

**ATTACHMENT: April 25, 2023**  
**Federal Authority Advice Record**

**Response due by May 25, 2023**

Aspen Power Station Project, Saskatchewan Power Corporation  
Agency File: 84525

Department/Agency	Employment and Social Development Canada (ESDC)
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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.

**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.**

1b. Please describe any Indigenous or public consultation that will be undertaken in relation to the exercise of that power, duty or function, including when it would take place.

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

**ESDC also offers a suite of programming to promote an efficient and inclusive labour market that includes 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 can be found [here](#).**

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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 the specialist or expert information or knowledge.

**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?

Specify.

**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: an enquiry about methodology, guidance, or data; introduction to the project)

Provide an overview of the information or advice exchanged.

**No.**

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5. Does your department or agency have additional information or knowledge not specified, above, including information on the geographic, environmental, economic or social context of the project? (e.g. location of protected or sensitive areas, previous history between local communities and proponent or similar projects, local or regional social or economic concerns)?

Specify as appropriate.

**No.**

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6. What are the key issues likely to be relevant to the public interest decision, based on the mandate and area(s) of expertise of your department, and which should be addressed in an impact assessment of the Project, should the Agency determine that one is required?

For each key issue:

- Describe the effect or the nature of the issue, including any relevant context;
- Provide the rationale and/or evidence for why it is a key issue;
- Identify briefly solutions to the issue, including any information or studies that should be required in the Tailored Impact Statement Guidelines, potential mitigation measures, and/or regulatory requirements relevant to the issue;
- Provide a concise, plain-language summary of the issue for inclusion in the Summary of Issues.

The information provided will be used by the Agency to determine if and an impact assessment is required and where appropriate to develop project-specific draft Tailored Impact Statement Guidelines that focus on the key issues likely to be relevant to the public interest decision.

**Below are some examples of subject areas that ESDC would focus on in its review of the Project (to be developed at subsequent stages of the Project documentation):**

- **Community profiles with the following socio-economic information relevant to ESDC's 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;
  - Accessibility to programming similar to the following: Indigenous Skills and Employment Training Program (ISET), and Skills and Partnership Fund(SSWP);
  - 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, including 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).

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7. Where possible, identify any clarifications or additional information the Proponent could include in the Detailed Project Description or in the response to the Summary of Issues that would:

- give confidence that an issue or effect could be addressed and managed;

- inform the decision as to whether an impact assessment is required; or
- aid in tailoring the Impact Statement Guidelines, if an impact assessment is required.

These clarifications and additional information will be included as specific questions in the Summary of Issues provided to the proponent

- **It is recommended that engagement take place with the existing ESDC programming, for example, ISET service delivery network, occur to ensure that the existing federal training network is utilized.**
- **It is encouraged for the proponent to make a clear and early attempt at applying GBA+ throughout their analysis. In situations where it may not be feasible to provide all the necessary information, particularly in the initial stages of the project, we request that the proponent clarifies their intentions to implement GBA+. This can be achieved by specifying the information they intend to include in the future, aiming to minimize the volume of comments due to missing details.**

Sarah Strapps

Name of Departmental / Agency  
Responder

Director of Policy Integration and Special  
Projects (PISP) branch of the Skills and  
Employment Branch (SEB)

Title of Responder

May 19<sup>th</sup>, 2023

Date

Table 2. Clarifications or additional information the Proponent could include in the Detailed Project Description or in the response to Summary of Issues

