

Federal Authority Advice Record (FAAR)

FAAR Response must be submitted by October 11, 2024

Rocky Creek Metallurgical Coal Project – CTI Plus Resources Ltd.

Registry File: [88867]

Department/Agency	Employment and Social Development Canada (ESDC)
Lead Contact	Eva Lazar - Executive Director of Horizontal Policy and Special Projects Division (HPSPD) of the Skills and Employment Branch (SEB)
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1. a) 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.

b) 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 directly with Indigenous groups regarding specific projects, it can provide the IAAC with information about relevant programming to assist in responses to Indigenous peoples 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.

Other ESDC programs and services can be found [here](#).

2. Is your department or agency in possession of specialist or expert information or knowledge in its area of expertise 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 the following: social development; learning, skills development, employment, unemployment, underrepresented groups, and; working conditions and workplace relations, including relevant programming with respect to Indigenous Peoples.

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

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

5. Does your department or agency have additional information or knowledge on the project 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

6. Based on the mandate and area(s) of expertise of your department or agency, what are the key issues related to the project?

For each key issue:

- Describe the potential effect or the nature of the issue, including any relevant context ;
- Provide the rationale and/or evidence for why it is a key issue;
- Provide advice on how to address 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 considered by IAAC and may be used to inform its decision on whether an impact assessment is required and, where appropriate, for next steps in the impact assessment process including to develop project-specific draft Tailored Impact Statement Guidelines.

Below are some examples of subject areas included in ESDC's 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 additional information the proponent could include in their response to the Summary of Issues, and, if IAAC requires it, in their Detailed Project Description, that would:
- Give confidence that minor issues or effects could be addressed and managed by clear measures, existing guidelines, other regulatory processes or other existing tools;
 - Inform the decision as to whether an impact assessment is required; or
 - Aid in tailoring the Tailored Impact Statement Guidelines, if IAAC decides 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 existing ESDC programming (for example, ISET service delivery network), to ensure that the existing federal training network is utilized.**

- **The proponent is encouraged to apply a GBA+ lens throughout their analysis. In situations where it may not be feasible to provide all the necessary details, particularly in the initial stages of the project, we suggest that the proponent clarify their intention to implement GBA+ moving forward.**
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Eva Lazar

Name of Departmental / Agency
Responder

Executive Director of Horizontal Policy
and Special Projects Division
(HPSPD), Skills and Employment
Branch (SEB), ESDC

Title of Responder

October 1st, 2024

Date

Table 1: Key Issues to inform the impact assessment process

IAAC asks that federal authorities align expert advice with IAAC’s approach to tailoring by project, which focuses on key project issues, clearly focused on the prevention of adverse effects within federal jurisdiction. In identifying key issues, federal authorities should be mindful of the project’s context (size, scope, location), Indigenous Knowledge and perspectives, and public concerns. Key issues that may be relevant to the decision include:

- adverse effects within federal jurisdiction and direct or incidental adverse effects that may be to some extent significant, based on federal experts’ knowledge and experience with past projects;
- potential impacts on Indigenous Peoples and their rights, based on Indigenous Knowledge and perspectives or experience with past projects;
- effects on key species or habitats (e.g. at risk, important to Indigenous communities, commercial importance, provide important ecosystem function);
- issues or effects that may result from novel project activities, components or technology;
- effects with large uncertainties, including in the effectiveness of mitigation measures;
- adverse effects within federal jurisdiction or direct or incidental adverse effects where mitigation measures are limited;
- positive effects, including where project may support other governmental priorities, including reconciliation with Indigenous Peoples; and
- key concerns raised by Indigenous groups or local communities.

Effects that are anticipated to be minor or which can be managed using well understood mitigation, existing guidance, and/or other regulatory processes may have simplified information requirements or may be removed entirely. Measured advice from federal authorities on key issues and solutions—and on the scope and detail of any required information and studies—will enable IAAC to focus assessments on issues that are important to participants and to decision-makers.

