

# *Aboriginal Training and Inclusion Plan 2018-2019 Annual Report*

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*Site C Clean Energy Project  
Reporting period: April 2018 to March 2019  
March 29, 2019*

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## Table of Contents

<b>1</b>	<b>Background .....</b>	<b>1</b>
1.1	The Site C Clean Energy Project .....	1
1.2	Description of Site Preparation and Construction Activities during the Reporting Period .....	1
<b>2</b>	<b>Purpose of the Plan.....</b>	<b>2</b>
2.1	Reporting Period: April 2018 to March 2019.....	2
<b>3</b>	<b>Communication of Potential Employment Opportunities to Indigenous Groups .....</b>	<b>2</b>
3.1	Site C Indigenous Employment and Training Information Session .....	3
3.2	Site C Employment Opportunities Information Sheet .....	3
3.3	Career Fairs.....	3
3.4	Advertising Employment Opportunities .....	4
3.5	Individual Candidate Engagement .....	4
<b>4</b>	<b>Site C Contractor Hiring and Training of Indigenous People.....</b>	<b>4</b>
<b>5</b>	<b>Site C Contractors' Indigenous Labour Sub-Committee .....</b>	<b>6</b>
<b>6</b>	<b>Inclusion of Evaluation Criteria for Hiring and Training Indigenous People.....</b>	<b>7</b>
6.1	Strategies for Capacity Building, Education and Training Associated with Indigenous Participation in the Labour Market .....	7
6.2	Training and Employment Working Groups.....	8
6.3	Training Programs .....	8
<b>7</b>	<b>Resources and Funding Arrangements to Support Training, Industry, and Indigenous Partnership Opportunities in the Region.....</b>	<b>9</b>
7.1	Scholarships and Bursaries .....	10
7.2	Information Gathering .....	10
7.3	Engagement with Local Indigenous Business Community .....	10
<b>8</b>	<b>Environmental Monitoring Programs- Indigenous Involvement in Site C Field Programs .....</b>	<b>11</b>

# 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 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 also includes 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

The reporting period for this annual report coincides generally with the fourth year of project construction. Below is a high-level summary of construction activities that took place during this period:

- the main civil works contractor continued excavation on the north and south banks, work on the powerhouse roller-compacted concrete buttress and preparation for river diversion;
- clearing continued in the transmission line right-of-way and access roads continued to be upgraded;
- work continued to upgrade the Peace Canyon substation;
- work continued on the construction of the Site C substation;
- began work on construction of the highway realignment at Cache Creek West;
- geotechnical investigations of the western segments of Highway 29 (Farrell Creek, Lynx Creek and Dry Creek);

- construction of access roads and clearing continued for the reservoir area and dam site; waste wood has been removed or disposed;
- focused work on the advancement of earthworks at the dam site and the excavation of the two diversion tunnels;
- construction of the temporary conveyor belt system began; and,
- assembly and erection of 500 kV steel lattice towers along the transmission line began

More detailed descriptions of construction activities that took place during the reporting period can be found in the quarterly Notices of Construction Activities<sup>1</sup>.

## 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 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 groups 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.

To maintain consistency with BC Hydro's mandate to adopt and implement the United Nations Declaration of the Rights of Indigenous People (UNDRIP), the term 'Indigenous' will replace 'Aboriginal' throughout.

### 2.1 Reporting Period: April 2018 to March 2019

This report summarizes the implementation of the measures identified in the Plan to fulfil the EAC Condition 54 for the Plan from April 2018 through March 2019. This is the fourth annual report. In some cases, consultation and engagement with Indigenous groups on measures described in the Plan that took place prior to this period are also summarized here for context.

## 3 Communication of Potential Employment Opportunities to Indigenous Groups

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

- BC Hydro communicates employment opportunities directly to Indigenous groups and individuals;

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<sup>1</sup> Also referred to as Construction Notification Letters, or Construction Notices. These are available on the project website along with the bi-weekly Construction Bulletins: <https://www.sitecproject.com/construction-activities/construction-bulletins>

- BC Hydro requires its Contractors to communicate employment opportunities related to the performance of their contracts to Indigenous groups, 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 groups and individuals.

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

### **3.1 Site C Indigenous Employment and Training Information Session**

BC Hydro hosted the second and third contractor Indigenous Employment and Training information sessions in Fort St. John on July 16, 2018 and January 17, 2019. The meetings were intended to assist in building relationships between employment and training professionals from Indigenous communities and key Site C contractors. During the January 17, 2019 meeting, contractors in attendance provided a one page document to attendees that outlined current and upcoming employment opportunities, along with training requirements, their individual hiring process (online, resume review, contact information) and advice for job candidates. The meeting was held in January in order to assist in preparing the Indigenous communities for the upcoming employment opportunities from spring/summer 2019 construction season. At the request of attendees, a fourth session will be held in summer 2019. The session will be discussed in the next annual report.

