



Aboriginal Training and Inclusion Plan 2016-2017 Annual Report

Site C Clean Energy Project

Reporting period: June 2016 through June 2017

Date: October 31, 2017

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Table of Contents

1	Background	1
1.1	The Site C Clean Energy Project	1
1.2	Description of Site Preparation and Construction Activities during the Reporting Period	1
2	Objective and Scope	2
2.1	Objective of the Aboriginal Training and Inclusion Plan.....	2
2.2	Scope and Reporting Period	2
3	Implementation of the Plan – June 2016 to June 2017.....	2
3.1	Communication of potential employment opportunities to Aboriginal groups	2
3.2	Site C Contractor Hiring and Training of Aboriginal people	3
3.2.1	Strategies for Capacity Building, Education, and Training Associated with Aboriginal Participation in the Labour Market.....	3
3.3	Resources and Funding Arrangements to Support Training, Industry and Aboriginal Partnership Opportunities in the Region	3
3.4	Other Inclusion Opportunities.....	4
3.5	Aboriginal Involvement in Site C Field Programs.....	4
3.6	New Programs	5
3.7	Aboriginal Business Participation Strategy	6
3.8	Site C Project Aboriginal Business Inclusion	6
3.9	Engagement with Local Aboriginal Business Community	6
3.10	Information Gathering	7
4	Schedule	7

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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 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 second year of project construction.

Below is a high-level summary of construction activities that took place during this period:

- the 1600-person worker accommodation facility was completed and is fully operational;
- early works / site preparation was completed on the dam site area's north bank;
- site preparation work was completed on the dam site area's south bank, with the exception of some clearing work in the lower reservoir;
- the main civil works contractor began physical works in the dam site area;
- construction of the temporary Moberly River construction bridge was completed;
- upgrades to public roads on the north bank were advanced;
- excavation and slope stabilization on the north bank;
- transmission line clearing and access road construction commenced and is ongoing;

- the turbines and generators contractor mobilized to site and commenced construction of facilities and works; and
- the south bank cofferdam and cut-off wall was completed.

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 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 Aboriginal 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.

2.2 Scope and Reporting Period

This annual report describes the implementation of the ATIP from June 2016 through June 2017. This is the second annual report.

3 Implementation of the Plan – June 2016 to June 2017

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

- Blueberry River First Nation (June 22, 2016),
- McLeod Lake Indian Band (March 9, 2017),
- Halfway River First Nation (March 15, 2017), and
- Saulteau First Nations (February 2017).

These events were held to provide an opportunity for Aboriginal communities and businesses to connect with contractors associated with the Project. Moreover, BC Hydro had members of its Procurement and/or Aboriginal Relations teams attend to discuss employment and procurement opportunities on Site C, as well as procurement and employment opportunities with BC Hydro directly.

General job inquiries with Site C contractors are made through the Site C Project website. In addition, job opportunities with the 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 directs job seekers to the Project website and encourages Aboriginal job seekers to reach out to contractors directly for employment opportunities.

As of June 2017, the Site C environmental and construction¹ contractors employed 213 Aboriginal workers.

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, during the reporting period and where applicable to their role, 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.

3.2.1 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.

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

The following section provides an update on the initiatives described in the ATIP.

3.3 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 the early phases of the Project. Updates to the initiatives listed in the ATIP are described below.

BC Hydro Trades and Skilled Training Bursary at 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 BC, 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 Aboriginal students. In August 2013, NLCF started distributing the bursary awards. As of March 2017, 180 students had received bursaries,

¹ Construction contractors include ATCO Two Rivers Lodging workforce numbers.

including 69 Aboriginal students who have benefitted from the bursary in programs such as electrical, welding, millwright, cooking, 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.

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.

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 ended August 2016. After completing the training program, ETAs will be able to help job seekers within their communities.

Since then, NENAS has decided to drop the ETA program within their funding model. Three of the First Nations communities have hired their ETAs and they are now working for their Bands (Prophet River First Nation, Halfway River First Nation, and Sauteau First Nations).

