

## Apprenticeship and Training Targets Selkirk Mountain Project

The purpose of this document is to communicate to the contractor(s) about the apprenticeship and training targets on the Selkirk Mountain Project.

### 1. Meeting the commitments within the Community Benefits Agreement

BCIB supports the objectives within the Provincial Apprenticeship Ratio Policy as developed by the Ministry of Advanced Education, Skills, and Training. Article 1.100 of the Community Benefits Agreement (CBA) identifies a series of objectives, including several related to optimizing opportunities to develop and grow the skilled labour workforce within British Columbia, in both the immediate and longer-term.

The CBA requires an assessment be performed of the need for enhanced training to meet the commitments within the Agreement (see Articles 9.200 and 9.201 of the CBA). Enhanced training has been interpreted as an overall increase in apprenticeship opportunities on CBA projects, flowing to residents, Indigenous peoples, and equity groups in an inclusive, accessible, transparent, and collaborative manner.

Article 9.400 of the CBA provides that General Trades trainee positions be established within each Affiliated Union and ratios set on a trade-by-trade basis. Please refer to CBA trade section for specific apprenticeship to journeyman trade ratios

BCIB intends on meeting the CBA commitments in partnership with the owner, contractors and AIRCC unions through set targets, recruitment and building the pipeline and connecting sponsored apprentices to a network of wrap around services.

Furthermore, BCIB will work in partnership with industry, local Indigenous communities, and equity support organizations to identify and establish wrap around services (e.g., Accessibility) for apprentices and trainees onsite.

### 2. Funding and support

A variety of government training programs and services exist such as, but not limited to, the Trades Training System (funded by the Skilled Trades BC), the Canada Jobs Fund/Workforce Development Agreement and the Indigenous Skills Training Development Fund. Where current capacity exists, these programs can be used.

### 3. Apprenticeship and Trainee Target

The current target range for the Selkirk Mountain Project is:

- **13%-16% Apprentice**
- **9%-11% Trainee**

As per the BCIB Contractor Agreement (BCA) and BCIB Sub-Contractor Agreement (BSA) article 14.2, the prime contractor and the sub-contractor(s) are required to acknowledge the receipt of apprenticeship and training targets. In addition, they also need to seek apprentices to achieve or exceed the objectives for Apprenticeship and Training Targets.