

Aboriginal Training and Inclusion Plan 2023-2024 Annual Report

*Site C Clean Energy Project
Reporting period: April 2023 to March 2024*

March 28, 2024

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1 Background

1.1 The Site C Clean Energy Project

The Site C Clean Energy Project (the Project) will be the third dam and generating station on the Peace River in northeast BC. The Project will provide 1,100 megawatts of capacity and about 5,100 gigawatt hours of energy each year to the province's integrated electricity system. The Project will be a source of clean, reliable electricity for BC Hydro's customers for more than 100 years.

The key components of the Project are:

- an earthfill dam, approximately 1,050 metres long and 60 metres high above the riverbed;
- an 83 kilometre long reservoir that will be, on average, two to three times the width of the current river;
- a generating station with six 183 MW generating units;
- two new 500 kilovolt AC transmission lines that will connect the Project facilities to the Peace Canyon Substation, along an existing right-of-way;
- realignment of six segments of Highway 29 over a total distance of approximately 30 kilometers; and
- construction of a berm at Hudson's Hope.

The Project also includes construction of temporary access roads, a temporary bridge across the Peace River, and worker accommodation at the dam site.

1.2 Construction Activities during the Reporting Period

Considerable progress was made and significant milestones were reached both on and off the dam site in 2023. BC Hydro remains on track to achieve the approved in-service date of December 2025.

With the completion of tunnel conversion in September 2023, there was the possibility that reservoir filling could start in late fall 2023, one year earlier than the approved schedule. However, as of early November 2023, some critical work areas still needed to be completed before reservoir filling could begin, including the approach channel, spillway gates and powerhouse intake gates. With winter weather and colder conditions setting in, the window to safely begin reservoir filling was coming to close. As a result, in mid-November 2023, BC Hydro decided to stay on track with the approved Project schedule. Work on the Site C Project continues to advance on schedule with reservoir filling planned to begin in fall 2024.

Key activities during 2023 included:

- Completion of the earthfill dam to the elevation required to enable reservoir filling. The earthfill dam is approximately 60 metres tall, stretches more than one kilometre across the Peace River and is about 500 metres wide at its base. As of December 31, 2023, the capping of the earthfill and the construction of the dam crest road and the dam face road were both completed. The conveyor system that transported glacial till material used in the construction of the core of the earthfill dam ceased operations and its decommissioning is in progress.
- Completion of the Highway 29 Realignment, improving safety and travel times for those travelling along the corridor. This work involved the realignment of six highway segments and five new bridges. The new alignment reduces curves along the road and improve sightlines. Additionally, wider vehicle travel lanes and paved shoulders improve safety for cyclists, pedestrians, and all roadway users.
- Completion of tailrace filling in October 2023. This process used pumps to move water from the Peace River into the tailrace area, to equalize the water level on both sides of the cofferdam in advance of breaching the right bank cofferdam. Once the filling was completed, the cofferdam was removed and completed in December 2023.
- Substantial completion of concrete placement. Concrete placements for the generating station and spillways are essentially complete. A small amount of concrete will be placed behind generating units 5 and 6 in spring 2024 for access to the flexible couplings (penstock sections that allow the penstocks to expand and contract). All of the concrete placements for the spillways were complete as of December 31, 2023.
- Redesign of the penstock flexible couplings fully meet BC Hydro's specifications. The installation of the redesigned flexible couplings began in February 2024. The coatings for the penstocks are forecast to be complete in summer 2024 to optimize the interfaces with the installation of the upper and lower flexible couplings.
- Substantial completion of right bank foundation enhancements, addressing the geotechnical issues that were identified in the bedrock foundation on the Project's right bank. As of December 31, 2023, enhancements to the approach channel were substantially complete, including the excavation and cleaning of the bedrock surface, the installation of waterproofing lining materials, grouting, and the placement of reinforced concrete and granular fill. Earlier in 2023, 96 concrete-filled, vertical steel piles were installed beneath the right bank structures to further extend the foundation deeper into the bedrock. Ongoing reviews by the Technical Advisory Board and the two independent, world-leading dam experts continue to confirm that the design of the foundation enhancements meets the highest safety standards and international best practices.