Comment ID	Relevant section of the Initial Project Description	Valued Component or Factor to Consider	Description of Key Issue (Context and Rationale)	Advice	Plain language summary for inclusion in Summary of Issues
<p><i>Please identify comments by organization and comment number.</i></p> <p><i>e.g.: IAAC-01</i></p>	<p><i>If the comment is related to a specific section of the Initial Project Description, please include that reference.</i></p>	<p><i>Identify valued component(s) or factor to consider—within the mandate of your department or agency—to which the potential effect or issue applies.</i></p>	<p><i>Provide a brief description of the issue and rationale for being a key issue.</i></p> <p><i>Include, where relevant,:</i></p> <ul style="list-style-type: none"> • <i>the pathway of effects;</i> • <i>relevant context on why it is a key issue;</i> • <i>key uncertainties that should be addressed in the impact assessment;</i> • <i>Indigenous or public concerns or perspective;</i> • <i>potential for differential effects among diverse subgroups;</i> • <i>scientific evidence or Indigenous Knowledge, including from past project experience, which supports inclusion as a key issue.</i> 	<p><i>Where applicable, briefly provide solutions on how to address the potential issue or effects including:</i></p> <ul style="list-style-type: none"> • <i>Information or studies required to describe and characterize the potential effect; including any guidance for data collection and/or analysis or existing data sources to inform the assessment;</i> • <i>Any means, including any powers, duties or functions, that your department or agency has that may mitigate, manage, or set conditions related to the issue or effect;</i> • <i>Guidance or policies for mitigating effects or any standard and well-understood mitigation measures that would address the effect, including follow-up monitoring activities; and/or</i> • <i>Commitments the proponent could make to respond to the issue.</i> <p><i>Where available, please refer to existing text in the Tailored Impact Statement Guidelines template.</i></p>	<p><i>For issues to be included in the Summary of Issues, provide a concise, plain language synopsis of the key issue and any questions or directions for the proponent.</i></p>
<p><u>ESDC-1</u></p>		<p>Job Creation and Economic Conditions</p>	<p>Job competitiveness and employability intersect in a region through the balance between job market demand, skills and qualifications, economic factors, industry composition, and access to education and training. These factors collectively shape the level of competition for jobs and the ability of individuals to secure employment opportunities in a given region.</p> <p><i>The proponent should provide the following information regarding job creation:</i></p> <ul style="list-style-type: none"> • How many jobs be added throughout the lifespan of the project? • To what extent will the local workforce be able to provide the workers needed by the project. <p><i>Regarding labour force characteristics, the proponent should address the following points:</i></p>	<ul style="list-style-type: none"> • State approximately how many permanent/part-time jobs will be created at each phase of the project and skills required. • Demonstrate the projected employment opportunities using the number of anticipated full-time equivalents. • State approximately the number and proportion of workers that will be hired locally, how local hiring will be incentivised, and mitigation efforts regarding negative local economic impact which lack of local employment might cause (if necessary). • Provide information regarding the occupations necessary for the project, including the corresponding wages, working 	<p>The benefits of the project are typically assessed based on the potential for high-quality employment.</p> <p>High-quality employment refers to jobs that offer favorable working conditions, fair compensation, and opportunities for growth and advancement.</p> <p>By gaining a deeper understanding of the types of jobs created, the necessary skills, and the duration of employment, we can develop a clearer picture of the project’s</p>

