not stated have not been included so numbers may not total.



APPENDIX B: METHODOLOGY

Methodology

The 2019 NWT Survey of Mining Employees questionnaire was developed by the NWT Bureau of Statistics, De Beers Canada, Diavik Diamond Mines (2012) Inc., Dominion Diamond Corporation, Department of Education, Department of Industry, Tourism and Investment and Department of Health and Social Services. The survey was a census of all current NWT diamond mine employees. Employees whose position was located outside the NWT were considered outside the scope of the survey.

Working with mine representatives, NWT Bureau of Statistics staff traveled to the three mine sites to deliver the survey between August and October 2019. The survey was self-administered; that is, the mine employees read and filled out the survey individually. The role of the Bureau of Statistics staff was to introduce the survey and respond to any questions. The same survey administration procedures used at the mine sites were applied when surveys were completed with mine employees working from the respective Yellowknife offices.

Data entry was completed directly from questionnaires to a database prepared by the NWT Bureau of Statistics. Computer assisted edits were performed to check for data entry errors and logical inconsistencies among responses.

Responses to the survey questionnaire were not weighted to the population as a whole and only represent the views of the respondents. Values less than 4 were suppressed to protect the confidentiality of respondents.

Ineligible employees were removed from the frame. Ineligible employees included persons no longer working for the mining company or on long-term leave during survey operations. Approximately 120 employees were inadvertently excluded from the Gahcho Kué mine frame. In total, 2,068 persons responded to the survey, yielding a response rate of 90%.



APPENDIX C: SURVEY QUESTIONNAIRE

2019 NWT SURVEY OF MINING EMPLOYEES

NWT Bureau of Statistics

Instructions

Please read each question carefully. Put a mark in the box or boxes that match your answer.

Unless otherwise indicated, please mark only ONE answer per question and then proceed to the next question.

Please note that some answers require you to “skip” to another question or section in the survey. These are indicated by a blue arrow and instructions on where to proceed.

If you need assistance with the survey, please do not hesitate to contact the on-site Bureau of Statistics representative.

Thank you very much for your participation.

The information in this survey is collected under the *Statistics Act*. All individual responses will be kept confidential and used only for statistical purposes.

ID NUM



A. BACKGROUND INFORMATION

To begin this survey, we would like to ask you a few questions about yourself.

A1. Are you male or female?

- 1 Male
- 2 Female
- 3 Other

A2. How old are you?

- 1 18 – 24 years
- 2 25 – 34 years
- 3 35 – 44 years
- 4 45 – 54 years
- 5 55 years & older


A3. What is your current marital status? (**Mark ONE only**)

- 1 Never married
- 2 Married or common law
- 3 Separated or divorced
- 4 Widowed


A4. What is the highest level of schooling you have completed through school or upgrading? (**Mark ONE only**)

- 1 Less than high school
- 2 High school diploma
- 3 Trades certificate or diploma
- 4 College certificate or diploma
- 5 University degree

A5. What is your ethnicity?

<p>1 <input type="checkbox"/> Indigenous</p> <p>2 <input type="checkbox"/> Non-Indigenous</p>		<p>Are you a member of any of the following Impact Benefit Agreement groups? (Mark ONE only)</p> <p>1 <input type="checkbox"/> Tłıchǫ Beneficiary</p> <p>2 <input type="checkbox"/> Yellowknives Dene First Nation</p> <p>3 <input type="checkbox"/> Łutsel K'e Dene First Nation</p> <p>4 <input type="checkbox"/> North Slave Métis Alliance</p> <p>5 <input type="checkbox"/> Northwest Territory Métis Nation</p>
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A6. This question is about the people who currently live in your home with you. Do not include anyone who is away at school or who is only staying with you temporarily. Who currently lives with you in your home? **(Mark ALL that apply)**

<p>1 <input type="checkbox"/> Spouse or common law partner</p> <p>2 <input type="checkbox"/> Children</p> <p>3 <input type="checkbox"/> Parents</p> <p>4 <input type="checkbox"/> Grandparents</p> <p>5 <input type="checkbox"/> Brothers or sisters</p> <p>6 <input type="checkbox"/> Unrelated roommate(s)</p> <p>7 <input type="checkbox"/> Other (Specify): _____</p>		<p>How old are they?</p> <p>a) _____</p> <p>b) _____</p> <p>c) _____</p> <p>d) _____</p> <p>e) _____</p>
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A7. Do you have any other dependents that do not live with you? Dependents are people you support financially on a regular basis. **(Mark ONE only)**

