

# Capacity-Building Supports for Indigenous Communities: Engaging with Canada's Mineral Sector

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**PROSPECTORS &  
DEVELOPERS  
ASSOCIATION  
OF CANADA**

# PDAC: SUPPORTING A COMPETITIVE AND RESPONSIBLE MINERAL INDUSTRY

## Vision

A competitive Canadian exploration and development industry that operates responsibly around the world to find the minerals and metals that are essential to modern life

## Mission

- Sustain a vibrant and responsible Canadian mineral exploration and development industry
- Support the Canadian exploration industry, worldwide, to secure access to land, skills and capital



# PDAC CAPACITY SUPPORT PROJECT

The primary objective of this research project was two-fold.

## Report

- An analysis of the application of programs within the mineral cycle, criteria for program success, and challenges/barriers facing program success.

## Web-based Tool

- A complete catalogue of program offerings available nationally and in each of the provinces and territories, categorized according to the respective stages of the mineral development project cycle.
- To be used as a web-based tool for PDAC members, Indigenous communities, businesses, and other stakeholders.



# STUDY OBJECTIVES

## Why did we conduct this research?

- There is **currently no** similar comprehensive compendium of cross-jurisdictional capacity building programming in Canada available to the public.
- There are many instances in which participation by Indigenous communities in the mineral industry is limited due to capacity-related challenges such as:
  1. Awareness of the mineral industry and various opportunities to participate.
  2. Capacity and financial gaps to undertake and / or hire assistance.
  3. Capacity to maximize employment opportunities across the full range of opportunities generated by mineral projects.



# METHODOLOGY

## How was it done?

1. Review of government, non-profit, and education institution websites and publications.
  - Scanning publically available resources to identify relevant programs
  - Review of agencies and entities responsible for administering programs
2. Outreach and consultation with government personnel, indigenous stakeholders, and non-profit sector.
  - Administered a questionnaire and conducted interviews.
  - Interviewed Indigenous stakeholders on program awareness, utilization, and effectiveness.



# TYPES OF PROGRAMS

Programs that support Indigenous participation in the mineral development sector typically fall into three categories

## Consultation Capacity

Programs fund an Indigenous community's ability to understand a proposed mineral development project and assess impacts to Treaty or Aboriginal rights and rights of traditional use. Programming also seeks to satisfy a government's legal obligation to consult Indigenous communities when resource projects have the potential to impact Indigenous rights.

## Training & Skills Development

Programs that fund or otherwise support the establishment of initiatives that prepare Indigenous people for careers in mineral development, mining, and related sectors. Major initiatives typically comprise partnerships between governments, Indigenous communities and organizations, and the mineral industry.