In addition, "balance of plant" construction activities continued within the powerhouse, including mechanical and electrical work, architecture installation/construction, and installation of heating,

ventilation and air conditioning systems, and installation of fire protection systems. Construction also continued on the permanent upstream fishway, which is on schedule for completion in spring 2024.

2 Purpose of the Plan

The purpose of the June 5, 2015 Aboriginal Training and Inclusion Plan (ATIP) is to meet the requirement of Environmental Assessment Certificate (EAC) condition 54, by operationalizing the mitigation measures proposed in relevant sections (Section 17: Labour Market, Section 18: Regional Economic Development, and Section 28: Population and Demographics) of the Environmental Impact Statement with respect to Indigenous Nations and their interests in employment and training opportunities. The ATIP outlines the approach and strategies for training and inclusion to be followed during the construction phase of the Project.

Please note, the term 'Indigenous' has replaced the ATIP's use of 'Aboriginal' throughout this report.

2.1 Reporting Period: April 2023 to March 2024

This report summarizes the implementation of the measures identified in the ATIP to fulfil EAC condition 54 from April 2023 through March 2024. This is the ninth annual report. In some cases, consultation and engagement with Indigenous Nations on measures described in the ATIP that took place prior to this period are also summarized here for context.

3 Communication of Potential Employment Opportunities to Indigenous Nations

BC Hydro has taken a multi-pronged approach to communicating employment opportunities to Indigenous Nations and individuals. This approach includes:

- BC Hydro communicates employment opportunities directly to Indigenous Nations and individuals in-person or via email;
- BC Hydro requires its contractors to communicate employment opportunities related to the performance of their contracts to Indigenous Nations and individuals, and to work with their unions;
- Advertising opportunities online; and,
- Hosting and attending information sessions, career fairs and meetings where training and employment opportunities are shared with Indigenous Nations and individuals.

Examples of activities as part of this approach that occurred during this reporting period are described in the sections below.

3.1 Career Fairs / Construction Site Tours

The following regional career fairs were attended during the reporting period:

- McLeod Lake Indian Band Annual General Assembly and Industry Day
- October 2024 NENAS Connect Event
- October 2024 Saulneau First Nation Job Fair
- March 2024 Saulneau First Nation Career Fair

BC Hydro's Indigenous Relations team attended these events to discuss employment and training opportunities on the Project and with BC Hydro in general.

During the reporting period, BC Hydro hosted Nation youth for tours of the Site C Dam. During the tours, the youth had an opportunity to view the Temporary Upstream Fish Passage facility, ongoing construction activities, including viewpoints and discussions of the earthfill dam, the intake channel (construction, and environmental features) and to learn about upcoming project milestones (reservoir filling). Tour guest speakers also shared information about BC Hydro careers and Indigenous employment opportunities.

- June 26, 2023 DeneTha First Nation Youth
- September 18, 2023 McLeod Lake Indian Band Youth

As the Site C Project nears completion, interest in touring the construction site has increased.

3.2 Advertising Employment Opportunities

Job opportunities are posted on the Project, WorkBC and Employment Connections websites. During engagement with Indigenous Nations and when responding to specific job-related inquiries, BC Hydro directs job seekers to the Project website and encourages Indigenous job seekers to reach out to contractors directly for employment opportunities.

BC Hydro also uses email and other means to communicate with Indigenous candidates, and Indigenous training and employment specialists about job opportunities. This includes the Project's Bi-Weekly Information Updates to Indigenous Nations that often include training and employment information, and relevant links.

Employment opportunities are also communicated through the Contractor's Indigenous Labour sub-committee.

