

De Havilland Field Project Table

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"> • Clarifications to project description (e.g. components, activities, locations or alternatives); • Project design changes that could avoid effects; • Evidence that could be presented to demonstrate there is no effect pathway or that effects will be negligible; • Evidence that standard mitigations will address potential effects; • Commitments the proponent could make to respond to the issue, including the implementation of federal operational policies or guidance documents. 	<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	15.3 Economic Context, page 42, paragraph 2 and 3 and Table 7	<p>The Town of Strathmore is a retail and services hub for the region outside of Calgary. In Strathmore, the largest industries are retail (11.8%), construction (11.6%), and health care, and social assistance (10.2%) (Statistics Canada 2017)...In 2016, the labour force of Wheatland County was 4,505, while Strathmore was nearly double at 7,485 (Table 7). The participation rate in Wheatland County was 74.2%, slightly higher than the provincial rate of 71.8% and Strathmore (70.5%) (Statistics Canada 2017). Conversely, Wheatland County's unemployment rate (5.8%) was lower than the provincial rate and Strathmore (9.0% and 8.7%, respectively). In 2016, the median employment income in Wheatland County was \$32,823, while the average employment income was \$48,932. The median income in Strathmore was \$40,034 while the average employment income was \$51,454. Both indicators for Wheatland County and Strathmore are below the provincial levels (\$42,679 and \$59,343, respectively). The fact that the average incomes in the two communities are significantly higher than the median is likely reflective of a small portion of the workforce earning relatively high incomes compared to a larger lower-income portion of the workforce.</p>	<p>Can you update the industry numbers to 2022 Census of Population data (currently using 2017 numbers) for Wheatland County, Strathmore, and Alberta (i.e. largest industries, labour force numbers, median employment income), as well as for Table 7: Labour Force and Income Indicators for Wheatland County, Strathmore, and Alberta (2016)?</p>	<p>Please update industry and labour force numbers to 2022 Census Data in Section 15.3, page 42, paragraphs 2 and 3 and Table 7.</p>
ESDC-2	15.3 Economic Context, page 44, paragraph 1	<p>The Project construction workforce is estimated to be 320 to 400 workers and the full operations workforce is estimated to be 1,500 workers. The Project workforce is expected to be drawn primarily from local communities (Wheatland County and surrounding region – Town of Strathmore and possibly Calgary) as these communities have trained labour markets available for employment. Based on the most recent labour force statistics, these communities do not have abnormally low levels of unemployment and are not experiencing labour shortages. Any increase in workers in the area are expected to be minimal and temporary in nature. The Project is not expected to impact the local labour market that would increase competition for labour. The Project will have a modest effect on local (including Indigenous and non-Indigenous worker) income levels during construction and operation.</p>	<p>Are there any concerns about localized labour availability of any highly specialized skillsets for this project?</p>	
ESDC-3	22.3 Potential Economic Impacts, page 52	<p>Siksika Nation shares much of Wheatland County's southern border, and many Indigenous Peoples from Siksika Nation also live and work in the county (Wheatland County 2020). The Project construction workforce is estimated to be 320 to 400 workers and the full operations workforce is estimated to be 1,500 workers. The Proponent is committed to engaging with Indigenous communities to identify opportunities for employment, contracting, and procurement of goods</p>	<p>It is mentioned in here that the Proponent has identified hiring opportunities to Indigenous communities and bidding opportunities for contracts. Are there other vulnerable groups that will be prioritized in hiring (i.e. women, visible minorities, persons with disabilities)? If so, what will the</p>	<p>Provide specific strategies to increase hiring of Indigenous communities as well as other vulnerable groups (women, visible minorities and persons with disabilities).</p>

