

Comment Table: Details 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 the Issue, Concern or Uncertainty	Clarifications 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. AEIC-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 that the proponent could include in its Detailed Project Description, which could be framed and managed by clear measures, existing guidelines, regulatory processes or other existing tools, and thus be the subject of a simplified information request in the guidelines, or simply be disregarded.</p>	<p>Specify what additional information the proponent could provide in the Detailed Project Description to address the issue, concern or uncertainty, for example:</p> <ul style="list-style-type: none"> <li>• Clarifications to elements of Project Description (e.g. components, activities, locations or alternatives);</li> <li>• Proposals on Project design changes that could avoid effects;</li> <li>• Evidence that could demonstrate that the effects will be negligible;</li> <li>• Evidence that standard mitigation measures will reduce or eliminate potential effects;</li> <li>• Commitments the proponent could make to respond to the question/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 any questions or instructions for the proponent, if applicable.</p>
ESDC-1	1.0 Project Information	There is no mention of the project's proposed budget, nor of how much of this budget is intended to be spent locally.	State the project's approximate budget and approximately how much will be spent locally by construction and operation phases, addressing the socio-economic impact on the local community	More information on the project's budget and local spending would help to evaluate its local economic impact. Without clarity on budget commitments to the local community and the project itself, it becomes challenging to assess the project's influence on job opportunities and economic engagement for the local workforce.
ESDC-2	9.2 Project Activities	What assistance will be given to employees who will become redundant once the energy storage facility has reached the end of its lifespan?	Note what assistance will be provided to redundant employees when the storage facility will permanently shut down. Such assistance could take the form of severance pay, retraining/skilling, an offer of another job, or an early retirement package.	This section lists actions that will be taken with respect to the site of the facility, such as cleaning and land reclamation once it permanently ceases operations. It should also list any actions to be taken to help impacted employees, i.e., assistance to redundant employees.
ESDC-3	15.3.1 Cities, Towns and Hamlets	The size and makeup of the local labour force is not sufficiently examined.	Please include detailed analysis of other labour force characteristics rather than just population (for example, employment rate, labour force or participation rate, and socio-demographic characteristics).	The local labour force is only mentioned by population and should be examined using other characteristics, including socio-demographic (e.g. immigrant, Indigenous, etc.) to provide an adequate portrait.
ESDC-4	15.3.4 Labor and Economy	<p>Is the local workforce sufficient for the needs of the project, or will workers have to be brought in from outside of the region, even after efforts to train residents are made?</p> <p>It is stated in section 22.2 (Potential Social Impacts to Indigenous Population) that "the workforce is expected to come mostly from the local area." (p.31) This statement should come earlier, perhaps here in 15.3.4, and it should be clarified that it also applies to the non-Indigenous population.</p>	Specify what efforts will be made to train potential workers, especially local Indigenous persons, should the local workforce initially not suffice for the project's needs. Also, state how many workers will likely need to be brought in from outside of the region, particularly for the more labour-intensive construction phase of the project.	Since workers from outside the region do not benefit the local economy in the long run as much as local workers do, it is preferable to use or train local workers to the extent that this is possible.
ESDC-5	15.3.4 Labor and Economy	The description of the local labour force and economy is incomplete.	<p>Information that could be added includes:</p> <ul style="list-style-type: none"> <li>• The size of the existing local workforce.</li> <li>• Local and provincial unemployment, employment, and labour market participation rates.</li> <li>• The skills profile of local workers. In particular, how many of them would be able to participate in the construction and operation phases of the power plant, or would be able to do so with training?</li> <li>• Employment statistics concerning groups that are underrepresented in the local labour market, such as youth, women, persons with disabilities, and visible minorities.</li> </ul>	A more fulsome description of the local labour force and economy would help to determine what local workers can do for the power plant and what the power plant can do for local workers.
ESDC-6	15.3.4 Labor and Economy	"The main forms of industry are agriculture, oil and gas, and forestry." (p.24) Given that construction is not a main industry of the Bonnyville region, how much of the construction force will come from the local area?	Provide any specifics on training and hiring practices geared towards incorporating local people into the Project workforce	The Project is looking to hire from the local workforce and support the local economy but has not indicated how it will ensure the necessary skills will be present in the workforce.
ESDC-7	15.3.4 Labor and Economy	"The Project will have a positive effect on the local economy in terms of salaries, use of local services and supplies, and taxes." (p.25)	The listing of benefits to the local economy is very broad and could be more detailed. Are there any estimates on the value of these positive effects? For example, how	The Project should give an indication (or estimate if not available) of how much it will benefit the local economy,

