

Aboriginal Training and Inclusion Plan 2022-2023 Annual Report

*Site C Clean Energy Project
Reporting period: April 2022 to March 2023*

March 31, 2023

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1 Background

1.1 The Site C Clean Energy Project

The Site C Clean Energy Project (the Project) will be the third dam and generating station on the Peace River in northeast BC. The Project will provide 1,100 megawatts of capacity and about 5,100 gigawatt hours of energy each year to the province's integrated electricity system. The Project will be a source of clean, reliable electricity for BC Hydro's customers for more than 100 years.

The key components of the Project are:

- an earthfill dam, approximately 1,050 metres long and 60 metres high above the riverbed;
- an 83 kilometre long reservoir that will be, on average, two to three times the width of the current river;
- a generating station with six 183 MW generating units;
- two new 500 kilovolt AC transmission lines that will connect the Project facilities to the Peace Canyon Substation, along an existing right-of-way;
- realignment of six segments of Highway 29 over a total distance of approximately 30 kilometers; and
- construction of a berm at Hudson's Hope.

The Project also includes construction of temporary access roads, a temporary bridge across the Peace River, and worker accommodation at the dam site.

1.2 Description of Site Preparation and Construction Activities during the Reporting Period

As the busiest construction year since the Project began, considerable progress was made, and milestones reached both on and off the dam site in 2022.

BC Hydro remains on track to achieve the approved in-service date of December 2025.

BC Hydro and its contractors have agreed to contractual schedules that could result in reservoir filling in fall 2023 and first power earlier than planned without compromising safety, quality and commitments to the environment and First Nations. However, meeting this time frame remains subject to risks.

In late November 2022, the entire earthfill dam reached elevation 445 metres above sea level (final elevation will be 470 metres). As of December 31, 2022, the earthfill dam was 88% complete with 3.1 million cubic metres of dam material being placed in 2022.

The excavation of the approach channel, which is where the water approaches the intakes for the penstocks and the spillways, was substantially completed in 2022. The work to complete waterproofing the bottom of the channel, as part of the right bank foundation enhancements, began in April of 2022 and will continue through 2023. The waterproofing scope includes construction of reinforced concrete, installation of polyvinyl chloride (PVC) liners, and grouting of the underlying bedrock. Due to the wide variety of activities and interfaces between contractors and interdependent nature of the design, the work requires diligent coordination and close management of interfaces. Several of the construction activities are weather sensitive, reducing their ability to be completed during the winter months or periods of rainy weather. The work is being completed by a large skilled labour force which is working on multiple active work fronts at the same time.

A new aggregate supply, located southwest of the dam site (Area E), began supplying the Project with dam material. Hauling began in July 2022 after the access road was upgraded.

Several new areas of fish habitat were built this year, part of a broader program to create 60 hectares of shoreline habitat in preparation for reservoir filling. The habitat areas provide nutrient-rich, sheltered environments to support a variety of fish and vegetation. These habitats include P6 Island (an island in the Peace River across from the community of Old Fort) and spawning shoals at Maurice Creek near the Peace Canyon Dam.

The construction of the penstocks, spillways and approach channel continued to advance and remain on-track for completion in 2023. Risk remains with the supply and installation of the upper penstock couplers and BC Hydro is working closely with contractors to complete this work. The radial spillway gates were fabricated in 2022, delivered to site, and are in the process of being installed. At the powerhouse itself, concrete placements are 90% complete. Inside the powerhouse, two of the six units have been handed over to the turbine manufacturer to begin assembly of the generating unit. Construction of the three 500-kilovolt transmission lines connecting the Site C powerhouse to the Site C substation progressed in 2022.

The contract for the balance of plant electrical components was awarded in September 2021, with the remaining balance of plant components for the powerhouse construction (e.g., heating, ventilation) awarded in 2022. The balance of plant contractors have mobilized to site and work is currently underway. Due to the outage of the powerhouse bridge cranes in August 2022, installation of cable trays and cables by one of the balance of plant contractors has been impacted and additional workers are required to recover the contractual schedule.

Away from the dam site, construction also progressed. The second 75-kilometre-long transmission line between Site C and the Peace Canyon generating station was completed and energized in March 2022, ahead of schedule. As of December 31, 2022, Highway 29 is 90% complete, with five of the six segments being opened to traffic. The final bridge at Halfway River is expected to open in February 2023. The decommissioning and removal of the old sections of highway began in fall 2022. The Hudson's Hope berm, which protects the shoreline from erosion from the new reservoir, was completed in November 2022. Clearing for the entire reservoir area and waste wood removal will be completed in 2023.