Comment ID	Relevant section of the Initial Project Description	Description of Issue, Concern or Uncertainty	Clarification or additional information	Plain language summary for inclusion in 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>Provide a description of the issue, concern or uncertainty the proponent could address in their detailed project description that would give confidence that the issue will be addressed and managed, or which could aid in tailoring the Guidelines</p>	<p>Provide recommended clarification or additional information to be included in the Detailed Project Description to address the issue, concern or uncertainty, for example</p> <ul style="list-style-type: none"> <li>• Clarifications to project description (e.g. components, activities, locations or alternatives);</li> <li>• Project design changes that could avoid effects;</li> <li>• Evidence that could be presented to demonstrate there is no effect pathway or that effects will be negligible;</li> <li>• Evidence that standard mitigations will address potential effects;</li> <li>• Commitments the proponent could make to respond to the issue, including the implementation of federal operational policies or guidance documents.</li> </ul>	<p>For issues to be included in the Summary of Issues, provide a concise, plain language synopsis of the issue and of the question or direction for the proponent.</p>
ESDC 1.	<p><b>1.1 Type of Sector – part of the first sentence of the first paragraph reads as follows “... with a targeted commercial operation date in early 2027.”</b></p>	<p><b>Only the anticipated start date of the Project is provided in the introductory section and not its anticipated operation timeframe or end date. Why is this?</b></p>	<p><b>The anticipated lifespan of the Project should also be referred to in the introductory section and not only in section 19.4 – this will allow for a better understanding of the Project’s economic implications regarding its start and anticipated end dates.</b></p>	
ESDC 2.	<p><b>14.2.6.2.2 (p.14.32) Employment and Economy</b></p>	<p><b>The section entitled Employment provides a break down regarding the existing labour force and employment levels within the Project’s region (local and regional assessment areas) – however, there is no indication as to whether the existing labour force referred to is sufficient for both the completion and operation of the Project itself nor is there any reference made to this in any other section of the IPD.</b></p>	<p><b>The Proponent should provide a clear indication within relevant sections of the IPD (or a separate section) if it anticipates that the existing labour force - that are within the Project’s local and regional assessment areas - are sufficient and adequately trained for the Project to succeed and if not, how do they intend to address the issue.</b></p>	
ESDC 3.	<p><b>15.2.1 (p.15.3) Gender Based Analysis Plus – the fourth paragraph includes the following sentence “SaskPower has a diversity department with a full-time diversity specialist who is responsible for the development and implementation of a corporate diversity strategy.”</b></p>	<p><b>What exactly is included in the Proponent’s corporate diversity strategy regarding GBA+ and employment and labour issues? If it is a corporate strategy, does it sufficiently address GBA+ issues regarding labour and employment representation for the Project? I.e. job training for certain populations such as Indigenous Peoples.</b></p>	<p><b>A more detailed description of the Proponent’s corporate diversity strategy is required and how it is relevant to a GBA+ and employment and labour issues regarding the Project – this will allow for an assessment as to whether the strategy is sufficient in addressing the Project’s diversity concerns regarding employment and labour representation.</b></p>	
ESDC 4.	<p><b>15.3 (p.15.5) Regional Economic Description – the last paragraph reads “During construction, it is anticipated that the Project will create extensive temporary employment opportunities in a broad range of positions including labourers, trades</b></p>	<p><b>There is no indication in this section or any reference in this section to another section in the IPD regarding the anticipated permanent levels of employment that will result from the Project’s completion and operation.</b></p>	<p><b>An indication of the Project’s permanent levels of employment and categories of employment should be provided in this section and not just in section 19.1.6.2 of the IPD since it would allow for a better and more comprehensive understanding of the Project’s economic benefits regarding employment in both the immediately and long term.</b></p>	

	<u>professions, operators, supervisors, and professionals.”</u>			
<u>ESDC 5.</u>	<u>15.3 (p.15.6) Regional Economic Description – the first paragraph reads “Consequently, the Project may require employees to travel from other provinces throughout the Project activities.”</u>	<u>How does the Proponent intend to deal with the issue of potential labour shortages or accessibility to adequately trained labour regarding the Project’s construction, completion, and operation?</u>	<u>The Proponent should indicate how it intends to address potential labour shortage issues or accessibility to adequately trained labour for the Project to succeed; reference to available federal government programs the Proponent believes could sufficiently address this issue should be provided.</u>	
<u>ESDC 6.</u>	<u>16 (p.16.1) Federal Financial Support – it reads “The Project does not include any proposed or anticipated federal financial support.”</u>	<u>No explanation is offered as to why the Proponent does not anticipate any federal financial assistance - would this include federal programs that are accessible to the Proponent that would address any labour and employment issues that result from the Project?</u>	<u>An explanation is needed as to what type of federal financial support the Proponent is referring to and if the Proponent is open to receiving federal assistance that would address labour and employment issues relevant to the Project and if not, why.</u>	
<u>ESDC 7.</u>	<u>19.1.6.2 (p.19.10) Change in Employment and Economy</u>	<u>The third paragraph of section 19.1.6.2 asserts that the Project will have a positive effect on both the provincial and federal GDP due to Project expenditures and improved levels of employment however no empirical evidence of this is provided in this section of the IPD.</u>	<u>If the Proponent is certain of the Project’s economic benefits to both provincial and federal GDP, what empirical evidence is there to support this assertion and if it exists, can it be provided?</u>	
<u>ESDC 8.</u>	<u>19.4 (p.19.18) Decommissioning Mitigation Measures – it reads “A (D&amp;RP), as required by the SK ENV, will be developed for the Project outlining the decommissioning and reclamation objectives, methodologies, and estimated costs.”</u>	<u>Does the Proponent intend to outline how decommissioning will impact the Project’s community with respect to employment - specifically job losses - and how it will be address by the Proponent?</u>	<u>How the Project’s decommissioning will be addressed adequately regarding employment needs to be outlined by the Proponent; this will work towards offsetting the negative consequence that the Project’s closure will have on its community.</u>	