

Tailored Impact Statement Guidelines - Disposition Table

Response requested by: **April 7, 2021**

<i>Department/Agency:</i>	Employment, Social Development Canada		
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Section	Issue (i.e. rationale, including if critical or recommended, project-specific or general)	Suggested edit (show original text with Track Changes)
11.1 Baseline Conditions	<ul style="list-style-type: none"> Recommend specifying the working conditions to be described Recommend clarifying what is to be described in regards to training. Education level is mentioned and an aggregate level of on the job training for the the study area's workforce would not likely be available. 	Describe the workforce in the study area , including the availability of skilled and unskilled workers, education level, existing working conditions , wages and average salary range, full-time and part-time employment, training , and gender gaps in wages and qualifications for skilled trades . If the project's labour force is anticipated to draw beyond the regional labour force, describe the same information for areas (regions or provinces) with potential labour supply .
11.2.1 Training	<ul style="list-style-type: none"> Recommend that the text specify a focus on developing the local, regional, and Indigenous workforce. 	<p>Original: Describe local and regional workforce development and training plans including those specific for Indigenous people.</p> <p>Amended: Describe plans for developing and training the local and regional workforce including specific plans for Indigenous people.</p>
11.2.2 Employment	<ul style="list-style-type: none"> Recommend clarifying that local skills and labour shortages alone will not trigger the hiring of temporary foreign workers 	An analysis of the potential for labour shortages in certain sectors within communities affected by the project; and If applicable, and hiring from in and out-of-province will not suffice , a description of the plans and the justification for hiring of temporary foreign workers to make up for the shortage of labour and skills;
11.2.2 Employment	<ul style="list-style-type: none"> It is reasonable to expect that the proponent could provide information on of the types of jobs required for the project. 	A description of the types of jobs that the project will need and the requirement in terms of skilled and unskilled labour;

<p>11.2.2 Employment</p>	<ul style="list-style-type: none"> • More could be said about the project's impacts on groups that are underrepresented in the labour market. In addition to Indigenous Canadians, for whom adequate efforts are made to ascertain project impacts, a list of such groups would include women, youth, persons with disabilities, recent immigrants, and visible minorities. An impact assessment should describe how these groups are currently faring in national, local, and regional labour markets, and how all phases of the project could affect them. Women, in particular, are underrepresented in the trades occupations that will be in demand for this project; the proponent should specify what efforts would be made to promote employment opportunities for them. 	<p>Original:</p> <p>Analyze the potential for increasing employment for women and other subgroups and local workers more generally;</p> <p>Amended:</p> <p>Provide analysis on the potential for increasing employment for women, youth, and visible minorities (including Indigenous people), as well as local workers more generally;</p>
<p>11.2.2 Employment</p>	<ul style="list-style-type: none"> • Recommend leaving open the potential for adverse effects to this VC • The proponent could also provide more specifics about how it intends to source the labour it will require for this project. They should list the broad occupations for which they intend to hire and provide a breakdown of number of jobs. 	<p>Describe the potential positive effects in terms of long term careers and quality employment (e.g. fulltime versus precarious part time, temporary or permanent, skilled or unskilled) for the life of the project;</p>
<p>11.2.4 Economics</p>	<ul style="list-style-type: none"> • Recommend clarifying what is meant by trade. If it is meant as the trade of goods that is characteristic of a traditional economy, the text should be adjusted to reflect this. • The proponent could commit to a more thorough analysis to project how steady the demand for bitumen will be and how long the mine would be profitable to operate. The guidelines do mention this, but this activity could be more prominent and elaborated upon, as lower demand for bitumen, whether cyclical or structural, would greatly reduce the economic benefits of and need for this project. 	<p>Describe the potential effects on economies based on trade, namely for Indigenous peoples;</p>
<p>11.2.4 Economics</p>	<ul style="list-style-type: none"> • Recommend either requiring a description of the area's traditional economy, including size and participants, in Section 11.1, or making this point discretionary. 	<p>If applicable, provide an estimation of the potential effects of the project on the traditional economy, including the loss of subsistence (e.g. food, clothing, shelter) and the potential loss of related jobs</p>

<p>11.3 Mitigation And Enhancement Measures</p>	<ul style="list-style-type: none"> • Recommend specifying subgroups 	<p>Elaborate on the potential of the project to benefit women, youth, and visible minorities (including Indigenous people)</p>
<p>11.3 Mitigation And Enhancement Measures</p>	<ul style="list-style-type: none"> • Recommend removing the need for justification. 	<p>Describe and justify the need for compensation plans for mitigating potential effects on social and economic VCs related to Indigenous peoples, including detail on triggering events and level.</p>