



Aboriginal Training and Inclusion Plan 2015-2016 Annual Report

Site C Clean Energy Project

Reporting period: June 5, 2015 to May 31, 2016

Date: July 5, 2016

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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 B.C. 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 and cost-effective 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 will also include the construction of temporary access roads, a temporary bridge across the Peace River, and worker accommodation at the dam site.

1.2 Description of Site Preparation and Construction Activities During the Reporting Period

Construction of the Site C Clean Energy Project has been underway since late July 2015. During this period, construction crews have been undertaking site preparation activities in advance of the main civil works contractor's mobilization to site. These activities included the following: clearing trees and vegetation at the dam site, upgrading public roads, building construction access roads at the dam site, constructing a 1,600-person worker accommodation facility, excavation and slope stabilization, and completion of a temporary construction bridge.

The reporting period for this annual report coincides generally with the first year of Project construction.

2 Objective and Scope

2.1 Objective of the Aboriginal Training and Inclusion Plan

The objective of the June 5, 2015 Aboriginal Training and Inclusion Plan (ATIP) is to fulfill the requirements of Environmental Assessment Certificate condition 54, in addition to the mitigation measures directed toward Aboriginal groups described in relevant sections of the Environmental Impact Statement; sections 17 (Labour Market), 18 (Regional Economic Development), and 28

(Population and Demographics). The ATIP outlines the approach to mitigation that will be followed during the construction phase, and strategies for capacity building, education, and training associated with Aboriginal participation in the labour market.

2.2 Scope and Reporting Period

This annual report describes the implementation of the measures described in the ATIP from June 5, 2015 through May 2016. Consultation and engagement with Aboriginal groups on training and inclusion measures prior to June 2015 are described in the ATIP.

3 Implementation of the Plan – June 2015 to May 2016

This report summarizes the implementation of the mitigation measures described in section 5.0 of the ATIP.

3.1 Communication of potential employment opportunities to Aboriginal groups

BC Hydro and its contractors hosted Site C job fairs and business networking sessions from February to March 2016 in the communities of Tumbler Ridge, Chetwynd, Dawson Creek, Fort St John, Prince George, Mackenzie, Quesnel, and Fort Nelson. A number of business networking sessions held in these communities were specifically allocated for Aboriginal business.

Additionally, BC Hydro and Site C contractors participated at job fairs and business networking sessions in the following First Nation communities:

- Kwadacha First Nations – October 7 and 8, 2015
- Saulteau First Nations – February 1 and 2, 2016
- McLeod Lake Indian Band – March 23, 2016

These events were held to provide an opportunity for local residents, Aboriginal communities, and businesses to connect with contractors associated with the Project. Moreover, BC Hydro had members of its Procurement and Aboriginal Relations teams present to discuss employment and procurement opportunities on Site C, as well as procurement and employment opportunities with BC Hydro directly. BC Hydro encouraged both local Aboriginal and non-Aboriginal businesses to sign-up for the Site C Business directory.

General job inquiries with Site C contractors can be made through the Site C Project website. In addition, job opportunities with the Site C project are also posted on the WorkBC and Employment Connections websites. During engagement with Aboriginal communities and when responding to specific job related inquiries, BC Hydro will direct job seekers to the Site C Project website and encourage Aboriginal job seekers to reach out to contractors directly for employment opportunities.

The Site C project environmental and construction¹ contractors have employed over 50 Aboriginal workers each month since the Project started.

¹ Construction contractors include ATCO Two Rivers Lodging workforce numbers.

3.2 Site C Contractor Hiring and Training of Aboriginal people

BC Hydro's contractors are required to make efforts to provide opportunities for subcontracting, employment and training for Aboriginal businesses and individuals, and to report on Aboriginal inclusion in the performance of their work.

BC Hydro contractors have reported the following training and apprenticeship opportunities for Aboriginal persons on the Site C Project;

- Training and employment of Aboriginal carpenter apprentices on the Project.
- In addition, where applicable to their role, during the reporting period the following safety training has been provided to over 50 Aboriginal workers on the Site C Project:
 - o Fire Suppression Training;
 - o Power System Safety Protection (PSSP);
 - o Risk Tolerance;
 - o H2S (Hydrogen Sulfide) Awareness;
 - o First Aid; and,
 - o Bear Aware.
- A BC Hydro Site C contractor has awarded two scholarships to Aboriginal students pursuing post-secondary education studies.

3.3 Strategies for Capacity Building, Education, and Training Associated with Aboriginal 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 Aboriginal businesses. The following section provides an update on the initiatives described in the ATIP.

BC Hydro will continue to consider proposals from Aboriginal groups and training organizations for potential capacity building, education and training opportunities through the construction phase of the Project.