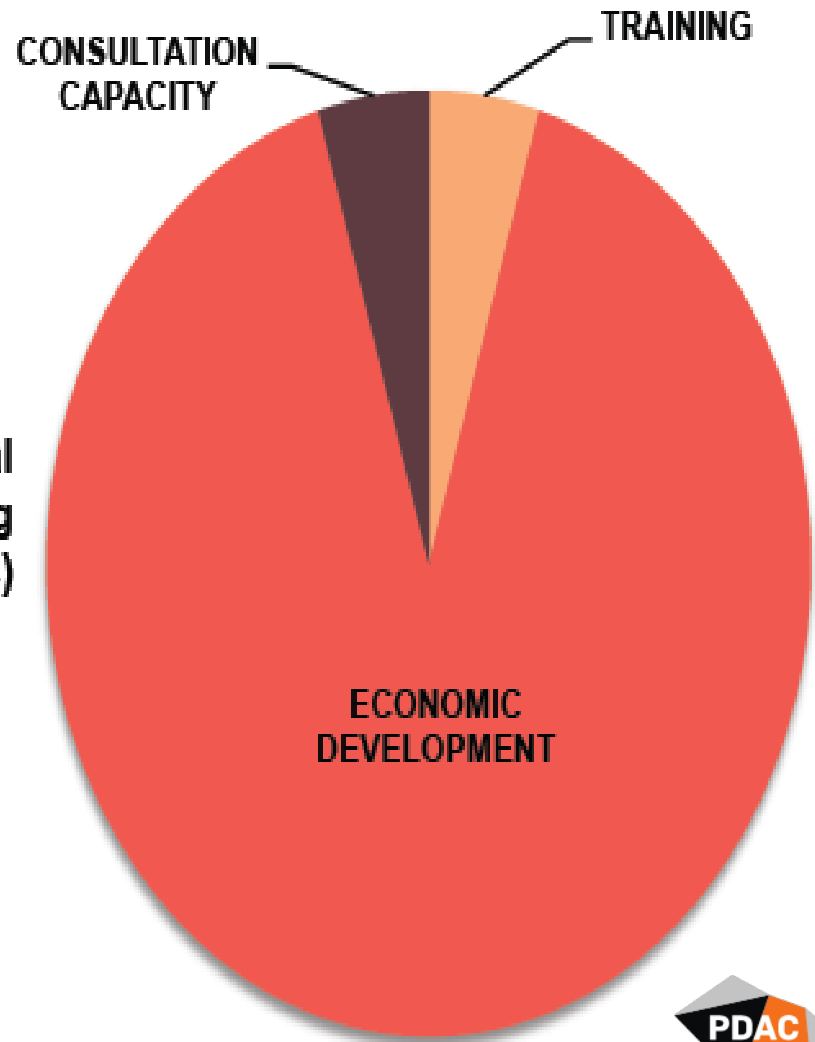
## Economic Development

Programs that provide funding and expertise to help Indigenous community-owned and privately owned businesses respond to the economic opportunities presented by mineral development activity.

# BREAKDOWN OF PROGRAM FUNDING

- Government Funding that supports Indigenous participation and engagement with the mineral sector is primarily concentrated on programs that support economic development.

**Estimated breakdown of national capacity-support spending  
(Government funding: All jurisdictions)**



# APPLICATION ACROSS THE PROJECT CYCLE

- Capacity building initiatives primarily support activities undertaken during two stages of the mineral development sequence:
  1. Development
  2. Operation
- Only Quebec and Nunavut offer significant, sustained funding for Indigenous participation in the mineral ***exploration*** sector.
- Federally-funded programs that target Indigenous applicants primarily focus on trades skills needed in mineral development.
- Community college certificates and record-of-achievement (ROA) programs offer training primarily for positions found in underground and surface production operations.





# READINESS ACTIVITIES IN THE MINERAL DEVELOPMENT SEQUENCE

## COMMUNITY READINESS ACTIVITIES



### PRE-EXPLORATION

Exploration Agreement  
Early Proponent and / or Government Engagement  
Assess Impacts



### EXPLORATION

Develop Framework Impacts and Benefits Agreement (IBA)  
Land use studies  
Environmental Impact Assessments  
Initiate Training Programs  
Feasibility Studies and Business Plans  
Establish New Businesses, Partnerships & Joint Ventures



### DEVELOPMENT

Implement IBA  
Ongoing Training Programs  
Implement Business Plans



### OPERATION

Ongoing Operation of IBA  
Ongoing Training Programs  
Ongoing Operation of Businesses and Joint Ventures  
Environmental Monitoring



### CLOSURE

Conclude IBA  
Development of Integrated Land Management Approach  
Environmental Monitoring  
Site Redevelopment



### POST-CLOSURE

Environmental Monitoring  
Site Redevelopment

# OVERVIEW OF NATIONAL PROGRAMS

## NATIONAL PROGRAMS

PRE-EXPLORATION

EXPLORATION

DEVELOPMENT

OPERATION

CLOSURE

POST-CLOSURE



Canadian Environmental  
Assessment Agency  
**Participant Funding Program**

Economic & Social Development Canada  
**Aboriginal Skills and Employment  
Training Strategy (ASETS)**

ESDC  
**Skills & Partnership Fund (SPF)**

Mining Industry Human Resources Council  
**Mining Essentials**

ECO Canada  
**Building Environmental Aboriginal Human Resources (BEAHR)**

Crown-Indigenous Relations & Northern Affairs Canada  
**Strategic Partnerships Initiative**

CONSULTATION CAPACITY

TRAINING & SKILLS DEVELOPMENT

ECONOMIC DEVELOPMENT

# TERRITORIAL PROGRAMS

## TERRITORIES

PRE-EXPLORATION

EXPLORATION

DEVELOPMENT

OPERATION

CLOSURE

POST-CLOSURE



Yukon College  
**Introduction to Surface Mining Operations Certificate |  
 Underground Mining Operations**

Northwest Territories  
**Mine Training Society**

Aurora College (Northwest Territories)  
**Introduction to the Mining Industry | Introduction to Underground Mining**

