

ATTACHMENT: Federal Authority Advice Record

Response due by May 26, 2021

Coalspur Mines Ltd. – Phase I Vista Test Underground Mine and Vista Mine Phase II Expansion Projects

Registry number: 80731

Department/Agency	Employment & Social Development Canada
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- 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.

Should any such activities or physical works occur, the Canada Labour Code would be responsible for federally regulated industries and workplaces in the private sector (Parts I, II and III of the Code). Labour standards such as minimum wage, hours of work, working conditions and fairness in the workplace depend on legislation such as the Canada Labour Code. The Labour Program administers and enforces these and other laws and regulations to ensure that all Canadian workers are treated fairly and receive proper compensation for their work.

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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?**

Specify as appropriate.

ESDC has information and expert knowledge related to the following relevant fields: social development, learning, skills development, employment, unemployment, underrepresented groups, and working conditions and workplace relations.

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?**

Specify as appropriate.

No.

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.

No.

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

Specify as appropriate.

ESDC has a series of guidance materials for the Proponent to find and hire candidates across the country. Furthermore, ESDC can provide some assistance on training and skills development for employees, and underrepresented groups through a suite of programs. Related information can be found in the following links:

- <https://www.jobbank.gc.ca/hiring/resources/train-employees>
 - <https://www.canada.ca/en/employment-social-development/services/funding.html>
 - <https://www.canada.ca/en/employment-social-development/programs/indigenous-skills-employment-training/service-delivery-organizations.html>
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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.

- The proponent will need to provide all requested information, which concerns local and other labour markets. This includes initial labour market conditions and the anticipated impacts of the project on the labour market.
 - The project is expected to generate 2500 direct and indirect jobs over the course of its lifespan (p. 11). How will the Proponent address the possibility of a boom-bust cycle to the local economy beyond the life of the project?
 - The summary of issues should include a requirement to expand upon medium and long term economic projections for the region, as to properly assess it's net socio-economic benefits (i.e., p. 45: *"The economy of the region has historically been driven by the oil and gas, mining, and forestry sectors. Agriculture and tourism contribute to the regional economy albeit in a less prominent fashion. In general, the labour force participation rate was above the provincial average and the unemployment rate was below the provincial average for both the total and Indigenous working age populations."* (2016))
 - Does the proponent's hiring strategy for the project ensure that local labour force participants — particularly members of the region's Indigenous population — are provided information related to available job opportunities? This should include a full description of the occupations involved and what skills may be required for potential candidates.
 - Furthermore, in the absence of fully qualified local residents, is there any consideration made to facilitate training for candidates.
 - If training for candidates is provided, will Indigenous people or members of the identified First Nations within the area of the community profile receive priority?
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