3.4 Resources and Funding Arrangements to Support Training, Industry and Aboriginal Partnership Opportunities in the Region

BC Hydro recognized the importance of supporting training opportunities for skills development, trades training and job readiness in early phases of the Project. Updates to the initiatives listed in the ATIP are described below.

3.4.1 BC Hydro Trades and Skilled Training Bursary at Northern Lights College

In September 2012, BC Hydro provided funding to the Northern Lights College Foundation to provide student bursaries, to support the development of skilled workers in northern BC. BC Hydro's Trades and Skilled Training Bursary at Northern Lights College remains available to Aboriginal and non-Aboriginal students residing in northeastern BC, who are enrolled in eligible programs at the College. As of March 2016, 55 Aboriginal students have benefitted from the bursary and supported students in programs such as electrical, welding, millwright, cook training, social work, and many others.

BC Hydro, in addition to Northern Lights College Foundation, continues to promote the Bursary with Aboriginal groups by sharing information with First Nation Education Managers at both Aboriginal and non-Aboriginal community career fair events.

3.4.2 Northern Opportunities Partnership

From 2011 to 2015², BC Hydro provided funding to Northern Opportunities to support a dual-credit program for young people of northern BC, including Aboriginal students, with a seamless learning pathway from secondary school to post-secondary training, leading to career success. Funding is now complete; however BC Hydro continues to participate on the Northern Opportunities Community Learning Council, with Peace River North and South school districts, Northern Lights College, local First Nations, industry and local communities. BC Hydro is working with Northern Opportunities to understand the organizations future funding needs.

Alongside support for the dual-credit program, BC Hydro provided funding to Northern Opportunities in creating a two-year School District Career Coordinator position for four Northeastern BC School Districts (Peace River Northern, Peace River South and Fort Nelson and Chalo First Nation School in Fort Nelson). The Coordinators implemented a concept called 'Shoulder Tapping' which included working with Aboriginal and non-Aboriginal students to identify their interests, engage them in discussions along with parents, and develop a training plan to assist them to transition from high school to a work/career pathway. Northern Opportunities reported that Career Coordinators connected with over 150 Aboriginal students through the Shoulder Tapping Program about finding pathways to help transition into post-secondary pursuits and the opportunities available to them.

3.4.3 North East Native Advancing Society (NENAS)

BC Hydro is continuing to work collaboratively with NENAS to support trades training and essential skills development. See section 3.10, Ōhō Education, for more information on a newly sponsored program.

3.4.4 College of New Caledonia's Heavy Equipment Operator Training

In fall 2014, BC Hydro sponsored two Kwadacha First Nation members to participate in the College of New Caledonia's (CNC) Heavy Equipment Operator training in Mackenzie, B.C. Both students successfully completed the 12-week program which offered real-time, project-based learning and practical field operations experience in heavy equipment operating.

BC Hydro is open to discussing with CNC future support for Treaty 8 First Nation students interested in the Heavy Equipment Operator training in Mackenzie.

3.4.5 Minerva Foundation Combining Our Strength Initiative

BC Hydro continues to provide funding to Minerva to support Treaty 8 First Nation women of northeast BC wishing to participate in the Combining Our Strength Initiative. The purpose of the Initiative is to create a space for Aboriginal women to discover themselves, connect with others, and to enhance leadership skills. Committed funding has been provided for 2016-17.

² In 2011 and 2014, BC Hydro entered into a funding agreement with Northern Opportunities.

3.4.6 Ōhō Education

Building on the success of the Ōhō Education program for Treaty 8 Aboriginal Education Coordinators and Leaders, BC Hydro provided Ōhō Education with additional funding during the reporting period to support eight Treaty 8 Employment and Training Assistants (ETAs) to develop human resources skills within each community. BC Hydro is collaborating on this initiative with Ōhō Education, NENAS, ATCO Structures & Logistics, and Peace River Hydro Partners.

As part of the training, ETAs met with ATCO, Peace River Hydro Partners and BC Hydro to learn about careers, employment opportunities, and the hiring processes with the organizations. ETAs have also received tours of BC Hydro's northern facilities, including the ATCO camp at the Site C construction site.

The training program commenced April 2016 and will end August 2016. After completing the training program, ETAs will be able to help job seekers within their communities.

3.5 Aboriginal Involvement in Site C Field Programs

Aboriginal involvement in field studies for the Site C heritage program has been ongoing since 2010. Aboriginal groups that have participated in heritage work include:

- Doig River First Nation
- Halfway River First Nation
- McLeod Lake Indian Band
- Saulneau First Nations
- Prophet River First Nation
- Horse Lake First Nation
- Duncan's First Nation
- Dene Tha' First Nation
- Fort Nelson First Nation
- Kelly Lake Métis Settlement Society
- Métis Nation BC
- Kwadacha First Nation
- Tsay Keh Dene First Nation
- Kelly Lake Cree Nation

These groups continue to be contacted about current heritage field assistant opportunities.