			<ul style="list-style-type: none"> Existing working conditions Wages and/or average salary range Proportion of full-time and part-time employment Inclusion of a hiring strategy and efforts made to promote an inclusive labour market 	conditions, and benefits. Compare these factors to those of other workers in the same occupation in the province of study and Canada.	impact on the employment landscape.
<u>ESDC-2</u>		Training and hiring strategies	Training programs are an important part of hiring strategies for creating high-quality jobs, fostering economic competitiveness, addressing unemployment, enhancing employability, and closing skill gaps to meet the demands of the labour market.	<p>The proponent should provide information on the following facets regarding training and hiring strategies:</p> <ul style="list-style-type: none"> What types of skills and knowledge may be required to support the completion of the project? the types of jobs at different project stages, and; the availability of training programs to educate the local population and surrounding areas. <p>Provide additional information on proposed employer-sponsored training and/or other resources (private/third party and/or government programs that may support training efforts).</p>	<p>The proponent should include the training programs that they plan to use and which are available in the region.</p> <p>The proponent should indicate the specific skills that are required for jobs created throughout each step of the project.</p>
<u>ESDC-3</u>		Socio-economic conditions	<p>The Proponent should describe the anticipated positive and negative socio-economic impacts of the project to the community with respect to such categories as:</p> <ul style="list-style-type: none"> changes in income, the impact on property values and the cost of living for local residence, social supports and community safety. <p>This will work towards ensuring the proposed project succeeds socially and economically within the community.</p>	The Proponent can undertake or commission studies on how to best address the impact the proposed project will have on the socio-economic conditions of its region and what solutions are necessary to deal with them appropriately.	The proponent should clearly state how it intends to determine the socio-economic impacts of a project and how it intends to deal with those impacts appropriately.
<u>ESDC-4</u>		Indigenous People	A description of how the proponent intends to incorporate Indigenous communities into employment opportunities provided by its proposed project is necessary to ensure Indigenous groups impacted by the project are accurately represented at all stages of a project's lifespan.	The proponent can collaborate with the regional and local communities within which the project is located to ensure that impacted Indigenous groups concerns are adequately addressed while at the same time accessing any relevant government level assistance.	How the concerns and needs of impacted Indigenous groups will be address successfully needs to be clarified by the project's proponent.
<u>ESDC-5</u>		Demographic and socioeconomic context of the project	<p>Demographics intersect with employability in a region through factors such as population size and growth, age distribution, educational attainment and skill levels, diversity and inclusion initiatives, social and economic disparities, and migration and immigration patterns.</p> <p>A community profile should be included with the following information:</p> <ul style="list-style-type: none"> The current socio-demographic characteristics of the community and the economic sector's workforce related to the project. Baseline demographic information of the general population. The labour force characteristics by age group and sex. Social and economic context of the region of study such as main economic industries, similar projects in the area, etc. 	<ul style="list-style-type: none"> Census 2021 data should be consulted for information regarding labour force characteristics, education, income, etc. Effects to employment and how any adverse effects to employment would be managed, or mitigated; Details on any commitments to maximize positive socio-economic outcomes for local communities, as well as the provision of a detailed hiring strategy. 	<p>The proponent should provide a clear image of who lives in the region of study as well as the socio-economic context of the region.</p> <p>This should include reference to any other similar projects in the region as employment strategies and number of workers may be affected by intersecting industries in close proximity.</p>
<u>ESDC-6</u>		Gender Based Analysis+	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	The proponent should take into consideration and provide relevant information regarding: <ul style="list-style-type: none"> How they will incorporate visible minorities, indigenous person, people from a lower 	Applying GBA Plus to impact assessments improves our understanding of the positive and negative effects that a

			<p>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.</p>	<p>socioeconomic status, persons with disabilities, and GBA+ groups into their workforce through skills and training programs, wage incentives, and working conditions.</p> <ul style="list-style-type: none"> •Employment barriers to participation for local underrepresented groups and mitigation efforts to reduce the barriers. •Provide information regarding wages, working conditions, and benefits and how they would compare to industry, provincial, and national averages. • Availability, affordability and appropriateness of childcare as part of the measurement of the change in infrastructure in services; and 	<p>designated project may have on diverse population groups' employment opportunities and subsequent socioeconomic mobilization.</p> <p>The proponent should provide details concerning efforts to recruit, train, promote, and retain members of underrepresented groups, which experience poorer employment outcomes and specify how competitive worker compensation and working conditions would be.</p>
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Please insert additional rows as necessary.

Table 2. Clarifications or additional information the Proponent could include 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><i>Please identify comments by organization and comment number.</i></p> <p><i>e.g.: IAAC-01</i></p>	<p><i>If the comment is related to a specific section of the Initial Project Description, please provide a reference.</i></p> <p><i>You may also choose to copy the relevant text here.</i></p>	<p><i>Provide a description of the issue, concern or uncertainty the proponent could address in their response to Summary of Issues and, if IAAC requires it, in their Detailed Project Description that would give confidence that the issue will be addressed and managed, by clear measures, existing guidelines, regulatory processes or other existing tools, and thus be the subject of simplified information requests in the guidelines, or simply be removed.</i></p>	<p><i>Provide recommended clarification or additional information to be included in their response to the Summary of Issues and, if IAAC requires it, in their Detailed Project Description to address the issue, concern or uncertainty, for example:</i></p> <ul style="list-style-type: none"> <i>• Clarifications to elements of the project description (e.g. components, activities, locations or alternatives);</i> <i>• Proposed project design changes that could avoid effects;</i> <i>• Evidence that could be presented to demonstrate there is no effect pathway of effect or that effects would be negligible;</i> <i>• Evidence that standard mitigations will address potential effects</i> <i>• Commitments the proponent could make to respond to the issue, including the implementation of federal operational policies or guidance documents.</i> 	<p><i>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.</i></p>

Please insert additional rows as necessary.