

Training Policy for Indigenous People

Overview

Trans Mountain recognizes the unique legal and constitutional rights of Indigenous People and will be respectful of their history, customs, beliefs and traditions. We are committed to supporting the sustainability of Indigenous communities through the creation of employment opportunities over the life of the Project. We are committed to the development of an Indigenous workforce through effective and accessible training programs to maximize their participation in available employment opportunities.

The Trans Mountain Expansion Project is committed to enhancing Indigenous Peoples' long-term success through participation in the Canadian economy. This will be accomplished by supporting programs that build capacity in Indigenous communities, along the Trans Mountain corridor, to enhance their ability to benefit from economic opportunities associated with the pipeline industry.

Training Objectives

Trans Mountain is committed to the following training objectives to provide Indigenous People with access to opportunities and resources to benefit from the development of the Trans Mountain Expansion Project.

- Develop working relationships with Indigenous communities to foster an understanding of their current human resource capacity.
- Collaborate with Indigenous organizations, industry partners, educational institutions and all levels of government to leverage training funds for the provision of relevant and timely training programs to ensure participation to the greatest extent possible of Indigenous Peoples in employment opportunities of this Project.



- Establish communications to maintain information flow to Indigenous communities and relevant organizations on the status of the Project to ensure training is planned, scheduled and implemented to meet Project timelines.
- Develop and implement an evaluation plan; including tools to assess training and recruitment effectiveness.

Training Initiatives

To achieve the objectives that Trans Mountain has set out, the following initiatives have been identified:

- Establish training priorities and corresponding core budget that identifies training programs based upon community priorities and linked to opportunities available during the construction phase of the Project.
- Support training to employment initiatives that focus on transferable skills related to the construction of the pipeline, facilities and marine docks.
- Work with Indigenous and mainstream organizations to deliver training programs designed for successful training outcomes for Indigenous candidates.
- Identify available resources to assist Indigenous communities to increase their current capacity to participate in employment.
- Collaborate with Indigenous communities, educational and training institutions, industry and all levels of government to increase the availability of training funds for Indigenous communities.
- Provide information on the opportunities available during construction (including pre and post) and during subsequent pipeline system operations.