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Strategies for Strengthening Company-Indigenous Community Partnerships: Examining Capacity-Related Challenges



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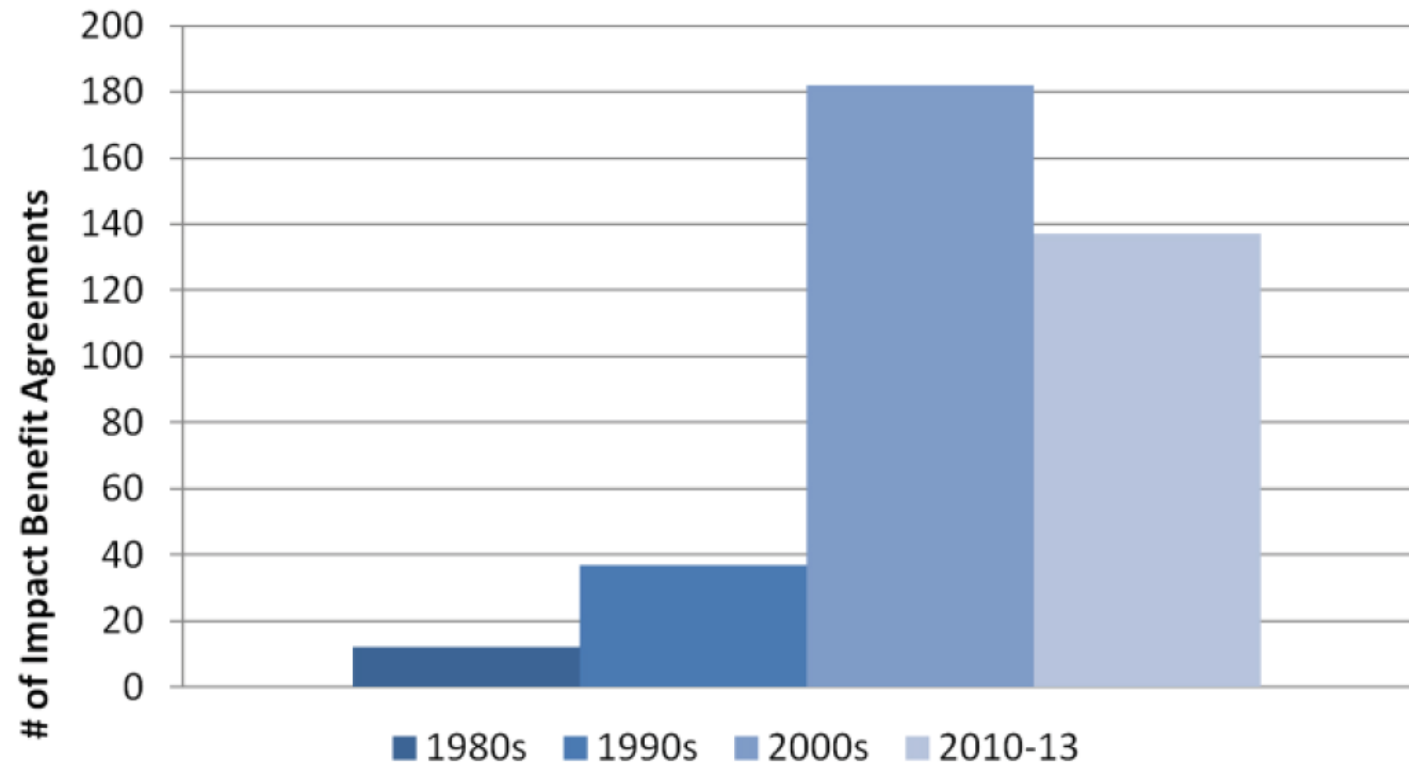
The Mineral Industry & Indigenous Communities

- The mineral sector, as a leading industry practice, builds strong partnerships with Indigenous communities and seeks input on numerous aspects related to their projects, while also generating economic opportunities
- Proportionally, the mining industry is the largest private sector industrial employer of Indigenous Peoples, producing over 16,500 jobs in 2017.
- More than 500 agreements signed since 1974; the majority have been signed within the last decade



The Use of Impact Benefit Agreements

The use of Impact Benefit Agreements between industry and Aboriginal communities became an increasingly common practice in the mining sector during the 2000s.²⁵



Source: Natural Resources Canada.