2 Purpose of the Plan

The purpose of the June 5, 2015 Aboriginal Training and Inclusion Plan (ATIP) is to meet the requirement of Environmental Assessment Certificate (EAC) condition 54, by operationalizing the mitigation measures proposed in relevant sections (Section 17: Labour Market, Section 18: Regional Economic Development, and Section 28: Population and Demographics) of the Environmental Impact Statement with respect to Indigenous Nations and their interests in employment and training opportunities. The ATIP outlines the approach and strategies for training and inclusion to be followed during the construction phase of the Project.

Please note, the term 'Indigenous' has replaced the ATIP's use of 'Aboriginal' throughout this report.

2.1 Reporting Period: April 2022 to March 2023

This report summarizes the implementation of the measures identified in the ATIP to fulfil EAC condition 54 from April 2022 through March 2023. This is the eighth annual report. In some cases, consultation and engagement with Indigenous Nations on measures described in the ATIP that took place prior to this period are also summarized here for context.

3 Communication of Potential Employment Opportunities to Indigenous Nations

BC Hydro has taken a multi-pronged approach to communicating employment opportunities to Indigenous Nations and individuals. This approach includes:

- BC Hydro communicates employment opportunities directly to Indigenous Nations and individuals in-person or via email;
- BC Hydro requires its contractors to communicate employment opportunities related to the performance of their contracts to Indigenous Nations and individuals, and to work with their unions;
- Advertising opportunities online; and,
- Hosting and attending information sessions, career fairs and meetings where training and employment opportunities are shared with Indigenous Nations and individuals.

Examples of activities as part of this approach that occurred during this reporting period are described in the sections below.

3.1 Site C Indigenous Employment and Training Information Session

During this reporting period, BC Hydro hosted the 8th Site C Indigenous Employment and Training information session on February 28th, 2023 that included a tour of the Site C Dam site. The information session was intended to assist in building relationships between employment and training professionals from Indigenous communities and key Project contractors. Project contractors in attendance provided information on their current and upcoming employment opportunities, along with training requirements, their individual hiring processes and advice for job candidates. BC Hydro provided an update on the project and provided the 2022 Indigenous employment stats on the project. Treaty 8 Nations (13) and local Indigenous Training provider - NENAS (Northeast Native Advancement Society) were invited to participate and share their community events and initiatives, and contractor Indigenous Opportunities Coordinators were able to answer any questions relating to employment on the Site C Project. Follow up documentation with contractor contact information, employment opportunities, and career information links were sent to the Indigenous Employment and training representatives via email. Scholarship and Bursary opportunities were provided at the session.

3.2 Site C Employment Opportunities Information Sheet

BC Hydro has developed an information sheet on Project employment opportunities for Indigenous candidates. The information sheet includes employment descriptions and contact information for Project contractors, and Frequently Asked Questions regarding project employment and site policies. The information sheet is distributed to all participants at the Indigenous Employment and Training Information Sessions and also to Indigenous candidates at career fairs.

3.3 Career Fairs

The following regional career fairs were attended during the reporting period:

- McLeod Lake Indian Band Annual General Assembly and Industry Day
- Saulteau First Nations Career Fair

Members of BC Hydro's Project team attended these events to discuss employment and procurement opportunities on the Project and with BC Hydro in general. Project contractors also participated in these regional career fairs.

3.4 Advertising Employment Opportunities

Job opportunities are posted on the Project, WorkBC and Employment Connections websites. During engagement with Indigenous Nations and when responding to specific job-related inquiries, BC Hydro directs job seekers to the Project website and encourages Indigenous job seekers to reach out to contractors directly for employment opportunities.

BC Hydro also uses email and other means to communicate with Indigenous candidates, and Indigenous training and employment specialists about job opportunities. This includes the Project’s Bi-Weekly Information Updates to Indigenous Nations that often include training and employment information, and relevant links.

Employment opportunities are also communicated through the Contractor’s Indigenous Labour sub-committee.

3.5 Individual Candidate Engagement

BC Hydro provides coaching and mentoring for Indigenous candidates who are seeking work with BC Hydro or with Project contractors. This support includes, but is not limited to:

- Sharing job opportunities;
- Providing one-on-one employment coaching;
- Resume support and submission as required; and interview preparation; and
- Career exploration.