### **3.2 Site C Employment Opportunities Information Sheet**

After the January 2019 Indigenous Employment and Information day, BC Hydro updated an information sheet on Site C employment opportunities. The information sheet included employment descriptions and contact information for Project contractors and FAQ's regarding project employment and site policies. This was distributed to all participants and also at career fairs.

### **3.3 Career Fairs**

BC Hydro attended the following regional job fairs throughout the reporting period:

- April 11, 2018 Fort St John Career Fair
- Feb. 7, 2019 NENAS Career Forum and Recognition Event
- March 7, 2019 McLeod Lake Indian Band Career Fair
- March 12, 2019 Saulneau First Nations Career Fair
- March 14, 2019 School District #59 Dawson Creek Career Fair

Members of BC Hydro's Procurement and/or Indigenous Relations teams attend to discuss employment and procurement opportunities on Site C, as well as procurement and employment opportunities with BC Hydro directly.

Site C contractors continue to participate in regional job fairs throughout the reporting period.

### **3.4 Advertising Employment Opportunities**

Job opportunities with the Project are posted on the Site C Clean Energy, WorkBC and Employment Connections websites. During engagement with Indigenous communities 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 uses email and other means to communicate with Indigenous candidates and training and employment specialists about job opportunities. BC Hydro emails job opportunities to Indigenous community training and employment specialists and to individual candidates. Site C Bi-weekly construction updates which include employment links are also emailed through a broad and regularly updated distribution list to all First Nations identified in the ATIP. BC Hydro has developed one-page handouts with employment and application information for each of the main contractors on the Site C project. These are emailed or provided in person to Indigenous candidates and Indigenous training and employment specialists.

### **3.5 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;
- Providing one-on-one employment coaching;
- Resume review and submission as required; and,
- Career exploration.

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 coordinator. In many cases, BC Hydro is the direct link between the candidate and employment with 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 on Indigenous participation in the performance of their work.

During the reporting period, the following number of Indigenous people self-identified as working for Site C<sup>2</sup>. As with any construction project, the number of workers will vary month-to-month and also reflects the seasonal nature of construction work.

Month	Number of Indigenous people working for Site C
April 2018	156
May 2018	226
June 2018	234
July 2018	255
August 2018	297
September 2018	280
October 2018	270
November 2018	254
December 2018	253
January 2019	293

Project contractors have reported the following training and apprenticeship opportunities for Indigenous people on the Project during the reporting period:

Site C Indigenous Training	
Safety	
<ul style="list-style-type: none"> <li>▪ Aerial Work Platform Boom Lifts</li> <li>▪ BCCSA (BC Construction Safety Alliance) Leadership for Safety Excellence (LSE)</li> <li>▪ Bear Spray Awareness / Bear Aware</li> <li>▪ Confined Space Monitor and Entrant</li> <li>▪ Construction Safety Training System</li> <li>▪ First Aid</li> <li>▪ HSE Toolbox Training</li> </ul>	<ul style="list-style-type: none"> <li>▪ Lock Out Tag Out</li> <li>▪ Power System Safety Protection (PSSP) Training</li> <li>▪ Side x Side (UTV) Course</li> <li>▪ Surface Mine Rescue</li> <li>▪ WHIMIS</li> <li>▪ Wilderness Training</li> <li>▪ Worker Fall Protection</li> <li>▪ Joint Health and Safety Committee Duty and Function</li> </ul>

<sup>2</sup> The number of Indigenous people was provided by on-site construction and non-construction contractors that have a contractual requirement to report on Indigenous inclusion in their workforce. Workers voluntarily self-declare their Indigenous status to their employer.

<b>Site C Indigenous Training</b>	
<b>Operational</b>	<b>Environmental</b>
<ul style="list-style-type: none"> <li>▪ AWP Boom Lift</li> <li>▪ Rock Truck Operator</li> <li>▪ Rough Terrain Forklift Training (Class 7)</li> <li>▪ Security Officer</li> <li>▪ Skidsteer</li> </ul>	<ul style="list-style-type: none"> <li>▪ Environmental Monitoring mentoring</li> <li>▪ Environmental Monitoring mentoring – Water Turbidity</li> </ul>
<b>Apprenticeships</b>	
<ul style="list-style-type: none"> <li>▪ Carpentry (1<sup>st</sup> – 4<sup>th</sup> Year)</li> <li>▪ Scaffolding</li> </ul>	

During the reporting period and where applicable to their role, training has been provided to over 590 Indigenous workers on the Site C Project.