3.4 Other Inclusion Opportunities

In addition to the specific programs and partnerships described above, BC Hydro has provided other opportunities for Aboriginal groups to participate in the Project as described below.

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
- Sauteau First Nations
- Halfway River First Nation
- Dene Tha' First Nation
- Fort Nelson First Nation
- Kelly Lake Métis Settlement Society
- Métis Nation BC
- Kwadacha First Nation

- Prophet River First Nation
- Horse Lake First Nation
- Duncan's 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 environmental field studies, where possible.

3.6 New Programs

BC Hydro continues to recognize the importance of supporting learning and training opportunities that could lead to employment on the Site C Project. The following describes new initiatives BC Hydro is supporting in northeast BC:

- **Camp Cook Program** – BC Hydro and ATCO Logistics sponsored a camp cook training program. Six candidates comprised of members from Saulneau First Nations, Halfway River First Nation and Indigenous candidates participated in the program with three of the candidates being successful in obtaining employment with ATCO at Site C.
- **Construction Craft Worker (CCW)** – BC Hydro is working with Peace River Hydro Partners (PRHP) and the Christian Labour Association of Canada (CLAC) to facilitate in-community Aboriginal CCW training and other relevant apprenticeship program training. CLAC is working with the Saulneau First Nations to provide CCW training via video conference (virtual classroom) in the First Nation community. Ten candidates from Saulneau First Nations were hired and are apprenticing at Site C with PRHP.
- **Moberly Lake Academic Program** – With funding support provided by BC Hydro, this is an upgrading program based at Saulneau First Nations in partnership with West Moberly First Nation. Education managers and a coordinator from West Moberly First Nation and Saulneau First Nations oversee the successful in-community program that allows students to obtain their Adult Dogwood Diploma or upgrade to enable them to qualify for entrance into post-secondary programs. Several students have been able to gain access to post-secondary programs including the CCW Program that was hosted by the community in 2016 and have gone on to work for PRHP as an apprentice CCW.
- **Youth Hires Program** – In 2016, five Treaty 8 candidates were hired into our Youth Hire Program (Saulneau First Nations and West Moberly First Nation), with one being hired as an electrical apprentice with BC Hydro in 2017. In the 2017 Youth Hire Program, there were six Youth Hires hired in the northeast region representing McLeod Lake Indian Band, Sauleau First Nations and Blueberry River First Nation with three being placed at BC Hydro Site C office in Fort St John.
- **Pathway to Success with BC Hydro (Skills Building Initiative)** – This 3 day course offered 37 candidates an opportunity to develop a resume, learn employment readiness skills, confidence building activities, skills identification, interview skills, create email addresses, and interact with BC Hydro contractors – PRHP and ATCO to learn firsthand about opportunities and how to submit resumes. It was delivered in the communities of McLeod Lake Indian Band, Blueberry River, Halfway River and Doig River First Nations. The success of this program was apparent in the evaluations submitted by the

participants. Correspondence with the candidates is ongoing and will continue as we work together to explore opportunities.

- **Site C Tour** – Representatives from Doig River and Halfway River First Nations participated in a site tour of the Project as a follow-up to the Pathways to Success Program.
- **Construction Safety Training System (CSTS09)** – This training is available for Indigenous candidates seeking employment where this certificate is required, and especially for those interested in working at Site C with one of our contractors.
- **Electro- Fishing Training Course** – Eight candidates participated in this University of Northern British Columbia (UNBC) two-day course offered at Northern Lights College. BC Hydro supported this program by allowing candidates to stay at the Site C camp for two nights while attending this training. The candidates will utilize their training to work on various BC Hydro projects including Site C. A re-write of the exam is being arranged for the students that did not achieve the passing grade of 80%. A refresher course was held in March 2017 with four candidates attending and one more candidate successfully obtaining their certification.

3.7 Aboriginal Business Participation Strategy

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 with respect to contracting opportunities on the 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.
- **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.

4 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.