The level of support provided by BC Hydro depends on what is required by the candidate, which is often related to how much support the candidate receives from an Indigenous training and employment specialist in their community. In many cases, BC Hydro is the direct link between the candidate and employment with Project contractors.

4 Site C Contractor Hiring and Training of Indigenous People

Contracts awarded by BC Hydro for the Project may contain Indigenous participation and reporting requirements. Project contractors may be required to provide business, employment and/or training and apprenticeship opportunities for Indigenous people and to report regularly on Indigenous participation in the performance of their work.

During the reporting period, the following number of people working on the Project self-identified as Indigenous¹. As with any construction project, the number of workers will vary month-to-month and reflects the seasonal nature of construction work.

Month	Number of Indigenous people working on the Project
January 2022	299

¹ The number of Indigenous people was provided by on-site construction and non-construction contractors that have a contractual requirement to report on Indigenous participation in their workforce. Workers voluntarily self-declare their Indigenous status to their employer.

Month	Number of Indigenous people working on the Project
February 2022	317
March 2022	337
April 2022	354
May 2022	381
June 2022	407
July 2022	412
August 2022	407
September 2022	403
October 2022	413
November 2022	386
December 2022	312

To date, and where applicable to their role, there have been 3009 training occurrences provided to Indigenous workers on the Project. Project contractors have reported the following training and apprenticeship opportunities for Indigenous people on the Project during the reporting period:

Site C Indigenous Worker Training	
Safety	
<ul style="list-style-type: none"> • Confined Space • Fall Protection and Rescue • Health, Safety Environment Toolbox • Swiftwater Rescue • Lock Out Tag Out • Competency Assessment 	<ul style="list-style-type: none"> • Transportation Endorsement • Workplace Hazardous Materials Information System (WHMIS) • Wilderness / Bear Awareness • COVID 19 Awareness • RedBook Safety Training
Operational	
<ul style="list-style-type: none"> • Green Hands Program • Customer Service • Electrical Ground and Bonding • Engineering Intern • Equipment Operating • Foreman • Gate B Operations • Heavy Civil Refuelling of Vehicles • Cultural & Heritage Monitors 	<ul style="list-style-type: none"> • Leadership and Teambuilding • Respectful Workplace • Security • Security Workforce Management Software • Site Specific Underground refresher • IT Training on Public Health Orders • Crane Services
Apprenticeships	
<ul style="list-style-type: none"> • Pre-Apprentice Job Shadowing • Heavy Duty Mechanic (2nd Year) • Power Line Technician (App 5) • Carpentry (1st – 4th Year) • Scaffolding (1st Year) • Ironworker (2nd - 4th year) • Boilermaker (1st year) • Millwright (1st year) 	

5 Site C Contractors' Indigenous Labour Sub-Committee

In fall 2017, the Site C Contractors' Labour Committee established the Site C Contractors' Indigenous Labour Sub-Committee. During this reporting period the sub-committee met on the following dates: May 24th, 2022, Aug. 31st, 2022, Feb. 22nd, 2023 The purpose of the sub-committee is to support Indigenous training, labour and employment on the Project, through communication, consultation, coordination and cooperation among contractors on the Project. This sub-committee was formed in response to requests from Indigenous Nations to increase communication and to build and maintain relationships between Indigenous Nations and Project

contractors regarding labour, training and employment initiatives that are specific to Indigenous Nations.

All major Project contractors are invited to participate in this sub-committee which meets quarterly, or on an as needed basis.

To date the sub-committee has:

- Established a protocol for distribution of Indigenous candidate resumes;
- Developed and implemented the Site C Indigenous Employment and Training Information Sessions;
- Reviewed and assisted contractors in contractual reporting requirements;
- Discussed communication of site wide policies;
- Shared regional cultural events with project contractors;
- Shared BC Hydro employment and training initiatives;
- Reviewed contractors' best practices;
- Shared success stories to assist in generating opportunities;
- Reviewed project status and upcoming labour requirements for Project contractors and how to meet labour demands; and
- Initiated employment and training initiatives such as the pilot pre-carpentry program; pre-heavy equipment operator training; Kitchen and Housekeeping Skills; and Environmental Monitoring Programs.