Benefits of Partnerships – Some Examples

Companies:

- Trained, sustained employment force
- Robust skills and knowledge to enhance projects
- Reduced uncertainties and minimize risk of delays Increased project value
- Increased efficiency and reduced cost of operations
- It is much more beneficial to work together rather than to have to work around or against each other

Communities:

- Increased job opportunities in mineral development and related sectors Opportunities for training and skills development
- Meaningful involvement and input into project development
- Established and growing Indigenous businesses
- Community investment and development (such as infrastructure)



Partnerships produce better projects!

Examples of Employment Opportunities

Exploration

- Prospector
- Geologist
- Environmental Baseline Work / Monitor
- Environmental Coordinator
- Line Cutter

Development and Operation

- Surveyor
- Welder
- Engineer
- Heavy Equipment Operator
- Laboratory Technician
- Mechanic

Closure

- Environmental Technician / Monitor
- Tree Planter
- Engineer

Figure 19. Indigenous Employment in the Minerals Sector, 2008-2017



Source: Statistics Canada.

Examples of Business Opportunities

Exploration

- Aviation
- Camp Setup
- Remote Lodging
- Transportation and Fuel
- Drilling and Blasting

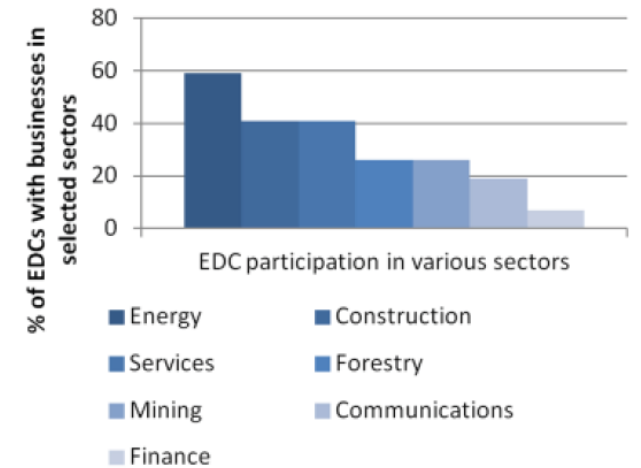
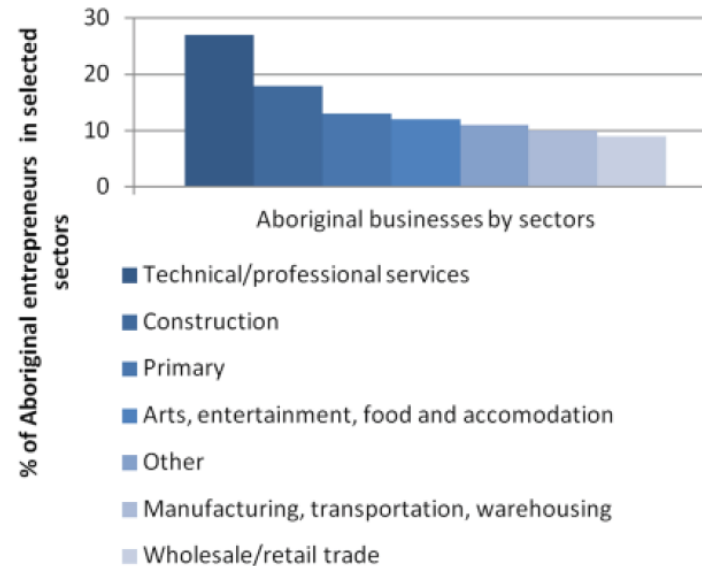
Development and Operation

- Construction
- Engineering Services
- Catering
- Infrastructure Construction

Closure

- Environmental Monitoring, Reclamation and Risk Assessments
- Project Management
- Heavy Hauling

Aboriginal businesses have a strong presence in natural resource and related industries.