3.3 Individual Candidate Engagement

BC Hydro provides coaching and mentoring for Indigenous candidates who are seeking work with BC Hydro or with Project contractors. This support includes, but is not limited to:

- Sharing job opportunities which include BC Hydro post construction employment opportunities and other BC Hydro projects across the Province;
- Providing one-on-one employment coaching;
- Resume support and submission as required; and interview preparation; and
- Career exploration and sharing of BC Hydro Indigenous Employment and Training opportunities such as Indigenous Professionals in Development and Try-a-Trade.

The level of support provided by BC Hydro depends on what is required by the candidate, which is often related to how much support the candidate receives from an Indigenous training and employment specialist in their community. In many cases, BC Hydro is the direct link between the candidate and employment with Project contractors.

4 Site C Contractor Hiring and Training of Indigenous People

Contracts awarded by BC Hydro for the Project may contain Indigenous participation and reporting requirements. Project contractors may be required to provide business, employment and/or training and apprenticeship opportunities for Indigenous people and to report regularly on Indigenous participation in the performance of their work.

During the reporting period, the following number of people working on the Project self-identified as Indigenous¹. As with any construction project, the number of workers will vary month-to-month and reflects the seasonal nature of construction work.

Month	Number of Indigenous people working on the Project
January 2023	350
February 2023	358
March 2023	419
April 2023	464

¹ The number of Indigenous people was provided by on-site construction and non-construction contractors that have a contractual requirement to report on Indigenous participation in their workforce. Workers voluntarily self-declare their Indigenous status to their employer.

Month	Number of Indigenous people working on the Project
May 2023	496
June 2023	539
July 2023	530
August 2023	519
September 2023	472
October 2023	381
November 2023	327
December 2023	197

To date, and where applicable to their role, there have been 4093 training occurrences provided to Indigenous workers on the Project. Project contractors have reported the following training and apprenticeship opportunities for Indigenous people on the Project during the reporting period:

Site C Indigenous Worker Training	
Safety	
<ul style="list-style-type: none"> • Confined Space • Fall Protection and Rescue • Health, Safety Environment Toolbox • Swiftwater Rescue • Lock Out Tag Out • Competency Assessment 	<ul style="list-style-type: none"> • Transportation Endorsement • Workplace Hazardous Materials Information System (WHMIS) • Wilderness / Bear Awareness • COVID 19 Awareness • RedBook Safety Training
Operational	
<ul style="list-style-type: none"> • Green Hands Program • Customer Service • Electrical Ground and Bonding • Engineering Intern • Equipment Operating • Foreman • Gate B Operations • Heavy Civil Refuelling of Vehicles • Cultural & Heritage Monitors 	<ul style="list-style-type: none"> • Leadership and Teambuilding • Respectful Workplace • Security • Security Workforce Management Software • Site Specific Underground refresher • IT Training on Public Health Orders • Crane Services

Apprenticeships	
• Pre-Apprentice Job Shadowing	• Ironworker (2nd - 4th year)
• Heavy Duty Mechanic (2nd Year)	• Boilermaker (1st year)
• Power Line Technician (App 5)	• Millwright (1st year)
• Carpentry (1st – 4th Year)	• Electrical Apprentice
• Scaffolding (1st Year)	• Painter Apprentice

5 Site C Contractors’ Indigenous Labour Sub-Committee

In fall 2017, the Site C Contractors’ Labour Committee established the Site C Contractors’ Indigenous Labour Sub-Committee. The purpose of the sub-committee is to support Indigenous training, labour and employment on the Project, through communication, consultation, coordination and cooperation among contractors on the Project. This sub-committee was formed in response to requests from Indigenous Nations to increase communication and to build and maintain relationships between Indigenous Nations and Project contractors regarding labour, training and employment initiatives that are specific to Indigenous Nations.

