

**ATTACHMENT: September 19, 2019**  
**Federal Authority Advice Record form**  
**Response due by October 9, 2019**

Cedar LNG Project – Cedar LNG Export Development Ltd.  
Agency File: 005734

Department/Agency:	ESDC		
Lead IA Contact:	Elisha Ram	Telephone:	819-654-5212
Alternate Departmental Contact:	Martin Demers	Email	<a href="mailto:elisha.ram@hrsdc-rhdcc.gc.ca">elisha.ram@hrsdc-rhdcc.gc.ca</a>  ESDC.ImpactAssessment-Evalu-d'impact.EDSC@hrsdc-rhdcc.gc.ca
Address:	140 Promenade du Portage Gatineau, Quebec K1A 0J9 Canada Mail Stop 518 Building Place du Portage Phase IV Floor 5 Room 5A091		

1. Is it probable that your department or agency may be required to exercise a power or perform a duty or function related to the Project to enable it to proceed?

If yes, specify the Act of Parliament and that power, duty or function.

The Minister's powers, duties and functions extend to and include all matters relating to human resources and skills development in Canada or the social development of Canada over which Parliament has jurisdiction and which are not by law assigned to any other Minister, department, board or agency of the Government of Canada. (Uncertain at this time which programs may be able to assist to fund such a project).

ESDC manages a number of labour market programs, including for training, regulated trades, and access to temporary foreign labour where Canadians are not available, which could be relevant, depending on recruitment plans by the proponent of the project.

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2. Is your department or agency in possession of specialist or expert information or knowledge that may be relevant to the conduct of an impact assessment of the Project?

Information related to the following fields: social development; learning, skills development, employment, unemployment, underrepresented groups, and; working conditions and workplace relations.

Specify as appropriate.

- ESDC and Service Canada Regions have a network of labour market economists that can provide knowledge and expertise on local labour markets across the country (e.g., prevailing wages, sectoral intelligence, employment levels and prospects by detailed occupation, unemployment levels and EI claimants).
- ESDC is currently testing a tool, to be used as part of the Labour Market Impact Assessment process under the temporary foreign workers program, to determine whether local labour markets are in balance/shortage/surplus by detailed occupation and economic region.

- ESDC has business information coming from the administration of Grants & Contributions programs, including employment training programs, and from the Temporary Foreign Worker program.

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**3. Has your department or agency considered the Project; exercised a power or performed a duty or function under any Act of Parliament in relation to the Project; or taken any course of action that would allow the Project to proceed in whole or in part?**

No

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**4. Has your department or agency had previous contact or involvement with the proponent or other party in relation to the Project? (for example, enquiry about methodology, guidance, or data; introduction to the project)**

Provide an overview of the information or advice exchanged.

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**5. Does your department or agency have additional information or knowledge not specified, above?**

The project description should include community profiles with the following socio-economic information:

- the current socio-demographic characteristics of the economic sector workforce of the project;
- the labour force characteristics by age group and sex (if possible) of all impacted communities including the availability of skilled and unskilled workers, existing working conditions, wages and/or average salary range, full-time and part-time employment and training;
- the anticipated number of jobs created, including the number of apprentices who will be employed, and the type of skills and knowledge that could be required to support the completion of the project;
- the main economic activities in the study area;
- employment barriers to participation for local under-represented groups; and
- baseline conditions and projected impacts, as outlined in the Tailored Impact Statement Guidelines template.

Further, as part of its mission, ESDC is responsible for fostering inclusive growth by providing opportunity and assistance to Canadians with distinct needs, such as Indigenous Peoples. The department's Labour Market Programs include two key initiatives aimed at increasing participation of First Nations, Métis and Inuit in the labour market: the Skills and Partnership Fund (SPF) and the Indigenous Skills and Employment Training (ISET) Program.

SPF is ongoing, demand-driven and project-based program that encourages employers to collaborate with Indigenous organizations to increase Indigenous employment and economic development.

For the new ISET Program, Budget 2018 set \$2 billion over five years and \$408.2 million per year ongoing. Delivered through bilateral agreements with Indigenous partners across the country including First Nations and Métis in British Columbia, the Program offers a variety of services and wrap-around supports to ensure clients' success along the skills development, employment and earnings continuum.

ISET Program agreement holders in the region where Cedar LNG project is to take place are The Tribal Resources Investment Corporation (TRICORP) and the Northwest Métis Association, an affiliate of the Métis Nation British Columbia (MNBC).