- 1 Yes
- 2 No

A8. Do you own or rent your home? (**Mark ONE only**)

1 Own

2 Rent

3 Other (Specify)_____

A9. Do you work... (**Mark ONE only**)

1 Directly for the mine

2 For a contractor at the mine

B. EMPLOYMENT

B1. Which of the following categories best describes your **usual** work schedule? **(Mark ONE only)**

- 1 Two weeks in, two weeks out 3 Monday to Friday
2 Four days in, three days out 4 Other (Specify): _____


B2. What would be your **preferred** work schedule? **(Mark ONE only)**

- 1 Two weeks in, two weeks out 3 Monday to Friday
2 Four days in, three days out 4 Other (Specify): _____

B3. How long have you worked with a northern mine such as Ekati, Diavik, Snap Lake or Gahcho Kué? **(Mark ONE only)**

- 1 Less than 1 year 4 10 - 14 years
2 1 - 4 years 5 15 years or more
3 5 - 9 years

B4. Besides this mine, which other Northwest Territories mines have you worked at during the **past 5 years**? **(Mark ALL that apply)**

- 1 Ekati
2 Gahcho Kué
3 Diavik
4 Snap Lake
5 No other NWT mine  **Skip to B6**
6 Other (Specify) _____

B5. What is the main reason you left the previous mine? **(Mark ONE only)**

- 1 Career advancement
- 2 Better pay and benefits
- 3 Improved job stability
- 4 Laid off because of company downsizing or restructuring
- 5 End of seasonal work/ Term ended
- 6 Company terminated my employment (fired)
- 7 Mine expected to close soon
- 8 Other (Specify)_____

B6. Do you feel you have opportunities for career growth within this mine?

- 1 Yes
- 2 No

Why not? **(Mark ONE only)**

- 1 I don't have the skills
- 2 I don't have enough experience
- 3 There are no openings
- 4 I am not interested in changing jobs
- 5 Other (Specify)_____

B7. Please indicate if you agree or disagree with the following statements.
(Mark ONE only per question)

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Undecided</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
a. I have equal access to career advancement as my co-workers.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
b. My pay and benefits are competitive with similar jobs I might find in the NWT .	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
c. My pay and benefits are competitive with similar jobs I might find outside the NWT .	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
d. I would advise a friend to apply for a job at this mine.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
e. I am satisfied with the training opportunities available to me.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
f. I have skills that would allow me to work in a job outside of the diamond mine industry.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

B8. What is the most important thing encouraging you to stay working at this mine? **(Mark ONE only)**

- 1 Pay and benefits
- 2 Job Satisfaction
- 3 Family Reasons
- 4 Spouse's employment
- 5 Relationship with co-workers
- 6 Job stability
- 7 I like the rotation
- 8 Professional development opportunities
- 9 Other (Specify) _____

B9. In the next 12 months, how likely are you to look for a job outside this mine?
(Mark ONE only)

- 1 Very unlikely
- 2 Somewhat unlikely
- 3 Not sure
- 4 Somewhat likely
- 5 Very likely

B10. If you were to look for a job outside this mine, where would you most likely apply? **(Mark ONE only)**

- 1 Another NWT mine
- 2 A mining company outside NWT
- 3 An Alberta oil sands company
- 4 A non-mining company within the NWT
- 5 A non-mining company outside the NWT
- 6 Another contractor providing service at the mine site
- 7 Other (Specify) _____

C. HEALTH AND WELLNESS

C1. During the time you have been working for this mine, have you used the Employee Assistance Program to seek counselling or treatment for substance abuse?

- 1 Yes
- 2 No, but I needed it
- 3 No, I did not need it

C2. Besides the Employee Assistance Program, have you used any other counselling or treatment programs for substance abuse during the time you have been working for this mine?

- 1 Yes
- 2 No, but I needed it
- 3 No, I did not need it

C3. In general, how is your physical health? Would you say...

- 1 Excellent
- 2 Very good
- 3 Good
- 4 Fair
- 5 Poor

C4. In general, how is your mental health? Would you say...

- 1 Excellent
- 2 Very good
- 3 Good
- 4 Fair
- 5 Poor

C5. Do you normally work at the mine site?

