

Aboriginal Training and Inclusion Plan 2021-2022 Annual Report

*Site C Clean Energy Project
Reporting period: April 2021 to March 2022*

March 31, 2022

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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

The Project completed construction of the upstream cofferdam in February 2021 and the downstream cofferdam in March 2021. With these important components of the earthfill dam complete, the area between the two cofferdams was dewatered in Spring of 2021 to allow for the excavation of the centre section of the dam core trench.

With that milestone complete, crews excavated and then began placing material in the earthfill dam. To December 31, 2021, approximately 30 per cent of the total required volume of material had been placed in the dam.

Concurrent to dam construction, work advanced on roller-compacted concrete placements in the dam and core buttress. Together with the powerhouse and spillways buttresses, the dam and core buttress forms a key safety component in the Project's design.

In October 2021, BC Hydro completed the dam and core buttress, marking the completion of the Project's overall roller-compacted-concrete program. Since the program began in 2017, crews placed a total of 1.7 million cubic metres of roller-compacted concrete in the three large buttresses.

In the generating station, work on the concrete foundation and enclosure of the powerhouse structure were completed in 2021. Placement of the concrete that embeds the turbines and forms the floors in the powerhouse is advancing at a pace to match the turbines and generators contractor's schedule.

As of December 31, 2021, 81 penstock sections (out of a total of 90 sections) had been installed, and in the spillways, more than 50 per cent of the spillways concrete had been placed.

Away from the dam site, work progressed on all six segments of the Highway 29 realignment sub-project, including the substantial completion of the Halfway River bridge in August 2021 and the opening of the Farrell Creek East segment to traffic in October 2021.

Construction of the second 500 kV transmission line connecting Site C to the Peace Canyon Generating Station continued in 2021. All foundations were completed, and all towers were assembled and installed on the foundations by March 2021. In July 2021, conductor stringing began; by the end of the year, the line was approximately two-thirds complete.

More detailed descriptions of construction activities that took place during the reporting period can be found in the quarterly Notices of Construction Activities¹.

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 2021 to March 2022

This report summarizes the implementation of the measures identified in the ATIP to fulfil EAC condition 54 from April 2021 through March 2022. This is the seventh 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.

2.2 COVID-19

BC Hydro's top priority is the health and safety of our employees, contractors, members of the public, and Indigenous Nations. BC Hydro has been monitoring COVID-19 closely since

¹ Also referred to as Construction Notification Letters, or Construction Notices. These are available on the project website along with the bi-weekly Construction Bulletins: <https://www.sitecproject.com/construction-activities/construction-bulletins>

January 2020 and has been taking appropriate action as the situation evolves. To minimize the risk of transmission, and continue to fulfil the requirements of Environmental Assessment Certificate (EAC) conditions 27 and 72, and federal Decision Statement (FDS) condition 14.2., BC Hydro has been required to adapt its engagement with Indigenous communities to mitigate the risk of a COVID-19 event occurring.

These include:

- Strictly following Ministry of Health guidelines and implemented a range of protocols to prevent the spread of COVID-19;
- Scaled back, or transition to virtual platforms, for certain activities to reduce or eliminate the number of in-person meetings, site visits, training sessions, and community gatherings;
- Restrictions on non-essential travel for BC Hydro employees and consulting service providers; and
- Implemented the requirement for proof of COVID-19 vaccination from all employees and contractors working for the Site C project.

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 7th Site C Indigenous Employment and Training virtual information session on February 23, 2022. Due to COVID 19, our in-person session planned for the summer of 2021 was postponed. The information session is 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 2021 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, links for scholarship and bursary opportunities, and career information links were sent to the Indigenous Employment and training representatives via email.

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 during the reporting period have been postponed until COVID restrictions have been lifted:

- North East Native Advancing Society (NENAS) Career and Trades Forum and Recognition event;
- McLeod Lake Indian Band Career Fair; and
- Saulteau First Nations Career Fair

Members of BC Hydro's Project team attend these events to discuss employment and procurement opportunities on the Project and with BC Hydro in general. Project contractors also participate 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 Indigenous². 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 2021	281
February 2021	300
March 2021	346
April 2021	366
May 2021	372
June 2021	375

² 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
July 2021	393
August 2021	393
September 2021	390
October 2021	384
November 2021	356
December 2021	320

To date, and where applicable to their role, there has been 1636 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 	<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
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 (3rd, 4th 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: April 15th, 2021, Aug. 26th, 2021, Nov. 25th, 2021, Feb. 10th, 2022 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 11 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.

- **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 all 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.
- **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. or
- **Youth Hires Program:** rather than cancelling the Youth Hires program in 2021, we shifted to a Summer Hires Program in coordination with First Nation communities with whom we have Relationship Agreements with. In the Youth 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.
- **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. The program was a success with a plan to offer this program again in 2022.
- **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.

Due to COVID 19, the following programs were postponed until further notice:

- **ATCO Kitchen Skills and House Keeping 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. A fourth program was planned for 2021 but had to be postponed to 2022. 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. The program was considered a success and will be run in the future when COVID restrictions have been lifted.
- **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, PRHP³ 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, once Provincial health orders are lifted, we will consider offering this program again.

³ AFDE-Aecon-Flatiron-Dragados-EBC Partnership; PRHP-Peace River Hydro Partners

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 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 December 2021, a total of 287 students had received bursaries, including 134 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.

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
- Saulneau First Nations

No Business to Business Networking Sessions took place during this reporting period.

- **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;
 - Erosion and sediment control;
 - Fish habitat enhancement;
 - Project health clinic;
 - Quarry development;
 - Rip rap production.
 - Roads and bridges;
 - Safety and security;
 - Safety buoys;
 - Site preparation;
 - Substation work;
 - 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 \$606 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;
 - Erosion and sediment control;

- Fish habitat enhancement;
- Native plant propagation;
- Project health clinic;
- Quarry development;
- Rip rap production.
- Roads and bridges;
- Safety and security;
- Safety buoys;
- Shoreline contouring
- Site preparation;
- Site reclamation
- Substation work;
- Warehouse construction; and
- 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;
- Sauteau; 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;
- Sauteau; and
- West Moberly

8.1 Site C- Indigenous Environmental Work Experience Program - Pilot

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.