## **5 Site C Contractors' Indigenous Labour Sub-Committee**

In fall 2017, the Site C Contractors Labour Committee established the Contractors' Indigenous Labour Sub-Committee. During this reporting period the Committee met on the following dates; April 17th, July 6th, October 10th, 2018 and February 28th, 2019.

The purpose of the sub-committee is to support indigenous training, labour and employment on the Site C Project, through communication, consultation, coordination and cooperation among contractors on the Project.

This sub-committee was formed in response to requests from Indigenous groups to increase communication and to build and maintain relationships between Indigenous groups and Site C Contractors regarding labour, training and employment initiatives on the project that are specific to Indigenous groups.

All major Site C construction contractors are invited to participate in this sub-committee. The sub-committee meets quarterly, or on an as needed basis.

To date the sub-committee has:

- Established a protocol for distribution of Indigenous candidate resumes
- Developed and implemented the Indigenous Employment and Informational day
- Reviewed and assisted contractors in contract reporting requirements
- Discussed communication of site wide policies
- Shared regional cultural events with project contractors
- Shared BC Hydro's IETC employment and training initiatives
- Reviewed contractors best practices
- Shared success stories to assist in generating opportunities

- Reviewed project status and upcoming labour requirements for contractors and how to meet labour demands
- Initiated the upcoming pilot pre-carpentry program on site

## **6 Inclusion of Evaluation Criteria for Hiring and Training Indigenous People**

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

- Worker Accommodation;
- Main Civil Works;
- Generating Station and Spillways Civil Works;
- Transmission Line Construction;
- Substation Construction;
- 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 apprenticeships opportunities. BC Hydro's evaluation process included a review of proponents' proposed plans for Indigenous participation.

Following award of the contract, BC Hydro worked 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 and will continue to consider proposals from Indigenous groups 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 Indigenous groups, as well as working with Project contractors to increase their capacity building opportunities.

Further information and updates on specific capacity building initiatives is provided below.

## 6.2 Training and Employment Working Groups

BC Hydro has created Training and Employment Working Groups and meets regularly with Indigenous Training and Employment Coordinators in Northeast communities to learn about the capacity needs and career interests of the Indigenous population so that BC Hydro's partnerships and training programs can align with the interests and needs of the Nations. BC Hydro also shares information related to Site C employment opportunities, creates linkages for Indigenous candidates to BC Hydro or to contractors and builds Training and Employment Plans with the First Nations that meet the interests of both BC Hydro and Indigenous communities.

During the reporting period BC Hydro met with the following Indigenous groups and discussed training and employment issues related to Site C:

- McLeod Lake Indian Band;
- Saulneau First Nations;
- Doig River First Nations;
- Blueberry River First Nations; and
- Halfway River First Nation

In addition, ad hoc meetings to discuss training and employment opportunities continue to be hosted by BC Hydro. Approximately 11 meetings have been held with NE Region employment and training interests such as Northern Lights College, Treaty 8 Tribal Council, NENAS, NEABC, Tsay Keh Dene and Kwadacha.

## 6.3 Training Programs

In addition to the programs that have been delivered in previous years, which include the ATCO Kitchen Skills Program, Construction Craft Worker Program, Moberly Academic Program and Electrofishing, BC Hydro has delivered the following new programs and updates to existing programs in northeast B.C. to provide training and education in support of Indigenous employment readiness.

**Driver Training** – First Nations have identified that one of the barriers to employment is lack of drivers' license. To respond to this fundamental need, BC Hydro designed and delivered a successful Driver Training Program in northeast B.C. During this reporting period funding was provided to Doig River First Nation for driver training.

**Essential Skills to Trades Pilot Program** – Sixteen students from six Indigenous communities in northeast B.C. participated in a 13-week program that prepared them for entry into the Trades Foundations Program at Northern Lights College. Students focused on the skills necessary to be successful in their trade of interest, including electrical, heavy duty mechanics, pipefitting and the culinary arts. Eight students who enrolled in the second phase of the program, which was delivered from January to May 2018, were supported by BC Hydro. Six of those students continued on to Foundation Trades Programs at Northern Lights College beginning in September 2018.

**ATCO Kitchen Skills Program** – In September 2018, BC Hydro and ATCO partnered for a second time to deliver a Kitchen Skills program at Site C. Seven Indigenous candidates were

selected to participate in the 5 day program to learn employment readiness skills, communication, team work, workforce training certifications (Foodsafe, CSTS 09), and job shadow with ATCO's Red Seal Chef. A third program is planned for May 2019.