All major Project contractors are invited to participate in this sub-committee which meets quarterly, or on an as needed basis. During this reporting period the sub-committee met on September 6th, 2023

6 Inclusion of Evaluation Criteria for Hiring and Training Indigenous People

BC Hydro has included Indigenous participation in the evaluation criteria for the major Project contracts, including:

- Worker Accommodation;
- Main Civil Works;
- Generating Station and Spillways Civil Works;
- Transmission Line Construction;
- Substation Construction;
- Balance of Plant contracts
- Generating Station and Spillways Powerhouse Bridge and Gantry Cranes;
- Hydro-Mechanical Equipment Supply;
- Peace Canyon 500kV GIS Expansion; and
- Turbines and Generators.

BC Hydro required proponents bidding on these contracts to provide a proposed plan to meet the contract requirements for Indigenous participation through the provision of business, employment, training and apprenticeship opportunities. BC Hydro’s evaluation process included a review of proponents’ proposed plans for Indigenous participation.

Following award of the contract, BC Hydro works with the contractor to develop and finalize their plan for the fulfilment of their Indigenous participation requirements. Contractors are required to

report regularly on the fulfilment of the Indigenous participation requirements under their contracts.

6.1 Strategies for Capacity Building, Education and Training Associated with Indigenous Participation in the Labour Market

BC Hydro has implemented capacity building initiatives that have supported essential skills training, pre-trades and trades training, or increased business capacity in Indigenous businesses. BC Hydro will continue to consider proposals from Indigenous Nations and training organizations for potential capacity building, education and training opportunities throughout the construction phase of the Project.

As with employment opportunities, BC Hydro's strategy includes multiple approaches to support capacity building, education and training. BC Hydro provides opportunities directly to First Nation communities and Indigenous job seekers, as well as working with Project contractors to increase their capacity building opportunities.

Further information and updates on specific capacity building initiatives is provided in Training Programs 6.3.

6.2 Training and Employment Working Groups

BC Hydro has created Training and Employment Working Groups and meets regularly and individually with training and employment professionals from Indigenous Nations to learn about their community's capacity needs, career interests and potential issues. BC Hydro then works to align employment and training initiatives with the interests and needs of the Indigenous Nations. BC Hydro also shares information related to Project employment opportunities, creates linkages for Indigenous candidates to BC Hydro or to contractors, and works in partnership to create Training and Employment Plans that meet the interests of both BC Hydro and Indigenous Nations.

During the reporting period, BC Hydro met with the following Indigenous Nations and discussed training and employment related to the Project:

- McLeod Lake Indian Band;
- Saulteau First Nations;
- Doig River First Nations;
- Halfway River First Nation.
- Blueberry River First Nations
- West Moberly First Nation

- Prophet River First Nation

In addition, ad hoc meetings to discuss training and employment opportunities continue to be hosted by BC Hydro. Approximately 16 meetings have been held with regional groups to discuss Indigenous employment and training interests. These groups include Northern Lights College and NENAS.

6.3 Training Programs

In addition to the programs that have been delivered in previous years, which included the ATCO Kitchen Skills Program, Pre-Carpentry Skills Program, Fish Monitoring and various in-community training, BC Hydro has delivered the following new programs and updates to existing programs for Indigenous Nations:

- **Site C - Treaty 8 Cultural Monitors Professional Development**

In 2022, BC Hydro in partnership with Ecofor and Natural Resources Training Group, and other training providers, delivered 4 professional development sessions that focused on Traditional teachings (local elder), aquatics, participants obtained certificates for Wetlands Assessment; Vegetation Inventory Techniques; Avian Nest Sweeps.

In 2023, BC Hydro invited Northern Lights College, College of Applied Biologists and NENAS to the Cultural Monitor Professional Development partnership and together delivered a 10 week training program for 14 Site C Cultural Monitors that provided participants with multi credentials from the Natural Resources Training Group, Northern Lights College, and College of Applied Biologists. The training included traditional teachings (local elder), and several certificate courses including Environmental Field Skills, Fisheries Field Skills, Forestry and Vegetation Field Skills; and Seed Collection. Upon completion of the CMPD in October 2024, the participants were qualified to apply for their Applied Biologist Technician designation through the College of Applied Biologists.