1 Yes

2 No  **Skip to Section D**

C6. Have you used the fitness facilities at your mine site? (**Mark ONE only**)

1 Yes

2 No

C7. Have you used the learning centre at your mine site for furthering your education or to complete professional development programs? (**Mark ONE only**)

1 Yes

2 No

3 I did not know there was a learning centre


D. LIFE IN YOUR COMMUNITY

Next, we would like to get some information about your home community, meaning the city, town or village where you currently live.

D1. How long have you lived in your home community? (**Mark ONE only**)

- | | | | |
|---|---------------------------------------------|---|-------------------------------------------|
| 1 | <input type="checkbox"/> Less than one year | 4 | <input type="checkbox"/> 10 – 14 years |
| 2 | <input type="checkbox"/> 1 – 4 years | 5 | <input type="checkbox"/> 15 years or more |
| 3 | <input type="checkbox"/> 5 – 9 years | | |

D2. Where do you currently live? (**Mark ONE only**)

- 1 British Columbia
- 2 Alberta
- 3 Saskatchewan
- 4 Manitoba
- 5 Ontario
- 6 Quebec
- 7 New Brunswick
- 8 Nova Scotia
- 9 Prince Edward Island
- 10 Newfoundland & Labrador
- 11 Yukon
- 12 Nunavut
- 13 Northwest Territories  **Skip to Section E**
- 14 Outside Canada

D3. Have you ever lived in the Northwest Territories?

1 Yes

2 No  **Skip to D5**

D4. How many years did you live in the Northwest Territories before moving?

_____ Years

D5. For each of the following factors, please indicate if this would be a major concern, a minor concern or not a concern if you were considering a move to the Northwest Territories. **(Mark ONE only per question)**

	Major Concern	Minor Concern	Not a Concern
a. Cost of housing	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b. Cost of transportation	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
c. Cost of utilities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
d. Cost of food	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
e. Educational opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
f. Recreational opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
g. Availability of goods and services	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
h. Cultural activities (arts, entertainment, theatre, etc.)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
i. Distance from extended family/friends	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
j. Spouse's employment or education	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>

D6. What is the main reason keeping you from moving to the Northwest Territories?
(Mark ONE only)

- | | |
|------------------------------------------------------|-----------------------------------------------------|
| 1 <input type="checkbox"/> My spouse's employment | 5 <input type="checkbox"/> Length of winter |
| 2 <input type="checkbox"/> Family responsibilities | 6 <input type="checkbox"/> I like my home community |
| 3 <input type="checkbox"/> Cost of living in the NWT | 7 <input type="checkbox"/> Home ownership |
| 4 <input type="checkbox"/> Cost of relocation | 8 <input type="checkbox"/> Other (Specify): _____ |

D7. What incentives might convince you to move to the Northwest Territories?
(Mark all that apply)

- 1 Assistance finding employment for my spouse
- 2 Increased Northern Living Allowance
- 3 Provide post-secondary student financial assistance for my children
- 4 Payment of my student loans
- 5 Provide vacation travel assistance
- 6 Other (Specify): _____
- 7 No incentives would convince me to move to the Northwest Territories (*do not select with any other option*)

SKIP TO SECTION F

E. EMPLOYEES CURRENTLY LIVING IN THE NORTHWEST TERRITORIES

The following questions are for employees who currently reside in the Northwest Territories.

E1. Did you move to the Northwest Territories to work in the mining industry?

1 Yes

2 No

3 I am from the Northwest Territories  **Skip to E3**

E2. What was your main reason for moving to the Northwest Territories?
(Mark ONE only)

1 Competitive pay and benefits

2 Availability of work

3 Had to move as part of company policy

4 Change in rotational schedule

5 Northern experiences and adventures

6 My spouse's employment

7 Other (Specify): _____

E3. Should the opportunity arise, how likely are you to consider a move from the Northwest Territories in the next 12 months? **(Mark ONE only)**

1 Very Likely

2 Likely

3 Unlikely  **Skip to Section F**

4 Very Unlikely  **Skip to Section F**

E4. What is your main reason for considering a move from the NWT in the next 12 months? **(Mark ONE only)**

- 1 Time for a change
- 2 Tired of the weather
- 3 Want to be closer to family
- 4 Cost of living
- 5 Retirement
- 6 Post-secondary education
- 7 Mine expected to close soon
- 8 Job opportunities
- 9 Other (Specify): _____

F. ADDITIONAL COMMENTS

F1. Any other comments

***Thank you very much for
completing the survey.***

***Should you have any questions regarding the survey,
please contact:***

NWT Bureau of Statistics

1-888-782-8768 (1-888-STATSNT)

For Bureau of Statistics ONLY

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