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			much of the project's budget would be spent locally and in Alberta? How will you ensure that local businesses and supplies will be prioritized How many of the 200 jobs created during construction might go to Indigenous persons? Is there any training/employer-sponsored training required that might be offered, especially to Indigenous persons and local residents?	including more detail on efforts to hire locally and hire Indigenous.
<b>ESDC-8</b>	15.3.5 Social and Economic Effects	How many indirect and induced jobs would likely be generated by the project during its construction and operations phases, especially locally?	Provide an estimate of how many indirect and induced jobs would likely be created by project phase.	The number of jobs a project would create is an important consideration when evaluating its benefits, so more clarity with respect to this point would be helpful.
<b>ESDC-9</b>	15.3.5 Social and Economic Effects	How will the wages, benefits, and working conditions (including training, if necessary) of employees compare to regional, provincial, and occupational averages?	Provide information on how employee compensation and working conditions would compare to those of persons in similar occupations regionally and provincially and do so by project phase.	Information regarding employee compensation and working conditions would help to determine the power plant's economic effects.
<b>ESDC-10</b>	15.3.5 Social and Economic Effects	The Initial Project Description does not mention plans to attempt to improve the employment outcomes of groups that are underrepresented in the labour market (other than Indigenous Canadians), such as youth, women, persons with disabilities, and visible minorities.	How would the project promote the employment outcomes of these groups?	The improvement of the employment outcomes of groups that are underrepresented in the labour market is a priority for all levels of government and for society. The document should therefore describe how this project will contribute to this objective.  It is encouraged for the proponent to make a clear and early attempt at applying GBA Plus 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 Plus. This can be achieved by specifying the information they intend to include in the future.
<b>ESDC-11</b>	15.3.5 Social and Economic Effects	"Bonnyville had a higher proportion of First Nations and Inuit people compared to Alberta (8.7% versus 2.8%)." (p.25) What steps is the Project taking to ensure equitable outcomes regarding hiring?	Please provide specific details as to how the Project will ensure equitable outcomes for these communities.	First Nations and Inuit people make up a larger than average proportion of the Bonnyville population. How will the project ensure that these communities experience equitable outcomes?
<b>ESDC-12</b>	15.3.5 Social and Economic Effects	"The Project is not located near residences, schools, public spaces, recreational areas or other services." (p.25) How will this impact potential workforce? How will the Project address these impacts?	Indicate how the Project will address potential impacts due to lack of local services.	The Project is not located near any schools, public spaces, or recreational areas. How can the Project limit the impacts this will have on potential workforce.
<b>ESDC-13</b>	22.2.1 Potential Economic Impacts on Indigenous Communities and Groups	This section is incomplete. More information could be included on plans to hire and train Indigenous employees and contractors, as well as to purchase goods from local Indigenous communities.	The proponent should state how it intends to reach out to local Indigenous communities to inform them of job opportunities at the power plant, to hire them, and to train them if necessary.	The proponent should provide more details on how it plans to maximize potential positive economic impacts of the power plant on local Indigenous persons.
<b>ESDC-14</b>	4.3 Plans for Future Indigenous Engagement	Since May 2021, the proponent has engaged with 11 Indigenous communities, seven First Nations, and four Metis settlements. All communities were provided a Notification Package, with detailed project information. The proponent also followed up with each community regarding the Notification Package. A few of the communities requested Project overview meetings, site visits and/or community information sessions.	It is strongly recommended that the Proponent engage and share the notification package with the Indigenous Skills and Employment Training service delivery providers and offer information sessions pertaining to the project. The proponent should share 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.  <b><u>Indigenous Skills and Employment Training (ISET) Program</u></b> 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.  ISET service delivery organizations work closely with employers to identify labour market needs. Organizations link training activities 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 like	That a bullet be added recommending that they engage with employment and training organizations (e.g., ISET agreement holders who 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, is shared with the surrounding Indigenous communities. This will enable training partners to prepare their clients to be ready to access these jobs. In addition, meetings should be arranged with ISET agreement holders to 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.

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			<p>literacy and numeracy to more advanced training for in-demand jobs. They also offer a range of wrap-around services (e.g., help with childcare supports and transportation) during training, in order for individuals to achieve long-term career goals.</p> <p>There are currently 20 Indigenous service delivery organizations in Alberta and two in Saskatchewan. There could be a potential partnership between one or more of the existing ISET service delivery organizations related to the project activities to support local labour force participation. The closest ISET service delivery organizations in relation to the project in Marguerite Lake (La Corey, AB) are Tribal Chiefs Employment and Training Services Association (85 km) and Saddle Lake Employment and Training (112 km).</p> <p>Link to the list of ISET service delivery organizations in Alberta: <a href="#">Get the skills and training you need by finding your local Indigenous service delivery organization - Canada.ca</a></p> <p>It is recommended that engagement with the local and broader ISET service delivery network occur to ensure that the existing federal training network is used.</p>	
ESDC-15	22.2.1 Potential Economic Impacts on Indigenous Communities and Groups	The proponent has been building relationships for several years with local Indigenous communities and has been discussing potential for community building and economic opportunities.	<p>It is strongly recommended that the Proponent engage with the Indigenous Skills and Employment Training (ISET) Program service delivery organizations in the surrounding project area. To discuss the following:</p> <ul style="list-style-type: none"> <li>• identify whether Indigenous people and businesses will receive prioritized or targeted employment opportunities.</li> <li>• identify how the Proponent will enhance collaboration with local Indigenous people and communities, and develop strategic, targeted training programs.</li> </ul>	The Proponent identified that the project could result in key positive benefits for Indigenous people, communities, and businesses, notably employment opportunities. This information should also be shared with the established ISET service delivery providers.