BC Hydro has also tried to facilitate Aboriginal involvement in Site C field studies, where possible. In fall 2015, Blueberry River First Nations participated in rare plant and ecosystem surveys.

3.6 New Programs

BC Hydro continues to recognize the importance of supporting training opportunities for skills development and job readiness. The following describes new initiatives BC Hydro is supporting in northeast BC:

- **Camp Cook Program** – BC Hydro and ATCO Logistics are sponsoring a camp cook training program, and are reaching out to Treaty 8 communities on recruitment to the program.
- **Construction Craft Worker (CCW)** – BC Hydro is working with Peace River Hydro Partners (PRHP) and the Christian Labour Association of Canada (CLAC) to facility in-

community Aboriginal CCW training and other relevant apprenticeship program training. CLAC is working with the Saulteau First Nations to provide CCW training via video conference (virtual classroom) in the First Nation community. PRHP has committed to hiring up to 12 graduates from this program for Site C work (provided they pass all standard PRHP pre-employment tests).

- **Science World Program** – BC Hydro is working with Science World’s mobile classroom in connecting with elementary schools in northeast BC that have Aboriginal students from communities in the area. In addition, two on-reserve schools will also be participating on the program (Blueberry River First Nations and Fort Nelson First Nation). The objective of the Program is to expose young learners to science in a fun and educational way, with the intention of encouraging future generations to pursue science related careers. The classroom will begin its rotation of elementary schools in the northeast starting October 2016 and February 2017.

3.7 Aboriginal Businesses

3.8 Site C Project Aboriginal Business Inclusion

BC Hydro supports the advancement of economic opportunities for Aboriginal groups, and is working with Aboriginal businesses respecting contracting opportunities on the Site C Project. In addition, BC Hydro’s contractors are required to make efforts to provide opportunities for subcontracting, employment and training for Aboriginal businesses and individuals, and to report on Aboriginal inclusion in the performance of their work.

Aboriginal businesses have been awarded work on the Site C Project in the following areas:

- Clearing
- Site preparation
- Roads and bridges
- Safety and security
- Grass seed supply
- Wetland mitigation
- Safety buoys
- Project health clinic
- Substation work
- Environmental monitoring

3.9 Engagement with Local Aboriginal Business Community

BC Hydro continues to engage the local Aboriginal 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 Aboriginal businesses, will receive information about upcoming Site C procurements and or events.
- **BC Hydro Aboriginal Business Directory:** Concurrently while encouraging businesses to registered on the Site C Business Directory, BC Hydro also recommends specifically to Aboriginal businesses to register on the BC Hydro Aboriginal Business directory. This directory is publically accessible and provides

a forum for non-Aboriginal businesses and Aboriginal businesses to connect and build partnerships.

- **Business Networking Sessions and Job Fairs:** BC Hydro and its contractors held business networking sessions and job fairs from February to March 2016 in the communities of Tumbler Ridge, Chetwynd, Dawson Creek, Fort St John, Prince George, Mackenzie, Quesnel, and Fort Nelson. These events were held to provide an opportunity for local residents, Aboriginal communities, and businesses to connect with contractors associated with the Project. BC Hydro had members of its Procurement and Aboriginal Relations teams present to discuss employment and procurement opportunities on Site C, as well as procurement and employment opportunities with BC Hydro directly. BC Hydro encouraged both local Aboriginal and non-Aboriginal businesses to sign-up for the Site C Business directory.
- **Aboriginal Business Match (ABM) Northeast:** Since 2012, BC Hydro has sponsored and participated in the ABM conferences. This annual event has provided BC Hydro with an opportunity to connect with Aboriginal community decision makers, employment and training coordinators, economic development officers and Aboriginal suppliers and customers. Beginning in 2015, the ABM began hosting regional conferences. BC Hydro sponsored and attended the ABM Northeast conference hosted by Doig River First Nation in Fort St John in September 2015.
- **Procurement Process Support:** On request, BC Hydro's procurement and Aboriginal Relations staff are available to discuss procurement processes and ways to stay informed about upcoming procurements. BC Hydro works closely with Aboriginal communities and businesses to understand their capacity and interest with respect to the Project and identification of potential contracting opportunities.

3.10 Information Gathering

BC Hydro continues to conduct market sounding activities with Aboriginal communities and local Aboriginal businesses to better understand their capacity and interest in participating in work with the Site C Project. As information is made available, BC Hydro will also share the information with the broader company and teams for consideration of future procurement opportunities.

3.11 Schedule

BC Hydro will continue to carry out activities described in the Plan, as appropriate, on an ongoing basis through the construction phase of the Project.