Nunavut Arctic College  
**Apprenticeship Programs**

Government of Nunavut  
**Nunavut Mine Training Fund**

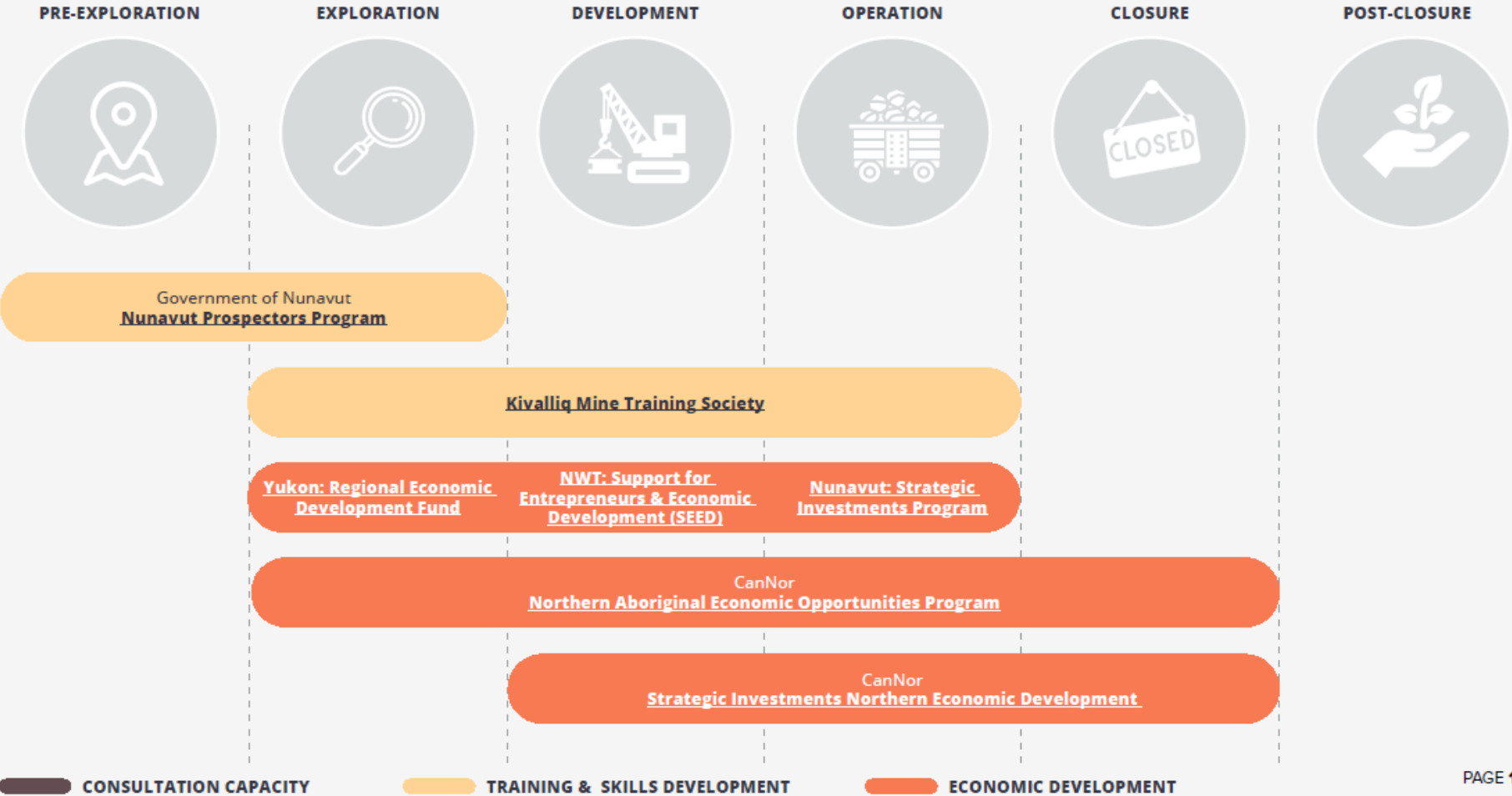
CONSULTATION CAPACITY

TRAINING & SKILLS DEVELOPMENT

ECONOMIC DEVELOPMENT

# TERRITORIAL PROGRAMS

## TERRITORIES



CONSULTATION CAPACITY

TRAINING & SKILLS DEVELOPMENT

ECONOMIC DEVELOPMENT



# LAUNCH OF WEB-BASED TOOL

- **When is the tool and report expected to be launched?**
  - Spring 2019
- **Where will this be available?**
  - PDAC's website - PDAC.ca
- **I have questions. Where do I go?**
  - Email the PDAC – [info@pdac.ca](mailto:info@pdac.ca)
  - Email Luka – [lstevanovic@pdac.ca](mailto:lstevanovic@pdac.ca)

# CRITERIA FOR PROGRAM SUCCESS

## Success of capacity-building programs depend on:

- **Early Engagement**
  - Proponents willingness to engage with communities
  - Companies and communities identifying potential partnerships and joint ventures
  - Collaborate to establish relevant training programs
- **Cross-Sector Partnerships**
  - Businesses/training initiatives that derive support from multiple proponents across sectors are more likely to succeed.
- **Offers of Employment**
  - Training program applicants are most successful when programs are linked to job offers on **specific** projects.



# FUTURE CONSIDERATIONS

- **Awareness of programs**
- **Program Usage**
- **Cross-Jurisdictional Learnings**
- **Data Tracking**



# Thank You

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