**Try-a-Trade** – During the reporting period, the development of an 8-week Try-a-Trade program launched, and the program was piloted in January 2019 throughout B.C., with one location at the W.A.C. Bennett Dam, near Hudson's Hope. Eight Indigenous candidates were recruited and selected three of 11 trades that were offered. Candidates were fully supported by BC Hydro to participate in the program, which is designed to provide hands on experience in their choice of trades. A second Try-a-Trade cohort will begin in April 2019, bringing the total of 5 Northeast Indigenous candidates participating in this program.

**Youth Hires Program** – During this reporting period, three Indigenous youth were hired into our Youth Hire program in northeast B.C.

**Career Energizers with BC Hydro** – BC Hydro piloted this program in August 2018 at McLeod Lake Indian Band and with the ATCO Kitchen Skills program in September 2018. These 3 day and 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.

**Northern Lights College Pre-Carpentry Skills Pilot Program** – Site C – BC Hydro, Northern Lights College and several partners including NENAS, CMAW (carpenter union), ATCO Two Rivers, AFDE GP, PRHP<sup>3</sup> participated in the development of a Pre-Carpentry Skills program that features essential skills for carpentry, NLC Job shadow component with Site C contractors; and a carpentry project for students to demonstrate skills learned. The 16 candidate cohort will learn about the Carpentry Trade and individual action plans on how to pursue as a career. This program is planned to launch in April 2019.

**Construction Safety Training System (CSTS09)** – The training is available for Indigenous candidates seeking employment where this certificate is required, and for those interested in working at Site C with Project contractors.

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

BC Hydro recognizes the importance of supporting training opportunities for skills development, trades training and job readiness in the early phases of the Project. From 2015 to present, BC Hydro has provided the funding and resources to support local training and partnerships. In addition to the contributions listed below this section, in this reporting period, BC Hydro continued to support training, industry and Indigenous partnerships in the region as follows:

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<sup>3</sup> AFDE-Aecon-Flatiron-Dragados-EBC Partnership; PRHP-Peace River Hydro Partners

## 7.1 Scholarships and Bursaries

**Northern Lights College:** 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 per cent of the funding for bursaries is dedicated to Indigenous students.

In August 2013, NLCF started distributing the bursary awards. As of August 2018, 241 students had received bursaries, including over 100 Indigenous students who have benefitted from the bursary in programs such as electrical, welding, millwright, cooking, social work and many others. During this reporting period \$33,097.59 has been awarded to 11 indigenous students from the NLC.

## 7.2 Information Gathering

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

## 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 Site C procurements and or 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 participated at business networking sessions in the following First Nation communities:
  - Blueberry River First Nations;
  - McLeod Lake Indian Band;
  - Halfway River First Nation; and,
  - Sauteau First Nations

These events were held to provide an opportunity for Indigenous communities and businesses to connect with contractors associated with the Project.

- **Business Development:** First Nation businesses have been awarded work on the Site C Project in the following areas:
  - Clearing;
  - Civil construction;
  - Site preparation;
  - Roads and bridges;
  - Safety and security;
  - Grass seed supply;

- Safety buoys;
  - Project health clinic; and
  - Environmental monitoring programs.
- **Site C Business Directory Registrants:** The business directory is periodically shared with Site C contractors.
  - **Procurement Process Support:** On request, BC Hydro's procurement and Indigenous Relations staff are available to discuss procurement processes and ways to stay informed about upcoming procurements. BC Hydro works closely with Indigenous communities and businesses to understand their capacity and interest with respect to the Project and identification of potential contracting opportunities.
  - **BC Hydro's Indigenous Procurement Policy:** BC Hydro has updated an Indigenous Procurement Policy to facilitate directed procurement to First Nation businesses. Under this Policy, BC Hydro has awarded over \$250 million in contracts to qualified First Nation Businesses affiliated with local Indigenous groups. The work carried out under these contracts includes:
    - Clearing;
    - Civil construction;
    - Site preparation;
    - Roads and bridges;
    - Safety and security;
    - Grass seed supply;
    - Safety buoys;
    - Project health clinic; and,
    - Environmental monitoring programs.

## 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. In 2018, over 250 First Nation employees participated in field studies. Indigenous groups that have participated as heritage and cultural monitors during this reporting period include:

- Blueberry River First Nations;
- Doig River First Nation;
- Duncan's First Nation;
- Halfway River First Nation;
- McLeod Lake Indian Band; and
- Saulteau First Nations.

BC Hydro has also facilitated Indigenous involvement in Site C environmental programs, where possible. Indigenous groups that have participated in ecological field surveys, fish and aquatic studies and environmental monitoring programs during this reporting period include:

- Blueberry River First Nations;
- Halfway River First Nation;
- McLeod Lake Indian Band; and
- Saulteau First Nations.