6 Inclusion of Evaluation Criteria for Hiring and Training Indigenous People

BC Hydro has included Indigenous participation in the evaluation criteria for the major Project contracts, including:

- Worker Accommodation;
- Main Civil Works;
- Generating Station and Spillways Civil Works;
- Transmission Line Construction;
- Substation Construction;
- Balance of Plant contracts
- Generating Station and Spillways Powerhouse Bridge and Gantry Cranes;
- Hydro-Mechanical Equipment Supply;
- Peace Canyon 500kV GIS Expansion; and

- Turbines and Generators.

BC Hydro required proponents bidding on these contracts to provide a proposed plan to meet the contract requirements for Indigenous participation through the provision of business, employment, training and apprenticeship opportunities. BC Hydro's evaluation process included a review of proponents' proposed plans for Indigenous participation.

Following award of the contract, BC Hydro works with the contractor to develop and finalize their plan for the fulfilment of their Indigenous participation requirements. Contractors are required to report regularly on the fulfilment of the Indigenous participation requirements under their contracts.

6.1 Strategies for Capacity Building, Education and Training Associated with Indigenous Participation in the Labour Market

BC Hydro has implemented capacity building initiatives that have supported essential skills training, pre-trades and trades training, or increased business capacity in Indigenous businesses. BC Hydro will continue to consider proposals from Indigenous Nations and training organizations for potential capacity building, education and training opportunities throughout the construction phase of the Project.

As with employment opportunities, BC Hydro's strategy includes multiple approaches to support capacity building, education and training. BC Hydro provides opportunities directly to Indigenous Nations, as well as working with Project contractors to increase their capacity building opportunities.

Further information and updates on specific capacity building initiatives is provided in Training Programs 6.3.

6.2 Training and Employment Working Groups

BC Hydro has created Training and Employment Working Groups and meets regularly and individually with training and employment professionals from Indigenous Nations to learn about their community's capacity needs, career interests and potential issues. BC Hydro then works to align employment and training initiatives with the interests and needs of the Indigenous Nations. BC Hydro also shares information related to Project employment opportunities, creates linkages for Indigenous candidates to BC Hydro or to contractors, and builds Training and Employment Plans that meet the interests of both BC Hydro and Indigenous Nations.

During the reporting period BC Hydro met with the following Indigenous Nations and discussed training and employment related to the Project:

- McLeod Lake Indian Band;
- Saulteau First Nations;
- Doig River First Nations;

- Halfway River First Nation.

In addition, ad hoc meetings to discuss training and employment opportunities continue to be hosted by BC Hydro. Approximately 14 meetings have been held with regional groups to discuss Indigenous employment and training interests. These groups include Northern Lights College and NENAS.

6.3 Training Programs

In addition to the programs that have been delivered in previous years, which included the ATCO Kitchen Skills Program, Pre-Carpentry Skills Program, Fish Monitoring and various in-community training, BC Hydro has delivered the following new programs and updates to existing programs for Indigenous Nations.

- **Summer Trades Exploration Day for Indigenous Youth** - on June 14 and 15, 2022 BC Hydro hosted 9 local Indigenous youth, along with employment and training representative from the local Indigenous communities, as well as NENAS (North East Native Advancement Society) at site for the Summer Trades Exploration Day. The purpose of this event was to educate and bring awareness to local Indigenous youth regarding employment opportunities in the construction trades, as well as the work available in the construction trades on the Site C Project. This event focused on the practical aspects of the trades such as the types of jobs available, the education required and the type of work performed daily, including what a day in the life of a trade person requires. Participants also had the opportunity to reside in camp for the night, to experience the full scope of life as a Site C worker. This event included a general overview of trades and how to become an apprentice from the Industry Training Authority, and presentations from contractors with a focus on heavy equipment operators, carpenter, millwright, boilermaker, chef, and electrician. Youth and employment reps from 5 nations participated in the event.

PRHP, AFDE, Voith Hydro, FMI, and ATCO all participated and contributed to this event. ATCO Two River Lodge provided a special dinner in the Spiritual Room at camp, which included a talk from the Executive Chefs who spoke about their journey to become a chef, how to become a chef and what they loved about their job, including advice to youth that would like to enter this trade. ATCO also provided box lunches to all the participants who were on site to meet trades on the second day.

Journeyman trade workers, forepersons, and supervisors, including on site Indigenous workers, met with the students to show them the work they performed on site, discuss their trade, and practical lessons regarding working on site and in the construction industry.