Source: Canadian Council for Aboriginal Business

Some Barriers to Participation in the Mineral Sector

Some of the main barriers impacting the participation by Indigenous peoples in the mineral industry include:

- *Lack of experience with the mineral sector*
- *Education and training gaps*
 - *Youth education of the industry*
- *Remoteness of communities*
- *Access to capital*
- *Associated training costs for new employees*
- *Poverty and associated socio-economic challenges*
- *General capacity-related challenges*



Capacity-Related Barriers

There are many instances in which participation by Indigenous communities in the mineral industry is limited due to capacity-related challenges related to:

1. Awareness of the mineral industry and various opportunities to participate.
2. Capacity and financial gaps to engage in the project and / or hire assistance.
3. Growing employment and business opportunities across the full range of opportunities generated by mineral projects.

How Are These Barriers Overcome?

- Meaningful engagement to establish partnerships and foster relationships
- Investment in communities
- Support for Indigenous-owned businesses
- Investing in training and skills development opportunities
- Accessing available government capacity-building funding



Government Capacity-Building Funding for Indigenous Communities

- PDAC has developed an online catalogue of all government program offerings available nationally and in each of the provinces and territories.
- Funding is targeted towards:
 - ***Consultation Capacity Building***
 - ***Skills & Job Training***
 - ***Economic Development***
- There is no similar comprehensive compendium of cross-jurisdictional programming in Canada currently available to the public.

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

Visit PDAC's Indigenous Affairs Page – PDAC.ca



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Capacity-Building Funding for Indigenous Communities

In support of PDAC's priority to promote engagement between Canada's Indigenous communities and the mineral development sector, PDAC has developed a comprehensive catalogue of all available

THANK YOU FOR JOINING US!

Webinar recording available on the
members portal: events.pdac.ca



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For any questions regarding our new capacity building catalogue please contact Istevanovic@pdac.ca



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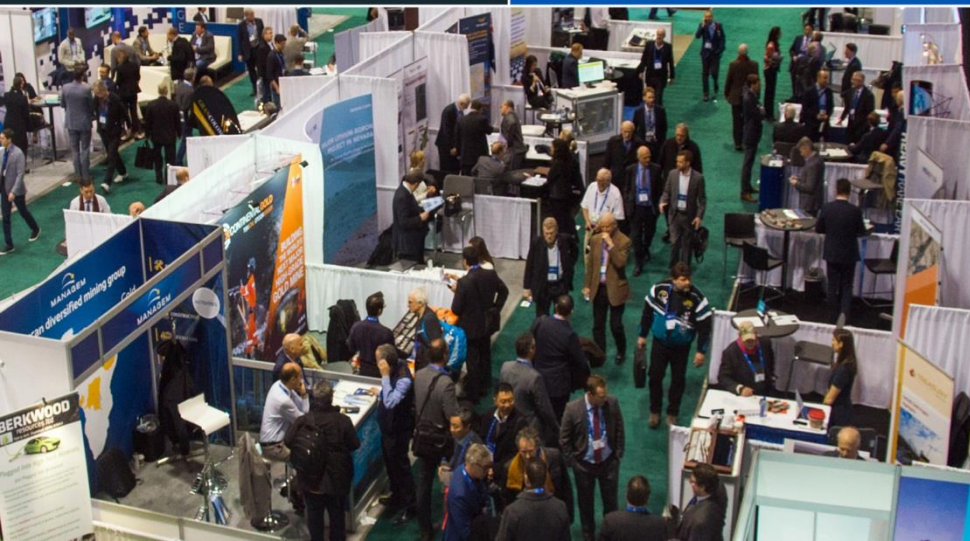
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