

Federal Authority Advice Record Form

Spanish Mountain Gold Project – Spanish Mountain Gold Ltd.

Response due by May 6, 2022

Please submit the form to: SpanishMountain@iaac-aeic.gc.ca

Agency File: 005827 Registry Reference No.: 83495

Department/Agency	Employment & Social Development Canada (ESDC)
Lead IA Contact	Sarah Strapps, Director, PISP
Full Address	140 Promenade du Portage, Phase IV, Gatineau, Québec K1A 0J9 Canada
Email	sarah.strapps@hrsdc-rhdcc.gc.ca
Telephone	
Alternate Departmental Contact	Andre Gossignac, Manager, Impact Assessment andre.gossignac@hrsdc-rhdcc.gc.ca

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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?

ESDC does not exercise powers, nor perform specific duties or functions related to the Project to enable it to proceed.

The ESDC 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.

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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?

As a federal authority, ESDC provides advice on: social development; learning, skills development, employment, unemployment, underrepresented groups, and; working conditions and workplace relations, including relevant programming with respect to Indigenous Peoples.

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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.

No

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

ESDC has a series of guidance materials for the Proponent to find and hire candidates across Canada. Furthermore, ESDC can provide assistance on training and skills development for potential Project employees and underrepresented groups through a selection of ESDC 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.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#orgs/dept/128/infograph/related>

While ESDC is not engaging with Indigenous groups regarding specific projects, it could provide the IAAC with information, including about relevant programming to inform the responses to Indigenous nations and members of the public.

ESDC also offers a suite of programming to promote an efficient and inclusive labour market, including through the following:

- *Indigenous Skills and Employment Training (ISET) Program*
 - *The ISET Program provides funding to Indigenous service delivery organizations across Canada that design and deliver job training services to First Nations, Inuit, Métis and urban/non-affiliated Indigenous people in their communities.*
 - *The ISET service delivery organizations work closely with employers to identify Labour Market needs. Organizations link training needs to the job market by providing skills and training required to find a job such as: a suite of skills development and job training, from essential skills such as literacy and numeracy to more advanced training for in-demand jobs.*
 - *They also offer a range of wrap-around services (such as help with childcare supports and transportation) during training in order for individuals to achieve long-term career goals. Service delivery organizations are responsible for retaining client information such as: number of skilled workers, training history, and education (Certificates/Diplomas) and Apprenticeships.*
- *Skills and Partnership Fund*
 - *The Skills and Partnership Fund (SPF) is a demand-driven, project-based program that encourages stakeholders, such as training institutions, community organizations, local business and industry, to partner with Indigenous organizations to support skills development, job training and employment supports for Indigenous people. These partnerships are intended to better meet local labour market demands.*
 - *Under SPF, Indigenous service providers design and implement projects to meet their partners' specific employment goals, with the objective of employment and increased integration in the labour market. This includes the testing of innovative approaches to providing labour market training and improving employment outcomes for Indigenous people.*
- *Temporary Foreign Worker Program*
 - *The objective of the Temporary Foreign Worker (TFW) Program is to provide Canadian employers with access to temporary foreign workers when qualified Canadians or permanent residents are not available and to ensure that foreign workers are protected.*
 - *The Program is jointly administered by three departments: Employment and Social Development Canada (ESDC); Immigration, Refugees and Citizenship Canada (IRCC); and the Canada Border Services Agency (CBSA). The TFW Program administers a robust compliance regime, including inspections of worksites to maintain program integrity and protect foreign workers.*
 - *Service Canada conducts Labour Market Impact Assessments for employers applying to hire temporary foreign workers to determine the likely effect this would have on the Canadian job market. This program assesses the impact by looking at labour market information for the region and the occupation, the employers' recruitment and advertisement efforts, wages and working*

conditions, labour shortages and the transfer of skills and knowledge to Canadians. Service Canada answers queries through Employer Contact Centres, the internet and at in-person points of service.

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 and Engagement.

As a federal authority, ESDC provides advice on the following topics: social development; learning, skills development employment, unemployment, underrepresented groups; and working conditions and workplace relations.

Depending on specific projects, below are some examples of the information that would support our review (to be developed at subsequent stages of the Project documentation).

The initial project documentation 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, 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;*
- availability, affordability and appropriateness of child care as part of the measurement of the change in infrastructure in services; and*
- Baseline conditions and projected impacts, for example, as outlined in the Tailored Impact Statement Guidelines (TISG) template.*

Information regarding both local and other relevant labour markets. This includes initial labour market conditions and the anticipated impacts of the Project on the labour market, including:

- training and hiring strategies, incl. the intent to support diversity and inclusion throughout them*
- effects to employment and how any adverse effects to employment would be managed, or mitigated*
- applying a gender-based analysis plus (GBA+) lens in considering the effects to employment (e.g. consideration of underrepresented groups)*

It is recommended that engagement with the existing ESDC programming, for example, ISET service delivery network, occur to ensure that the existing federal training network is utilized.

Please note that the application of the Gender-Based Analysis Plus methodology will be formally required in the Impact Assessment process, as per Section 22(1) of the Impact Assessment Act, and the [Agency's Interim Guidance on Gender-Based Analysis Plus](#).

Employment and Social Development
Canada

Name of Departmental / Agency Responder

Director

Title of Responder

May 6, 2022

Date