Summary of Programs delivered in previous years:

- **Site C Environmental Training Program:** was successfully completed in June 2021. The program was re-designed for virtual and in-person training. The 13 day program allowed

the Indigenous cohort to gain 9 certifications including Swiftwater Rescue, Boat Safety, Electrofishing, AVIAN Nest Sweeps that are required for employment with our environmental contractors on the 2021 environmental monitoring program at Site C. The Environmental program also included BC Hydro's Career Energizer (description below).

- **Re-furbished laptops:** 8 laptops were disbursed to local Indigenous communities to share with community members for virtual learning. Plans are in place to share 20 refurbished laptops in F24.
- **Driver Training:** Indigenous Nations have identified that one of the barriers to employment is lack of drivers' license. To respond to this fundamental need, BC Hydro has supported the development of an online Learners Exam preparation course designed to be delivered in a virtual setting with an instructor in community. In 2022, we had one Learners License exam prep course delivered in community.
- **Youth Hires Program:** rather than cancelling the Youth Hires program in 2021, we shifted to a **Summer (Nation) Hires Program** in coordination with First Nation communities with whom we have Relationship Agreements with. In the Summer Hires Program Indigenous youth are hired to work for 8 weeks over the summer to gain work experience and knowledge of careers at BC Hydro, and is used as a tool to expand BC Hydro's Indigenous pipeline. With support from BC Hydro, the Summer Hires were selected and hired by their respective Nations and worked from their home communities with their focus of work having exposure to BC Hydro projects and initiatives, such as Site C. Candidates gained experience from participating in activities with the Nation and BC Hydro work initiatives. In 2022, there were 4 Nation hires in the Northeast region.
- **Career Energizers with BC Hydro:** 2021 is the 3rd year BC Hydro's training programs for this Project are planned with Career Energizers. These 3-day to 10-day courses offer candidates an opportunity to polish a resume, learn employment readiness skills, participate in confidence building activities, skills identification, interview skills, create email addresses, and interact with BC Hydro contractors to learn firsthand about employment opportunities and how to submit resumes.
- **BC Hydro and Northern Lights College Pre Heavy Equipment Operator Program Oct 2021:** BC Hydro, Northern Lights College, PRHP, CLAC and NENAS participated in the design and delivery of a pre-heavy equipment operator program. The 11-day program provided 6 participants with the opportunity to experience life at the Project's worker accommodation while gaining technical and job readiness skills. The intention was to refresh essential skills and power skills while also providing industry specific worksite experiences with focus on the fundamentals of heavy equipment operating. Candidates gained valuable seat time on the rigid frame haul trucks under the direct supervision of Peace River Hydro Partner's Heavy Equipment Instructor. This program was temporarily postponed in March 2020, due to COVID-19. In October 2021 this program was successfully delivered. Funding for this program was provided through the NENAS and donations from the Christian Labour Association of Canada (CLAC), Local 68.

- **Site C Curator Training Program** called “Telling the Story” July 2021: An initiative with direction from the Site C Culture and Heritage Resource Committee with representation from 13 Nations impacted by Site C, and in partnership with Tse’Kwa House and NENAS. This 10-day program explored the artifacts and the story behind the artifacts from an Indigenous perspective. Elders and youth gathered in a virtual and in-person format in July to learn about archaeology and the curation of artifacts that have been unearthed in building of the Site C dam. The purpose of the program was to have participants select artifacts that will eventually be displayed in the Cultural Center that is planned for the Treaty 8 region.
- **ATCO Kitchen Skills and Housekeeping Program:** in May 2019, BC Hydro and ATCO partnered for a third time to deliver a Kitchen Skills and housekeeping program at the Project worker accommodation. Eighteen Indigenous candidates were selected to participate in the 10-day program to learn employment readiness skills, communication, teamwork, workforce training certifications (Foodsafe, CSTS 09), and job shadow with ATCO’s Red Seal Chef. ATCO continues to share employment opportunities with Indigenous communities and has pivoted to on-the-job training.
- **Try-a-Trade:** in 2019 the development of an 8-week Try-a-Trade program was piloted with a 2nd cohort also being run in the same year. Indigenous candidates from across the Province applied to the program and were selected to participate. The candidates would complete their rotations in various BC Hydro locations, with one location being at BC Hydro’s existing W.A.C. Bennett Dam, near Hudson’s Hope. Eight Indigenous candidates were recruited and selected and had the option to select three of eleven BC Hydro trades to gain firsthand experience of this trade. Between the two cohorts a total of five Indigenous candidates were from northeast B.C. Since 2019 when we created Try-A-Trade, two cohorts (a total of 18 individuals) have gone through the program.
- **BC Hydro & Northern Lights College Pre-Carpentry Skills Pilot Program:** BC Hydro, Northern Lights College and several partners including NENAS, CMAW (carpenter union), ATCO, AFDE GP, PRHP² participated in the development of a Pre-Carpentry Skills program that features essential skills for carpentry, a Northern Lights College job shadow component with the Project contractors, and a carpentry project for students to demonstrate skills learned. The first cohort of eight Indigenous candidates from northeast B.C. completed the 14-day program in April 2019. This program was postponed in 2020 and 2021 due to COVID 19. In 2022, it was decided to not run this program for a 2nd time due to lack of participation.

