

ABORIGINAL MINING STRATEGY FOR NORTH EAST ONTARIO



*"Investing in the
Aboriginal Business Spirit"*

WAUBETEK
Business Development Corporation

ABORIGINAL MINING STRATEGY FOR NORTH EAST ONTARIO SUMMARY

With increased mineral exploration activity along with the construction of new mines and the requirement for mining companies and the Crown to consult and accommodate First Nations on the development of mining projects located within treaty and First Nation territories, it is critical that First Nations have meaningful engagement in the industry, that Aboriginal businesses be involved in meeting the growing need for mining supplies and services, and that Aboriginal people become a mine-ready labour force.

Together with its partners, Waubetek can play a pivotal role in assisting First Nations and Aboriginal businesses in North-East Ontario to take advantage of the opportunities in the mining sector.

VISION

“First Nations and Aboriginal businesses served by Waubetek will be successful in accessing economic opportunities in the mining sector through the implementation of diverse, partnership-based initiatives which open doors to Aboriginal engagement, employment and business supply of goods and services in the mining industry.”

GUIDING PRINCIPLES

1. First Nations have established rights to access the economic benefits and opportunities associated with development of the lands and resources within our traditional and treaty territories.
2. Opening doors to economic opportunities in the mining sector must be done in a manner consistent with our Aboriginal and treaty rights and our shared values, including respect for the earth and the living creatures that rely on it.
3. The Mining Strategy will focus on the North-East Ontario region, on economic opportunities associated with employment of Aboriginal peoples in the mining sector and the supply of mining related goods and services.
4. Implementing the Mining Strategy requires collective effort and responsibility including with First Nations, First Nation organizations and businesses and Aboriginal entrepreneurs.
5. Governments, mining companies, and mining supply and service companies are also partners in the Mining Strategy.
6. All partners will work cooperatively together to promote their shared interests with respect to greater Aboriginal economic participation in the mining sector with strategic use of available resources.



HIGHLIGHTS FROM THE STRATEGIC AREAS

1 Mining Industry Knowledge, Awareness and Capacity

- First Nations can **build upon this Strategy and align efforts** within their own economic development, community development and human resource strategies.
- Establish a **Centre of Excellence on Aboriginal Mining** that would serve as a “clearinghouse” for First Nations, businesses, and industry that would contain up-to-date and authoritative information on legal, financial, technical and regulatory information related to the mining sector.
- Deliver a **First Nations-oriented workshop** that provides basic essential information on mining. (ie. Mining 101)
- First Nations may **build upon this strategy and align efforts** within their own economic development, community development and human resource strategies.

2 Mining Industry Relations

- Establish a **regional mining table for North-East Ontario** with representation from Aboriginal groups, industry, federal and provincial governments.
- Assist and Support First Nations to develop **protocols, policies and processes at the treaty/regional level** to support a collective approach to managing industry relations and mineral development in traditional and treaty territories.
- **Introduce the Mining Strategy** to mining companies with operations in North-East Ontario and to key government agencies.
- **Participate in annual and special mining related conferences**, forums and trade shows.

3 Skilled Aboriginal Workforce

- Allocate a portion of First Nation training resources annually to **mining-related training initiatives.**
- Negotiate partnership-based training initiatives with mining and mine supply and service companies to provide **on-the-job training** and entry-level employment placements for First Nation members.
- Develop and deliver a **mining internship program** targeting four interns per year.
- Organize events to both **encourage youth** to learn more about mining-related occupations and careers and promote the mining sector as providing positive career opportunities.
- Develop an **Aboriginal Relations training program** for mining and mine supply and service companies.
- Establish **targets for the number of new hires of Aboriginal people** into the workforce of mining companies and mining supply and service companies in North-East Ontario and track outcomes on an annual basis.
- Establish and maintain a **regionally based, mining sector focused, human resource database** for North East Ontario that includes information on the Aboriginal mining "job ready" workforce (supply) as well as jobs and employment opportunities available with mining exploration and development companies and mine supply and service companies (demand).

4 Aboriginal Businesses and Partnerships

- Establish an **Aboriginal Mine Supply and Service Network** (for northern or North-East Ontario) as a not for profit association.
- Establish and **maintain a register of Aboriginal businesses** in the Waubetek catchment region that can provide supplies and services to the mining sector.
- Host an annual **First Nation Mine Supply and Services Trade Show/Conference.**
- **Provide information on First Nation Strategic Agreements and Procurement Opportunities** to increase Aboriginal businesses' and entrepreneurs' knowledge of opportunities that are available.
- Establish partnerships with mining companies in North-East Ontario to **create and invest in a fund for capital and credit lines** for Aboriginal businesses in the mining sector in this region.
- Develop an **Aboriginal Relations training program** for mining and mine supply and service companies on a fee-for-service basis, as a measure to promote the elimination of barriers to Aboriginal participation in recruitment, hiring and sub-contracting.

For more information about the Aboriginal Mining Strategy For North East Ontario please contact the Waubetek Business Development Corporation
Dawn Madahbee, General Manager dmadahbee@waubetek.com
Irene Altman, Regional Initiatives ialtman@waubetek.com
Phone: 705-285-4275 www.waubetek.com