Summary of Programs delivered in previous years:

- **Summer Trades Exploration Day for Indigenous Youth** - on June 14 and 15, 2022 BC Hydro hosted 9 local Indigenous youth, along with employment and training representative from the local Indigenous communities, as well as NENAS (North East Native Advancement Society) at site for the Summer Trades Exploration Day. The purpose of this event was to educate and bring awareness to local Indigenous youth regarding employment opportunities in the construction trades, as well as the work available in the construction trades on the Site C Project. This event focused on the practical aspects of the trades such as the types of jobs available, the education required and the type of work performed daily, including what a day in the life of a trade person requires. Participants

also had the opportunity to reside in camp for the night, to experience the full scope of life as a Site C worker. This event included a general overview of trades and how to become an apprentice from the Industry Training Authority, and presentations from contractors with a focus on heavy equipment operators, carpenter, millwright, boilermaker, chef, and electrician. Youth and employment reps from 5 nations participated in the event.

PRHP, AFDE, Voith Hydro, FMI, and ATCO all participated and contributed to this event. ATCO Two River Lodge provided a special dinner in the Spiritual Room at camp, which included a talk from the Executive Chefs who spoke about their journey to become a chef, how to become a chef and what they loved about their job, including advice to youth that would like to enter this trade. ATCO also provided box lunches to all the participants who were on site to meet trades on the second day.

Journeyman trade workers, forepersons, and supervisors, including on site Indigenous workers, met with the students to show them the work they performed on site, discuss their trade, and practical lessons regarding working on site and in the construction industry.

- **Site C Environmental Training Program:** was successfully completed in June 2021. The program was re-designed for virtual and in-person training. The 13 day program allowed the Indigenous cohort to gain 9 certifications including Swiftwater Rescue, Boat Safety, Electrofishing, AVIAN Nest Sweeps that are required for employment with our environmental contractors on the 2021 environmental monitoring program at Site C. The Environmental program also included BC Hydro's Career Energizer (description below).
- **Driver Training:** Indigenous Nations have identified that one of the barriers to employment is lack of drivers' license. To respond to this fundamental need, BC Hydro has supported the development of an online Learners Exam preparation course designed to be delivered in a virtual setting with an instructor in community. In 2022, we had one Learners License exam prep course delivered in community.
- **Youth Hires Program:** rather than cancelling the Youth Hires program in 2021, we shifted to a **Summer (Nation) Hires Program** in coordination with First Nation communities with whom we have Relationship Agreements with. In the Summer Hires Program Indigenous youth are hired to work for 8 weeks over the summer to gain work experience and knowledge of careers at BC Hydro, and is used as a tool to expand BC Hydro's Indigenous pipeline. With support from BC Hydro, the Summer Hires were selected and hired by their respective Nations and worked from their home communities with their focus of work having exposure to BC Hydro projects and initiatives, such as Site C. Candidates gained experience from participating in activities with the Nation and BC Hydro work initiatives. In 2022, there were 4 Nation hires in the Northeast region.
- **Career Energizers with BC Hydro:** 2021 was the 3rd year BC Hydro's training programs for this Project were planned with Career Energizers. These 3-day to 10-day courses offered candidates an opportunity to polish a resume, learn employment readiness skills, participate in confidence building activities, skills identification, interview skills, create

email addresses, and interact with BC Hydro contractors to learn firsthand about employment opportunities and how to submit resumes.