7 Resources and Funding Arrangements to Support Training, Industry, and Indigenous Partnership Opportunities in the Region

BC Hydro continues to recognize the importance of supporting training opportunities for skills development, trades training and job readiness. From 2015 to present, BC Hydro has provided

² AFDE-Aecon-Flatiron-Dragados-EBC Partnership; PRHP-Peace River Hydro Partners

the funding and resources to support local training and partnerships. During this reporting period BC Hydro has continued to support training, industry and Indigenous partnerships in the region, included the following:

7.1 Scholarships and Bursaries

BC Hydro has provided \$1 million in funding to the Northern Lights College Foundation (NLCF) over a five-year period to support the development of skilled workers in northeast B.C., which aims to assist students who may not otherwise have access to post-secondary education. Fifty percent of the funding for bursaries is dedicated to Indigenous students.

In August 2013, Northern Lights College Foundation started distributing the BC Hydro Trades and Skilled Training Bursary Awards. As of February 28th, 2023, a total of 290 students had received bursaries, including 135 Indigenous students who have benefitted from the bursary in programs such as electrical, welding, millwright, cooking, social work, and many others. BC Hydro has worked with the Northern Lights College Foundation to extend the bursary timeline and reserve a portion of bursary amounts for trades programs directly needed for Project work. Part of this agreement was to set aside funds for the BC Hydro and Northern Lights College pre-carpentry skills pilot program for Site C as well as other joint pre-skills programs.

In January 2021, BC Hydro provided additional funding to extend the bursary program to December 31, 2022.

7.2 Information Gathering

BC Hydro continues to engage with Indigenous Nations and local Indigenous businesses to better understand their capacity and interest in participating in work on the Project.

7.3 Engagement with Local Indigenous Business Community

BC Hydro continues to engage the local Indigenous Business community through the following initiatives:

- **Site C Business Directory:** BC Hydro continues to encourage businesses to register themselves on the Site C Business Directory. In doing so, any business, including Indigenous businesses, will receive information about upcoming Project procurements and or other events.
- **Business to Business Networking Sessions:** BC Hydro has previously hosted Business to Business Networking Sessions in the Peace region. The sessions provide an opportunity for proponent teams or contractors to meet with local, regional and Indigenous companies in an organized forum with the objective of forming partnerships and creating business opportunities. BC Hydro and Site C contractors previously participated in business networking sessions in the following First Nation communities:

- Blueberry River First Nations;
- Doig River First Nation;
- McLeod Lake Indian Band;
- Halfway River First Nation; and
- Saulteau First Nations

While no Business to Business Networking Sessions took place during this reporting period, BC Hydro had numerous meetings with First Nation Designated Businesses and Site C Project Teams to discuss various potential business opportunities.

- **Business Development:** Indigenous businesses have been awarded work on the Project in the following areas:
 - Clearing;
 - Civil construction;
 - Highway construction;
 - Grass seed supply;
 - Environmental monitoring;
 - Electrical Work;
 - Air, Noise & Climate Monitoring;
 - Agriculture, Crop & Humidity Monitoring;
 - Fish Surveys;
 - Erosion and sediment control;
 - Fish habitat enhancement;
 - Decommissioning Work;
 - Project health clinic;
 - Paving;
 - Planting;
 - Quarry development and operation;
 - Rip rap production.
 - Road and bridge Construction;
 - Rare plant surveys;
 - Safety and security;
 - Safety buoys;
 - Site preparation;
 - Substation work;
 - Shuttle Services & Boat Transport;
 - Reclamation
 - Warehouse construction;
 - Wetland mitigation; and
 - Wildlife shelter construction, installation, and monitoring
- **Procurement Process Support:** BC Hydro's Project team are available to discuss procurement processes and ways to stay informed about upcoming procurements. BC Hydro works closely with Indigenous Nations and businesses to understand their capacity and interest with respect to the Project and identify potential contracting opportunities.
- **BC Hydro's Indigenous Procurement Policy:** Working together to build relationships that respect Indigenous peoples' interests is important to BC Hydro. One way BC Hydro is supporting the long-term economic interests of Indigenous peoples in British Columbia is by committing to directed procurement opportunities for the benefit of Indigenous communities in support of relationship agreements, impact benefit agreements and other

