

Table 1: Key Issues and Solutions that are Material and Relevant to Decision-making

Comment ID	Document Reference	Valued Component	Description of Key Issue (Context and Rationale)	Solutions for the Proponent	Summary of Issues
<p>Please identify comments by organization and comment number.</p> <p>e.g.: IAAC-01</p>	<p>If the comment is related to a specific section of the Initial Project Description, please provide a reference.</p> <p>You may also choose to copy the relevant text here.</p>	<p>Identify the valued component(s)—within the mandate of your department or agency—to which the effect or issue applies.</p> <p>This may include components of the environment, health, social or economic conditions.</p>	<p>Provide context for the effect or issue. Describe, to the extent possible:</p> <ul style="list-style-type: none"> The positive or negative pathway of effect or nature of the issue Any powers, duties or functions that your department or agency has that may mitigate, manage, or set conditions related to the effect Operational guidance or standard and well-understood mitigation or monitoring measures that would address the effect Any established or emerging policies or directives that are relevant The potential for residual effects after mitigation has been applied 	<p>Where applicable and necessary,</p> <ul style="list-style-type: none"> provide instructions for how the Proponent would build confidence about the management of the potential effect, in the Detailed Project Description and Response to the Summary of Issues, and/or identify, at a high-level, required information or studies to assess the effects, should an impact assessment be required (or templated requirements that are not relevant to the Project). 	<p>For issues and effects to be included in the Summary of Issues, provide a concise, plain language synopsis.</p>
ESDC-01	Section 5.4 – Socio-Economic Impacts	Employment and Economy / All project components that require hiring of workforce	<ul style="list-style-type: none"> The Proponent has not adequately articulated the intent to support diversity and inclusion through their hiring and training strategies. The proponent has also not described how it will provide or support wrap-around services for employment (e.g. child care, transportation, etc.) to assist workers with barriers to employment. 	<ul style="list-style-type: none"> The inclusion of a hiring strategy and any efforts made towards promoting an inclusive labour market should be included, and would serve as a mitigation to the potential issue of under-representation in the sectoral workforce. 	<ul style="list-style-type: none"> The inclusion of a hiring strategy and any efforts made towards promoting an inclusive labour market would serve as a mitigation to the potential issue of under-representation in the sectoral workforce.
ESDC-02	Section 5.4 – Socio-Economic Impacts and Section 6 – Indigenous Engagement	Employment and Economy	<ul style="list-style-type: none"> The Proponent articulated that there would be no effect on Indigenous Peoples with respect to employment and business opportunities. However, more detail is needed to adequately assess the economic benefits. More information to support this analysis is required, including more details on ongoing engagement and outreach activities including potential communities that can be engaged; types of economic opportunities (related to Indigenous businesses and communities); and direct positive economic impacts. 	<ul style="list-style-type: none"> The project description should include information on whether any consideration is being given to facilitating training for potential candidates to ensure they have the necessary skills needed. It is strongly recommended that the Proponent explicitly identify whether Indigenous individuals and businesses will receive prioritized employment opportunities. ESDC offers a suite of programming to promote an efficient and inclusive labour market, including through the following. It is strongly recommended 	<ul style="list-style-type: none"> As referenced in the March 2022 comments on the draft Initial Project Description, ESDC still strongly recommends that more formal engagement take place with both the local and broader ISET service delivery organizations related to this project, so they are aware of

				<p>that the Proponent engage with the Indigenous Skills and Employment Training service delivery providers throughout the project.</p> <p>Indigenous Skills and Employment Training (ISET) Program</p> <ul style="list-style-type: none"> • 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. • In Ontario, there are currently 22 Indigenous service delivery organizations. There could be a potential partnership between one or more of the existing Indigenous service delivery organizations related to the project activities to support local labour force participation related to the project. • More specifically, the following ISET agreement holders are located in or support clients in Southwestern Ontario: London District Chiefs Council; Oneida Nation of the Thames; Walpole Island First Nation; Métis Nation of Ontario; and Ontario Federation of Indigenous Friendship Centres. <p>It is recommended that engagement with the local and broader ISET service delivery network</p>	<p>labour force requirements.</p>
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				<p>occur to ensure that existing Federal training network is utilized. Link: https://www.canada.ca/en/employment-social-development/programs/indigenous-skills-employment-training/service-delivery-organizations.html</p> <p>Skills and Partnership Fund</p> <ul style="list-style-type: none"> • In addition, complimentary to the ISET Program, the Skills and Partnership Fund (SPF) a project-based program that funds partnerships between Indigenous organizations and industry employers to provide skills training for Indigenous peoples linked to economic opportunities at the local, regional and national level. By increasing access to training that is demand-driven, the SPF plays a key role in directly linking Indigenous peoples to specific jobs and improving their employment outcomes. • The SPF receives \$50 million in funding per year and aims at leveraging contributions (cash and in-kind) from partnerships since its inception in 2010. • There may be potential opportunities under the current round of SPF investments starting in 2022-2023 to leverage training opportunities in partnership with Indigenous communities and other partners. 	
ESDC-3	Section 5.4.4 Community Services or Infrastructure	Employment and Economy / Community Services and Infrastructure	<ul style="list-style-type: none"> • Linked to earlier comments about a lack of a strategy for workforce diversity on the project, there is no assessment of whether there are sufficient early learning and child care services to support women's employment on the project. It is assumed that since workers will be coming from the local area, no additional community services will be required to support the project workforce. 	<ul style="list-style-type: none"> • Should women's employment in the project be deemed a priority, additional information is required about the availability and cost of regulated early learning and child care services within the project community. • Early learning and child care is provincial/territorial jurisdiction. The federal Early Learning and Child Care program transfers funds to provincial and territorial governments through bilateral agreements for regulated programs and services for children under the age of six to improve access to affordable, high quality, flexible and inclusive early learning and child care. However, provinces and territories 	<ul style="list-style-type: none"> • Should women's employment in the project be deemed a priority, additional information is required about the availability and cost of regulated early learning and child care services around the project.

				design and deliver programs and services. The project proponent would need to work with the province in order to obtain specific supports for early learning and child care services in their project's community.	
ESDC-4	Section 5.4 – Socio-Economic Impacts	All socio-economic components	<ul style="list-style-type: none"> The Proponent has not adequately applied a gender-based analysis plus (GBA+) lens in considering the effects to employment (e.g. consideration of underrepresented groups). 	<ul style="list-style-type: none"> Gender-based analysis plus (GBA+) is an analytical framework that guides public servants as well as Impact Assessment practitioners, proponents, and participants on how to describe the full scope of potential positive and negative effects under the Impact Assessment Act (Bill C-69). This could be managed by adhering to established and public policy guidance on Gender-based Analysis Plus in Impact Assessment. 	<ul style="list-style-type: none"> There should be a more in-depth study using a demographic lens, including with GBA+.

Please insert additional rows as necessary.