- **BC Hydro and Northern Lights College Pre Heavy Equipment Operator Program Oct 2021:** BC Hydro, Northern Lights College, PRHP, CLAC and NENAS participated in the design and delivery of a pre-heavy equipment operator program. The 11-day program provided 6 participants with the opportunity to experience life at the Project's worker accommodation while gaining technical and job readiness skills. The intention was to refresh essential skills and power skills while also providing industry specific worksite experiences with focus on the fundamentals of heavy equipment operating. Candidates gained valuable seat time on the rigid frame haul trucks under the direct supervision of Peace River Hydro Partner's Heavy Equipment Instructor. This program was temporarily postponed in March 2020, due to COVID-19. In October 2021 this program was successfully delivered. Funding for this program was provided through the NENAS and donations from the Christian Labour Association of Canada (CLAC), Local 68.
- **Site C Curator Training Program** called "Telling the Story" July 2021: An initiative with direction from the Site C Culture and Heritage Resource Committee with representation from 13 Nations impacted by Site C, and in partnership with Tse'Kwa House and NENAS. This 10-day program explored the artifacts and the story behind the artifacts from an Indigenous perspective. Elders and youth gathered in a virtual and in-person format in July to learn about archaeology and the curation of artifacts that have been unearthed in building of the Site C dam. The purpose of the program was to have participants select artifacts that will eventually be displayed in the Cultural Center that is planned for the Treaty 8 region.
- **ATCO Kitchen Skills and Housekeeping Program:** in May 2019, BC Hydro and ATCO partnered for a third time to deliver a Kitchen Skills and housekeeping program at the Project worker accommodation. Eighteen Indigenous candidates were selected to participate in the 10-day program to learn employment readiness skills, communication, teamwork, workforce training certifications (Foodsafe, CSTS 09), and job shadow with ATCO's Red Seal Chef. ATCO continues to share employment opportunities with Indigenous communities and has pivoted to on-the-job training.
- **Try-a-Trade:** in 2019 the development of an 8-week Try-a-Trade program was piloted with a 2nd cohort also being run in the same year. Indigenous candidates from across the Province applied to the program and were selected to participate. The candidates would complete their rotations in various BC Hydro locations, with one location being at BC Hydro's existing W.A.C. Bennett Dam, near Hudson's Hope. Eight Indigenous candidates were recruited and selected and had the option to select three of eleven BC Hydro trades to gain firsthand experience of this trade. Between the two cohorts a total of five Indigenous candidates were from northeast B.C. Since 2019 when we created Try-A-Trade, two cohorts (a total of 18 individuals) have gone through the program.
- **BC Hydro & Northern Lights College Pre-Carpentry Skills Pilot Program:** BC Hydro, Northern Lights College and several partners including NENAS, CMAW (carpenter union),

ATCO, AFDE GP, PRHP² participated in the development of a Pre-Carpentry Skills program that features essential skills for carpentry, a Northern Lights College job shadow component with the Project contractors, and a carpentry project for students to demonstrate skills learned. The first cohort of eight Indigenous candidates from northeast B.C. completed the 14-day program in April 2019. This program was postponed in 2020 and 2021 due to COVID 19. In 2022, it was decided to not run this program for a 2nd time due to lack of participation.

7 Resources and Funding Arrangements to Support Training, Industry, and Indigenous Partnership Opportunities in the Region

BC Hydro continues to recognize the importance of supporting training opportunities for skills development, trades training and job readiness. From 2015 to present, BC Hydro has provided the funding and resources to support local training and partnerships. During this reporting period BC Hydro has continued to support training, industry and Indigenous partnerships in the region, included the following:

7.1 Scholarships and Bursaries

BC Hydro has provided \$1 million in funding to the Northern Lights College Foundation (NLCF) over a five-year period to support the development of skilled workers in northeast B.C., which aims to assist students who may not otherwise have access to post-secondary education. Fifty percent of the funding for bursaries is dedicated to Indigenous students.