arrangements with Indigenous Nations. Under BC Hydro's Indigenous Contract and Procurement Policy, BC Hydro has awarded over \$852 million in contracts to qualified businesses designated by local Indigenous Nations with whom BC Hydro has agreements. The work carried out under these contracts includes:

- Clearing;
- Civil construction;
- Highway construction;
- Grass seed supply;
- Environmental monitoring;
- Electrical Work;
- Air, Noise & Climate Monitoring;
- Agriculture, Crop & Humidity Monitoring;
- Erosion and sediment control;
- Fish Surveys;
- Fish habitat enhancement;
- Decommissioning Work;
- Native plant propagation;
- Project health clinic;
- Paving;
- Planting;
- Quarry development and operation;
- Rip rap production.
- Road and bridge Construction;
- Rare plant surveys;
- Safety and security;
- Safety buoys;
- Shoreline contouring
- Site preparation;
- Substation work;
- Shuttle Services & Boat Transport;
- Reclamation
- Warehouse construction;
- Wetland mitigation; and
- Wildlife shelter construction, installation, and monitoring

8 Environmental Monitoring Programs- Indigenous Involvement in Site C Field Programs

Indigenous involvement in field studies for the Site C heritage program has been ongoing since 2010. Indigenous Nations that have participated as heritage or cultural monitors during this reporting period include the following First Nations:

- Blueberry River;
- Doig River;
- Halfway River;
- McLeod Lake;
- Prophet River;
- Saulteau; and

- West Moberly

BC Hydro has also facilitated Indigenous involvement in the Project's environmental programs, where possible. Indigenous Nations that have participated in ecological field surveys, fish and aquatic studies and environmental monitoring programs during this reporting period include the following First Nations:

- Blueberry River;
- Doig River;
- Halfway River;
- McLeod Lake;
- Saulteau; and
- West Moberly.

8.1 Methylmercury Monitoring Program

In collaboration with Indigenous Nations, communities and health authorities, BC Hydro developed a Methylmercury Monitoring Plan for Site C to verify predicted levels of mercury in fish. The plan includes regularly measuring methylmercury levels in local fish and collecting information on how much fish people are eating. This information will be communicated, in partnership with health authorities, to Indigenous groups and the general public.

During the reporting period, BC Hydro offered three methylmercury fish sampling sessions to 13 Nations (all participated) impacted by Site C, with 31 participants attending on May 26th, June 9th, and Oct. 13th, 2022.

8.2 Site C- Indigenous Environmental Work Experience Program

After offering training programs in 2020 and 2021 to provide Indigenous candidates with the certification needed to support mitigation and fisheries monitoring programs on the Site C Project, BC Hydro engaged two consultants on the Project, Golder and Hemmera, to offer 3 full time 6-month employment positions for enhancement of the employee experience in the environmental field. The Site C Indigenous Environmental Work Experience Pilot Program ran from March to approximately October 2021. In 2022, the program continued with Golder, Hemmera, and Instream to allow for 3 full-time 6 month positions.

Additionally, during this reporting period, BC Hydro established a Professional Development Program for the Cultural Monitors, in which they could participate in professional development opportunities connected to the water, land, and wildlife. The collection of training sessions will culminate with one or more credentials, including an opportunity to apply for an Applied Biologist Technician designation through the College of Applied Biologists in Victoria, BC. Courses included the following:

- Aquatics and Wetlands;

- Vegetation Identification and Classification;
- Seed Collection;
- Wildlife Management, Identification and Habitat; and
- Avian Identification and Habitat.

BC Hydro continues to work with Indigenous Nations on the on-going development of the cultural monitoring and professional development programs.