

Enclosure 2: Federal Authority Advice Record – Summary of Issues, and Potential Tailored Impact Statement Guidelines and Permitting Plan

Project: Crawford Nickel Project
Proponent: Canada Nickel Company
CIAR No.: 83857
Response due by: **August 31, 2022**

All comments should be submitted via the **Submit a Comment** feature available on the Project's Canadian Impact Assessment Registry page (Reference 83857)¹. Letters and forms can be uploaded using this feature. If you have any difficulties submitting this way, please contact the Agency at Crawford@iaac-aeic.gc.ca for assistance.

Department/Agency: Employment and Social Development Canada	
Date of Advice: August 26, 2022	
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1. Expertise

Please identify and describe the specialist or expert information or knowledge within your department or agency that is relevant to an 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.

¹ <http://iaac-aeic.gc.ca/050/evaluations/proj/83857>

2. Key issues and solutions

Respond to the following **using Table 1 on page 3**

(a) From the perspective of the mandate and area(s) of expertise of your department or agency, what are the key issues that are material and relevant to decision-making and should be addressed? In identifying key issues, be mindful of the Project's context (size, scope, geography, policy) and the definitions of *effects*,² *sustainability*³ and *public interest*.⁴

(b) For each **key** issue:

- i. Identify the relevant valued component(s) within your mandate and describe the key pathway of effect, or describe the nature of the issue. This may consider⁵ positive and negative effects on components of the environment or on health, social and economic conditions.
- ii. Identify any clarifications or commitments the Proponent could make in its Detailed Project Description and Response to the Summary of Issues that would build confidence that issues can be addressed and managed without further impact assessment⁶, or that can help focus the Tailored Impact Statement Guidelines⁷, if an impact assessment is required.
- iii. Identify, at a very high-level, any information or studies that should be required of the Proponent in the Tailored Impact Statement Guidelines, if an impact assessment is required.⁸

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

3. Operational guidance and powers, duties and functions

(a) Within the mandate and area(s) of expertise of your department or agency, list specific operational policies or guidance documents that could help address issues and manage effects relevant to the project context.

ESDC does not have currently specific operational policies or guidance documents with the present FAAR and subsequent documentation filling this role.

Since GBA+ constitutes part of our considerations, we would like to attract the attention to the relevant IAAC document: The application of the Gender-Based Analysis Plus methodology will be formally

² Note: *effects*, *direct and incidental effects*, and *effects within federal jurisdiction* are defined in section 2 of the *Impact Assessment Act*, which can be found at <https://www.canada.ca/en/impact-assessment-agency/corporate/acts-regulations/legislation-regulations.html>

³ Guidance: Considering the Extent to which a Project Contributes to Sustainability <https://www.canada.ca/en/impact-assessment-agency/services/policy-guidance/practitioners-guide-impact-assessment-act/guidance-considering.html>

⁴ Policy Context: Public Interest Determination under the *Impact Assessment Act* <https://www.canada.ca/en/impact-assessment-agency/services/policy-guidance/public-interest-determination-under-impact-assessment-act.html>

⁵ Other considerations may include sources of high uncertainty that complicate predictions; the purpose and need for the Project and selected alternatives.

⁶ This could mean that mitigation measures that the proponent has committed to in the Detailed Project Description are referenced in the Tailored Impact Statement Guidelines.

⁷ For example, regulatory instruments, operational guidance or well-understood mitigation and monitoring measures of proven effectiveness.

⁸ Federal authorities are being asked what should be included in the Tailored Impact Statement Guidelines with specific rationale that is commensurate to the project context. Please also identify studies that are not necessary based on the information provided by the proponent and based on project context.

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](#).

(b) List the potential powers, duties, or functions, including federal funding, that your department or agency may be required to exercise or perform to enable the Project to proceed, in whole or in part. Validate whether the information in the Initial Project Description is accurate.

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.

(c) For each power, duty or function:

- i. Explain any associated framework to address effects on valued components within your mandate.
- ii. Describe any Indigenous consultation activities that would occur, potential timelines for Indigenous participation, and how potential impacts to Indigenous communities are addressed by your department or agency.
- iii. Describe any public participation opportunities that would occur, and potential timelines for public participation.

Regarding section "c.i" = N/A as per the above

Regarding the rest:

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.

Other ESDC programs and services as appropriate; more information can be found here:
<https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#orgs/dept/128/infograph/related>

(d) Has your department or agency already 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. Is your department or agency aware of any additional information related to the geographic context of the Project (e.g. potential effects to Indigenous protected and conserved areas, migratory bird sanctuaries, federal species at risk)?

Below are some examples of the information that would support our review (to be developed at subsequent stages of the Project documentation).

The project materials should include community profiles with the following socio-economic information relevant to ESDC mandate:

- 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; inclusion of a hiring strategy and any efforts made towards promoting an inclusive labour market;
 - The anticipated number of jobs created, how they will be added over the project's lifespan, jobs created in Canada vs. other countries, the type of skills and knowledge that could be required to support the completion of the project; how the project's budget will be spent in the local region and the province and how it would benefit the local area;
 - The main economic activities in the study area;
 - Employment barriers to participation for local under-represented groups such as visible minorities, indigenous person, people from a lower socioeconomic status, persons with disabilities, and GBA+ 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; and
 - 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 (see above), occur to ensure that the existing federal training network is utilized.