In August 2013, Northern Lights College Foundation started distributing the BC Hydro Trades and Skilled Training Bursary Awards. As of December 2023, a total of 290 students had received bursaries, including 136 Indigenous students who have benefitted from the bursary in programs such as electrical, heavy mechanical, carpentry, welding, millwright, cooking, social work, and many others. BC Hydro has worked with the Northern Lights College Foundation to extend the bursary timeline and reserve a portion of bursary amounts for trades programs directly needed for Project work. Part of this agreement was to set aside funds for the BC Hydro and Northern Lights College pre-carpentry skills pilot program for Site C as well as other joint pre-skills programs.

After a review of the Bursary program, in January 2021, BC Hydro provided additional funds to the Northern Lights College Foundation to continue the bursary until all funds have been dispersed. While a balance remains and is held by the by the Foundation for disbursement, no additional funding will be provided.

BC Hydro continues to engage with Indigenous Nations and local Indigenous businesses to better understand their capacity and interest in participating in work on the Project.

² AFDE-Aecon-Flatiron-Dragados-EBC Partnership; PRHP-Peace River Hydro Partners

7.2 Resources to Support Training and Partnerships

Re-furbished laptops have been disbursed to local Indigenous communities to share with community members for virtual learning. During this reporting period, 20 re-furbished laptops were shared with communities. Plans are in place to distribute additional laptops during the next reporting period.

7.3 Engagement with Local Indigenous Business Community

BC Hydro continues to engage the local Indigenous Business community through the following initiatives:

- **Site C Business Directory:** BC Hydro continues to encourage businesses to register themselves on the Site C Business Directory. In doing so, any business, including Indigenous businesses, will receive information about upcoming Project procurements and or other events.
- **Business to Business Networking Sessions:** BC Hydro has previously hosted Business to Business Networking Sessions in the Peace region. The sessions provide an opportunity for proponent teams or contractors to meet with local, regional and Indigenous companies in an organized forum with the objective of forming partnerships and creating business opportunities. BC Hydro and Site C contractors previously participated in business networking sessions in the following First Nation communities:
 - Blueberry River First Nations;
 - Doig River First Nation;
 - McLeod Lake Indian Band;
 - Halfway River First Nation; and
 - Saulneau First Nations

While no Business to Business Networking Sessions took place during this reporting period, BC Hydro had numerous meetings with First Nation Designated Businesses, Nation's Economic Development Representatives and Site C Project Teams to discuss various potential procurement opportunities. In addition, BC Hydro hosted three Indigenous Contractor Training sessions with designated businesses of McLeod Lake Indian Band, West Moberly First Nations and Doig River First Nation. In total 17 designated businesses attended training sessions that were held over four days in February and November 2023.

- **Business Development:** Indigenous designated businesses have been awarded work on the Project in the following areas in 2023-2024:
 - Clearing;
 - Civil construction;
 - COVID-19 screening services;
 - Highway decommissioning;
 - Environmental monitoring;
 - Electrical work;
 - Air, noise & climate monitoring;

