

## Fiche d'information des autorités fédérales

Projet minier aurifère Marban – Minière O3  
Dossier de l'Agence : 84117

<b>Ministère/organisme</b>	Employment & Social Development Canada (ESDC)
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<b>Date</b>	December 21st 2022

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1. Est-il probable que votre ministère ou organisme soit tenu d'exercer une attribution liée au projet pour permettre sa mise en œuvre?

Dans l'affirmative, veuillez préciser la loi adoptée par le Parlement et cette attribution.

**No.**

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2. Votre ministère ou organisme a-t-il pris en compte le projet, exercé une attribution en vertu de toute loi adoptée par le Parlement relativement au projet ou pris toute mesure qui permettrait la réalisation du projet en tout ou en partie?

Veuillez préciser s'il y a lieu.

**No.**

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3. Votre ministère ou organisme est-il en possession de renseignements ou de connaissances spécialisés qui pourraient être pertinents pour la réalisation d'une évaluation d'impact du projet?

Veuillez préciser s'il y a lieu.

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

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4. Votre ministère ou organisme a-t-il eu des contacts avec le promoteur ou une participation quelconque auprès de celui-ci ou toute autre partie relativement au projet? (Par exemple, une demande de renseignements à propos de la méthodologie, des orientations ou des données disponibles, ou une présentation du projet.)

Veuillez donner un aperçu des renseignements ou des conseils échangés.

No.

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5. Votre ministère ou organisme a-t-il des renseignements ou des connaissances supplémentaires non mentionnés ci-dessus incluant de l'information au sujet du contexte géographique, environnemental ou social du projet?

Veillez préciser s'il y a lieu.

**Please refer to the answer for question 3. ESDC also offers a suite of programming to promote an efficient and inclusive labour market 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.
- **Information on other ESDC programs and services can be found here:**
  - <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#orgs/dept/128/infograph/related>

**It is recommended that engagement with ESDC programming occur in order to ensure that an existing federal training network is utilized if deemed relevant to the project in question.**

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6. Du point de vue du mandat et des expertises de votre ministère ou organisme, quels sont les **principaux enjeux** qui devraient être traités dans l'évaluation d'impact du projet, si l'Agence détermine qu'une évaluation d'impact

est requise? Un enjeu principal est un enjeu clé ou spécifique au projet pour lequel des informations particulières devraient être demandées au promoteur afin de détailler les lignes directrices individualisées (LDIs) (informations supplémentaires, exigences, précisions, mesures d'atténuation, etc.).

Pour chaque enjeu principal identifié (voir tableau 1 pour plus de détails et exemples) :

- Décrire l'enjeu et identifier la ou les composante(s) valorisée(s) concernée(s) par l'enjeu.
- Dans la mesure du possible, identifier, par exemple, les normes de pratique, les méthodes de gestion ou les exigences réglementaires auxquelles le promoteur pourrait s'engager dès la rédaction de la description détaillée du projet et de la réponse au sommaire des questions et qui pourraient contribuer à individualiser les lignes directrices (dans le cas où une évaluation d'impact est requise) ;
- Identifier, de manière générale, l'information ou les études qui devraient être exigées du promoteur dans les lignes directrices individualisées pour l'étude d'impact, le cas échéant ;
- Fournir de façon concise et dans un langage clair, un résumé de l'enjeu et toutes questions ou exigences à l'intention du promoteur qui pourraient être incluses au sommaire des questions.

Veillez utiliser le tableau 1 pour répondre à la présente question.

**We are also providing below general areas that would support our review (to be developed at subsequent stages of the Project's documentation).**

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- 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;
- Indigenous Skills and Employment Training Program(ISET), and Skills and Partnership Fund(SSWP) programs;
- 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
- applying a gender-based analysis plus (GBA+) lens in considering the effects to employment (e.g. consideration of underrepresented groups)