		and services in all stages of Project development. As discussed in Section 4.0, the Proponent has identified principles for engaging with Indigenous communities, including the provision of employment opportunities to Indigenous communities as well as opportunities for Indigenous businesses to bid on De Havilland Field Project contracts. It is expected that the Project will result in positive economic benefits for those Indigenous communities, or Indigenous individuals, that participate in the Project through employment or business opportunities.	strateg(ies) be to increase hiring diversity, and what are the specific strategies to include the provision of employment opportunities to Indigenous communities?	
ESDC-4	4.0 Engagement with Indigenous Groups page 17(or 58)	This project should ensure effective consultation is conducted with all three indigenous distinctions in Alberta.	Effective consultations towards Indigenous employment and apprentice opportunities would be beneficial with the Indigenous Skills and Employment Training service providers in Alberta. These consultations could benefit our Indigenous Skills and Employment Training and Skills and Partnership Fund Agreement Partners who are in the business to Skills Employment and Training for Indigenous communities in Alberta. There is mention of this on Page 17, but the consultations are limited to the nations. Some Indigenous Skills and Employment Training providers are nations but others are Service Providers. We have to ensure both are considered.	Provide additional means of consultation with the three indigenous distinctions in Alberta to ensure effective consultation occurs before the start of the project.
ESDC-6	15.1: Social Context and 15.3: Economic Context	There is no description of the social or economic context of Calgary, even though a significant proportion of the project's workforce could come from this nearby large city.	Provide similar information on the population and labour force characteristics for Calgary to that provided with respect to Wheatland County and the Town of Strathmore.	Given Wheatland County's proximity to Calgary, a significant proportion of the project's workforce could come from that city. Consequently, the social and economic context of Calgary should also be described to provide a more fulsome picture of the potential project workforce.
ESDC-7	15.3: Economic Context	Census 2021 data on labour force characteristics, education, income, etc. are available and should be used instead of 2016 data.	Provide the most recent information available. Latest Census data can be found here: Focus on Geography Series, 2021 Census - Wheatland County (Census subdivision) (statcan.gc.ca) ; Focus on Geography Series, 2021 Census - Strathmore (Census subdivision) (statcan.gc.ca)	Please use the most recent data available on the Statistics Canada website (i.e. Census 2021).
ESDC-8	22.3: Potential Economic Impacts	There is no indication of the project's budget, nor of the amount to be spent locally, including on procurement, permanent employees, and contractors.	Specify the project's approximate budget by construction phase and the amount to be spent locally, whether on salaries, contractors, or procurement.	More information is needed concerning the project's budget and local spending, as this would help to evaluate its economic impacts.
ESDC-9	22.3: Potential Economic Impacts	What is the number of employees and contractors to be hired, and would they be working full time or part time?	State approximately how many permanent employees would work full time and part time, and how many contractors would be hired by construction phase.	High-quality employment is normally considered to be full time and permanent. Knowing how many such jobs would be created would help to gauge the benefits of the project.
ESDC-10	22.3: Potential Economic Impacts	There is little or no information concerning employee occupations, wages, working conditions, or benefits, nor how these would compare to industry, provincial, and national averages.	Provide more information concerning what occupations would be required by the project, what their wages, working conditions, and benefits would be, and how these would compare to those of other workers in the same occupation in Alberta and Canada.	The proponent should specify how competitive worker compensation and working conditions would be.
ESDC-11	22.3: Potential Economic Impacts	It would be helpful to know what assistance would be provided to workers should layoffs ever be required.	State what assistance would be provided to laid-off workers. This could include severance pay, early retirement packages, training, offers of employment elsewhere, and job search assistance.	The proponent should state how it proposes to assist laid-off workers.

ESDC-12	22.3: Potential Economic Impacts	What would be the project's impacts on groups that are underrepresented in the labour market, such as Indigenous Canadians, youth, women, recent immigrants, and visible minorities?	The proponent should provide more details concerning efforts to recruit, train, promote, and retain members of underrepresented groups, which experience poorer employment outcomes.	Given that the improvement of the labour market outcomes of underrepresented groups is a priority for the Government of Canada, the provision of more details concerning how the proponent intends to contribute to this outcome would place more emphasis on the project's benefits.
ESDC-13	22.3: Potential Economic Impacts	Would the proponent provide training to its workers, either directly or by paying a third party to do so?	Provide information on proposed employer-sponsored training.	More information is needed with respect to the project's likely impact on the skills of the local workforce.
ESDC-14	<p>Section: 22.0 Impacts on Indigenous Health, Social, and Economic Conditions</p> <p>Sub-section: 22.3 Potential Economic Impacts</p>	<p>While the proponent references that they will be engaging with Indigenous communities including Siksika Nation to identify opportunities for employment, contracting, and procurement of goods and services in all stages of Project development and also identified principles for engaging with Indigenous communities, including in the provision of employment opportunities to Indigenous communities as well as opportunities for Indigenous businesses to bid on De Havilland Field Project contracts, it is recommended that they engage with the Indigenous Skills and Employment Training (ISET) Program service delivery providers.</p> <p>In addition, the proponent has indicated that it is expected that the Project will result in positive economic benefits for those Indigenous communities, or Indigenous individuals, that participate in the Project through employment or business opportunities. The Project construction workforce is estimated to be 320 to 400 workers and the full operations workforce is estimated to be 1,500 workers.</p>	<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. • It is strongly recommended that the Proponent engage with the Indigenous Skills and Employment Training service delivery providers throughout the project, sharing the scope and details pertaining to the Project activities (e.g., type and number of jobs, timelines, and any other relevant information) with ISET agreement holders, so that training partners can work to prepare their clients to be ready to access these jobs. <p><u>Indigenous Skills and Employment Training (ISET) Program</u></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 Alberta, there are currently 20 Indigenous service delivery organizations. • Link to the list of ISET service delivery organizations in Alberta: Get the skills and training you need by finding your local Indigenous service delivery organization - Canada.ca • It is recommended that engagement with the local and broader ISET service delivery network occur to ensure that existing Federal training network is utilized. 	<p>It is recommended that under section 22.0 Impacts on Indigenous Health, Social, and Economic Conditions; Sub-section: 22.3 Potential Economic Impacts</p> <p>That bullet be added recommending that the proponent engage with employment and training organizations (e.g. ISET and AH) that serve Indigenous People so that the scope and details pertaining to the project activities, such as type and number of jobs, timelines, and any other relevant information, be shared with the surrounding Indigenous communities, and ISET agreement holders. This would support coordination among training partners to prepare their clients to be ready to access these jobs. In addition, ISET agreement holders could provide information on the labour force/potential employees, given they are largely aware of individuals who have already been trained or who could be trained to access these jobs.</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) is 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.	
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