



NATIVE WOMEN'S
ASSOCIATION OF CANADA
L'ASSOCIATION DES FEMMES
AUTOCHTONES DU CANADA

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LMD

Information Bulletin

In this issue...

IBAs

An overview of Impact Benefit Agreements (IBAs).

Considering an Internship?

Read on to learn about the red flags and how to pick a placement that's right for you.

Find us at PDAC

NWAC has been invited to present at the Aboriginal Forum. Scroll to page 5 for more details.



Searching for a new career?

Then you're in luck! Check out [Origin Recruitment and Training](#) for more information.

Section 35 rights are special rights to lands and entitlements that Aboriginal people in Canada have had legally confirmed in the Constitutional Act, 1982 under Section 35.

Impact Benefit Agreements (IBAs)



Impact and Benefit Agreements (IBA) are an important part of all resource development projects.

An IBA is a formal contract between a company and the surrounding Aboriginal communities of a project. Resource development companies negotiate impact and benefit agreements (IBA) in order to secure access to land claimed by Aboriginal communities through Aboriginal treaty rights. These agreements typically include information on the:

- disruption of the surrounding environment, such as plant life and animals;
- increased population due to job creation;
- disruption of traditional economies; and
- additional infrastructure necessary to the project. For example, new roads, buildings, and power lines.

According to MiningFacts.org, three aspects are considered when entering negotiations for an IBA:

- Objectives of the project;
- Circumstances; and
- Development opportunities.

Objectives are usually the same across all agreements; companies want support for the project, while Aboriginal groups desire community support through jobs and recognition of their lands and traditions. The circumstances, however, will be more subjective and vary from project to project. Development opportunities are dependent on the context of the affected community.

Most importantly, IBAs outline the conditions under which a resource development company may begin using the land. Common conditions, referred to as “provisions”, found in many IBAs are:

- **Labour provisions**, which include jobs and training for Aboriginal peoples;
- **Environmental provisions**, which detail measures taken to lessen damage to the surrounding lands;
- **Financial provisions**, like funding or cash payouts; and
- **Economic Development provisions**, which can include the preferential contracting of Aboriginal businesses.

While each project’s IBA is different, all agreements have the potential to build capacity in Aboriginal communities.

Want to know more?

Check out MiningFacts.org for a comprehensive look at Impact Benefit Agreements.

Internships: Benefits and Red Flags

The Career Catch-22

With more and more employers placing emphasis on experience, post-secondary graduates are having a hard time finding work. If you've ever wondered, "How do I get experience if nobody will hire me without previous employment?" then you're not alone. Many students are turning to internships as a way of breaking into their careers. While there are many benefits to interning, there are also many associated risks.

The Red Flags

All internships may appear equal, but it is important to remember that certain employers may try to take advantage of interns. Below are some signs to watch out for as you apply for internships.

Beware the Unpaid Internship

Criteria for the role of an intern are laid out by each province and some employers will try to reap the benefits of an unpaid employee. **The Canadian Intern Association** provides clear guidelines on which internships are legal and which aren't.

You can review the guidelines here:

<http://internassociation.ca/what-is-the-law/>

Too Much Menial Work

A good internship should teach you skills and give you workplace experience. Unfortunately, some employers may abuse their interns and dump menial work, such as photocopying, filing, and coffee-buying, on them. These duties are to be expected, but they should be secondary to the intern's learning experience.

Other Expenses

Many who are considering an internship do not factor in the costs of the experience. Some placements come with additional expenses, such as purchasing a uniform, safety equipment, or a background check. It is important to think about whether the cost of these items is outweighed by the work experience.

The Pros

Even with all of the risks and extra costs, there are still benefits associated with an internship.

Experience

As mentioned before, experience is the number one benefit of interning. A good internship in the field you want to work in gives you on-the-job experiences you may not get anywhere else. Not only will you be learning new skills, but you will be able to add the experience to your resume for the future.

Test-drive a Career

Internships give you a sneak peek at what it's like to work in a specific industry. School and volunteering may offer some insight, but internships allow the intern to actively participate in the workplace. This way, the intern will be able to determine if that particular industry or career is right for them.

Networking and Connections

Interning will give you the opportunity to connect and speak with others in your industry that you otherwise may not have met.

Did you know?

According to the Canadian Intern Association, there are up to 300,000 unpaid interns per year in Canada.

Origin—Operator Recruitment and Training

With the current economic climate shifting, it might be time to explore other career paths. Be it commercial or residential building projects, road construction, foundations or landscaping; heavy equipment operators are essential to economic growth. Just look around and see excavators, bulldozers, backhoe loaders, road graders, dump trucks and skid steers at work on many types of jobs. But you say, those big machines are intimidating and I am not sure if I could ever operate one...well wonder no more!

Enter **Origin**, a First Nation owned company that utilizes state of the art techniques to train equipment operators.



Using equipment simulators, Origin gives you the opportunity to be in the operator's seat and provides you with the chance to gauge your interest and skill. In addition, the company offers course packages that include information on jobsite expectations and safety.

Origin doesn't just help you with gaining the experience to operate this machinery; they also have a database which seeks to match experienced operators to employers.



Women! Explore
your options for becoming
an operator comfortably



Need more information?

Check out:

<http://www.originrecruitment.com/>

Or call them today at: 807.628.9017

Heavy equipment operators are employed by construction companies large and small, municipalities, rock quarries, sand and gravel pits, mining, waste management, landscape companies, road construction and paving to name a few.

It's been almost a year since the **Bridging the Gap: Aboriginal Women and Resource Development** engagement session brought Aboriginal women leaders and representatives from resource development companies together to form a dialogue. A mere day after the session's anniversary, we will be presenting **Bridging the Gap** at the PDAC 2016 Convention as part of the Aboriginal Forum. Be sure to check us out if you are attending the convention!

Session Timing and Location

2:00pm on Monday March 7
Room 701, South Building
Metro Toronto Convention Centre



PROSPECTORS &
DEVELOPERS
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OF CANADA

Stay tuned for the April edition of volume #2!

A Special Edition to showcase Aboriginal women—they're doing way more than you can imagine!

Have an idea or concept for our newsletter? Let us know! Submit your ideas via e-mail to:

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Canada 

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