TRICORP delivers programs and services to the communities of Haisla, Gitga'at, Gitxaala, Mtlakatla, Kitselas, Kitsumkalum First Nations and Lax Kw'alaams Band. Cumulative results from 2010 to March 2019 show that TRICORP served over 3,300 clients with over 1,000 employed and over 400 returning to school. The organization has an SPF project, which focuses on skills development and interventions leading to full-time employment of Indigenous participants in West Coast Energy Development initiatives in oil and gas sector.

The Northwest Métis Association serves Métis population in the region. Cumulative results from 2010 to March 2019 have over 6,000 clients served with over 2,300 employed and over 600 returning to school.

These employment and training service delivery organizations offer culturally relevant programs and services, including skills development and training, targeted wage subsidies, trades and essential skills training, among others. A partnership between the project proponent and with ISET Program agreement holders in the region for skills training and employment services would provide Indigenous communities with the opportunity to participate in the project from the start and to contribute to the local labour market development and communities' well-being while providing a source of skilled labour for this and future projects in the area. SPF, created to address emerging economic opportunities in specific sectors, could be considered for targeted training-to-employment plans to support various stages of Cedar LNG project.

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6. From the perspective of the mandate and area(s) of expertise of your department or agency, what are the issues that should be addressed in the impact assessment of the Project, should the Agency determine that an impact assessment is required?

For each issue discussed, provide a concise, plain-language summary that is appropriate for inclusion in the Summary of Issues.

**Issues to be addressed from the Indigenous labour market development perspective:**

- The Project Description Summary does not specifically address potential project-related training and employment opportunities for the Indigenous population of the region. Project activities include construction, operations and decommissioning. The construction phase is planned to start in 2022 and continue until 2025, contingent to regulatory approvals, First Nations consultation and investment decisions. The overall project lifespan is twenty-five years or more. Considering the length of the project, this could be treated as an opportunity to develop local workforce equipped with transferrable skills for the lifetime of the project and beyond.
- The description states that income generated by the Project will provide jobs and contracting opportunities for Haisla members, other local Indigenous group, and local community members. The description doesn't explicitly show the intent of the project to engage local workforce from the start of the project and doesn't indicate the type and number of jobs that would be available for local Indigenous communities. The project could benefit from the new federal investments in the Indigenous labour market by establishing partnerships with regional employment and training service delivery organizations, such as TRICORP and the Northwest Métis Association to train and hire members of local Indigenous communities. The proponent should clearly state the intent to meet labour market shortages for skilled workers by approaching Indigenous communities in the region.
- To focus on Indigenous workforce development specifically, there are sixteen ISET agreement holders in the province. TRICORP is a member of the BC Aboriginal Training Employment Alliance (BCATEAM), comprised of First Nations ISET agreement holders. BCATEAM states as its vision creating thriving sustainable employment opportunities and practices for all Indigenous Peoples in the province of BC and, as one of its goals, the creation and implementation of a BC Aboriginal Employment Strategy. There is an opportunity for partnerships and best practices sharing among organizations, in particular, related to oil and gas sector projects. For example, Prince George Nechacko Aboriginal Employment and Training Association (PGNAETA) is delivering an SPF project to provide training and work experience specific to LNG pipeline and terminal construction.
- The Indigenous Groups Setting description indicates that less than 50% of First Nations' population live on-reserve. Does that include working age population? What is the labour market situation in on-reserve communities? Is there a potential to partner with ISET agreement holders (TRICORP and others) to offer training and employment opportunities to individuals in those communities?
- Further development of the project-related documentation would benefit from providing more information on the workforce recruitment strategy, such as:
  - Expected number and type of jobs over the life of the project;
  - Hiring plans for members of local Indigenous communities;
  - Is there a plan to contract companies/organizations to supply labour? If it is a province-wide call, would Indigenous organizations be given a preference?

- If attracting labour force from outside the region, what the living arrangements would be and how this would impact local Indigenous communities, for example, jobs created by local businesses (eg., catering, cleaning and maintenance services?).
- The Cedar LNG proposal represents an employment opportunity for Haisla Nation members and other Indigenous people throughout the province. Some of them are already trained and skilled, and potentially looking for a job, while others could be trained to get the required skills to access jobs related to the Cedar LNG Project.

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<Original signed by>

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Elisha Ram,  
Associate Assistant Deputy Minister,  
Skills and Employment Branch

October 8 2019  
Date