- Agriculture, crop & humidity monitoring;
 - Fish surveys;
 - Erosion & sediment control;
 - Fish habitat enhancement;
 - Project health clinic;
 - Planting;
 - Quarry development and operation;
 - Road maintenance;
 - Reservoir clearing;
 - Rare plant surveys;
 - Safety & security;
 - Shoreline contouring;
 - Site preparation;
 - Seed collection & storage;
 - Seedling supply;
 - Shuttle services & boat transport;
 - Scaffolding;
 - Survey work;
 - Traffic control services;
 - Reclamation;
 - Water quality & sediment studies;
 - Wildlife shelter construction, installation, and monitoring.
- **Procurement Process Support:** BC Hydro's Indigenous Relations Project team is always available to discuss procurement opportunities with various teams on the Site C Project. Indigenous Relations is integrated into procurement processes and provides input into upcoming procurement processes. BC Hydro works closely with Indigenous Nations and their designated businesses to understand their capacity and interest with respect to the Project in order to identify potential contracting opportunities.
 - **BC Hydro's Indigenous Procurement Policy:** Working together to build relationships that respect Indigenous peoples' interests is important to BC Hydro. One way BC Hydro is supporting the long-term economic interests of Indigenous peoples in British Columbia is by committing to directed procurement opportunities for the benefit of Indigenous communities in support of relationship agreements, impact benefit agreements and other arrangements with Indigenous Nations. Under BC Hydro's Indigenous Contract and Procurement Policy, BC Hydro has awarded over \$939 million in contracts to qualified businesses designated by local Indigenous Nations with whom BC Hydro has agreements. The work carried out under these contracts includes:
 - Clearing;
 - Civil construction;
 - COVID-19 screening services;
 - Highway construction;
 - Highway decommissioning;
 - Grass seed supply;
 - Environmental monitoring;
 - Electrical work;
 - Air, noise & climate monitoring;
 - Agriculture, crop & humidity monitoring;
 - Erosion & sediment control;
 - Fish surveys;
 - Fish habitat enhancement;
 - Decommissioning work;

- Native plant propagation;
- Project health clinic;
- Paving;
- Planting;
- Quarry development and operation;
- Road Maintenance;
- Rip rap production;
- Road & bridge construction;
- Reservoir clearing;
- Rare plant surveys;
- Seed collection & storage;
- Seedling supply;
- Safety & security;
- Safety buoys;
- Shoreline contouring;
- Site preparation;
- Substation work;
- Shuttle services & boat transport;
- Scaffolding;
- Survey work;
- Traffic control services;
- Reclamation;
- Warehouse construction;
- Water quality & sediment studies;
- Wetland mitigation; and
- Wildlife shelter construction, installation, & monitoring.

8 Environmental Monitoring Programs- Indigenous Involvement in Site C Field Programs

Indigenous involvement in field studies for the Site C heritage program has been ongoing since 2010. Indigenous Nations that have participated as heritage or cultural monitors during this reporting period include the following First Nations:

- Blueberry River;
- Doig River;
- Halfway River;
- McLeod Lake;
- Prophet River;
- Sauteau; and
- West Moberly

BC Hydro has also facilitated Indigenous involvement in the Project's environmental programs, where possible. Indigenous Nations that have participated in ecological field surveys, fish and aquatic studies and environmental monitoring programs during this reporting period include the following First Nations:

- Blueberry River;

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- Doig River;
- Halfway River;
- McLeod Lake;
- Saulneau; and
- West Moberly.

8.1 Methylmercury Monitoring Program

In collaboration with Indigenous Nations, communities and health authorities, BC Hydro developed a comprehensive [Methylmercury Monitoring Plan](#) for Site C to ,in part, verify predicted levels of methylmercury in fish in the Peace River. The plan includes several monitoring programs for measuring methylmercury levels in regional fish and different media from the Peace River area. The methylmercury levels are then used to inform fish consumption guidance. The resulting information and analysis will be shared and communicated, in partnership with health authorities, to Indigenous Nations and the general public.

During the reporting period, BC Hydro provided two methylmercury fish sampling training sessions:

- Fort St. John - June 27, 2023
- McLeod Lake - June 28, 2023

8.2 Site C- Indigenous Environmental Work Experience Program

During this reporting period, BC Hydro expanded on a Professional Development Program for the Cultural Monitors (see 6.3), in which they could participate in professional development opportunities connected to the water, land, and wildlife. The collection of training sessions will culminate with one or more credentials, including an opportunity to apply for an Applied Biologist Technician designation through the College of Applied Biologists in Victoria, BC. Courses included the following:

- Aquatics and Wetlands;
- Vegetation Identification and Classification;
- Seed Collection;
- Wildlife Management, Identification and Habitat; and
- Avian Identification and Habitat.

BC Hydro continues to work with Indigenous Nations on the on-going development of the cultural monitoring and professional development programs.