





# Project Recap: Past Three Sessions

- Current State and Potential Opportunities
  - Institute Findings: Six matching ‘areas’
  - Lessons from CCAB: 5% target & recommendations to achieve it
- Capacity, Expertise and Gaps
  - NIEDB: Five recommendations
  - NICFI BDT: Unbundling contracts for Inuit sub-contracting
  - AAROM: Diverse ways to build capacity to get contracts
  - Business: Importance of networking and mentors
- Administrative and Policy Constraints and Opportunities
  - ISC, PSPC: info on PSAB and contracting, working with PSPC & TBS to assess options to reach 5%
  - OSME (PSPC): one-on-one support, [buyandsell.gc.ca](http://buyandsell.gc.ca) experts
  - DFO-CCG Procurement: voluntary targets since 2013, internal plans





# Overview of Today's Session

- Capacity Path to Procurement: Key Elements
  - National Aboriginal Capital Corporations Association
  - Indigenous Training and Skills Development Project
- Whiteboarding and Interactive Discussion #1:
  - Path to Procurement Tool
    - How can we help groups/businesses become vendors
- Whiteboarding and Interactive Discussion #2:
  - Advancing Pilots and Other Opportunities
    - What needs to happen to put these in motion?







# Careers in Technical/Scientific Activities



**Fisheries / Field Technician**



**Water Quality Technician**



**GIS Technician**



**Environmental Monitor**



**Environmental Assessment Officer**



**AAROM Executive Director**



**Hydrologist**



**Habitat Restoration Technician**



**Habitat Inspector**



**Laboratory Technician**



**Hatchery Technician**



**Marine Protected Area Coordinator**



**Biologist**



**Hatchery Technician**



**Hatchery Manager**



**Indigenous Knowledge Specialist**



**Indigenous Knowledge Researcher**



**Designated Fishery Guardian**



**Catch Monitor**



**At-sea Observer**



# Careers in Commercial/Other Professional Activities



**Fish Harvester**



**Deckhand**



**Watchkeeping  
Mate**



**Fishing Master**



**Diver**



**Fisheries Mentor**



**Fisheries  
Manager**



**Seafood  
Processor**



**Fish Inspector**



**Processing  
Manager**



**Marine  
Services**



**Net Mender /  
Gear Repair**



**Environmental  
Responder**



**Pollution  
Response  
Officer**



**Hazardous  
Material  
Technician**



**Search  
and Rescue  
Responder**



**Coxswain/  
Captain**



- Focus on career competencies and progressions
  - Various Science/Field Technicians
  - Marine Servicing and Diving
  - Environmental Monitor and Assessment Officer
- Results of engagement with AAROMs and BDTs
  - Many AAROM coordinators also Marine Protected Area Coordinator: area of growing import with ambitious targets
  - Diving services needed by commercial fishing and aquaculture operations, along with science/technical activities
  - Innovation and disruptive technologies front and center with aquaculture operations – skilled personnel
  - CFEs looking to continue diversifying: supply chain (marine servicing, water taxis, tug-boat, etc.

# Fisheries or Field Technician Training



## Indigenous Training and Skills Development



### Fisheries/Field Technician Training Courses\*



- **First Aid:** Standard, Cardiopulmonary Resuscitation (Level C) Advanced, Advanced Wilderness and Remote, Transportation
- **Workplace Safety:** Occupational Health and Safety, Workplace System (WHMIS), Field Safety, Boating Safety, Swiftwater (Flow Response, Bear Awareness, Marine Emergency Duties, Aviation), Chainsaw Safety, Shotgun Handling, Conflict Resolution
- **Equipment Set-up and Operation:** Geographic Information System (GIS), Vehicle (Drone), Rotary Screw Traps (Smolt Wheel), Fishways Net, Small Vessel Operator Proficiency, Radiotelephone Operation, Electrofishing, Minnow Trapping, Pole Seining, Netting (Fyke)
- **Monitoring and Data Collection:** Fish Identification, Fish Habitat, Fish and Fish Habitat Inventory Methods, Habitat Assessment, Sampling, Streambank Restoration, Water Quality Sampling and Inventory Techniques, Snorkel Survey Techniques
- **Data Analysis and Interpretation:** Fish and Fish Habitat Assessment Health (Level 1), Practical Fish Health Techniques for Aquaculture, Fish Bacteriology Culture, Screening and Diagnosis (Level 3), Writing for Technical Scientific Reports
- **Environmental Assessment and Restoration:** Fish and Fish Habitat Techniques, Erosion and Sediment Control, Spill Response, Stabilization, Stock Enhancement Practicum



- Environmental Field Skills
- Environmental Technician
- Restoration of Natural Resources
- (Essential) Fisheries Field

#### Advanced Education

College and Technical Institutes

- Environmental Resources Diploma (two-year program)
- Fish, Wildlife and Recreation Diploma
- Fisheries and Aquaculture Technology Diploma Program

University (Degrees and Graduate Certificates)

- Ecological Restoration, Bachelor of Science
- Ecological Restoration, Master of Science



# PATHWAYS TO PROCUREMENT

KNOWLEDGE TRANSFERS

AWARENESS to UNDERSTANDING

INEQUITY

PROPOSAL WRITERS or STAFF

TRAINING & SKILL DEVELOPMENT

PROACTIVE OUTREACH

BUSINESS DEVELOPMENT

KNOW WHATS GOING ON INTERNALLY

MORE THAN ONE STEP: KNOW THE CONTEXT

WITH NETWORKS

3-5 YEAR BUSINESS STRATEGY

BUILD TRACTION: WEBSITE IS KEY

## OPPORTUNITIES

RESOURCE MANAGEMENT ADVISORS

CREATING STANDING OFFERS

HARBOUR AUTHORITIES

DOCK REPAIR

BUILDING MAINTENANCE

TRAINING ROOM RENTALS

DIVING SERVICES

AIR CARRIERS

ALIGN with [tides.gl.ca](http://tides.gl.ca)

BUSINESS REGISTRIES

NO

JOINT VENTURES

STANDING OFFERS GREAT WAY TO GET IN THE DOOR

Foot IN THE DOOR



# Path to Procurement: Whiteboarding

- Awareness and Understanding
  - Getting on business registries (Supplier Registration & Vendor #)
  - Getting in touch with OSME to understand the process
- Training and Skills Development
  - Proposal writing (Indigenous), simplifying RFPs/processes (GoC)
  - Training in careers aligned to contract opportunities
- Business Development and Promotion
  - Consistent staff and administration, website, reputation
  - Link to DFO/CCG Indigenous programs?
  - Networking (e.g. trade shows, direct contact with DFO/CCG, other businesses (partnerships), successes/mentors, etc.)
- Monitoring Contract Notices (Standing Offers/SAs)
  - Buyandsell.gc.ca, AAROM Network Hub, CFE Hub



# WHAT ARE OPPORTUNITIES

FOR INCREASING FEDERAL PROCUREMENT OF INDIGENOUS SERVICE PROVIDERS?



- **Advancing Pilots**

- Science and technical
- Repair and maintenance
- Professional and management
- Charter and travel

- **Advancing Opportunities**

- Unbundling contracts
- Networking session
- Youth/gender-based lens





# Advancing Pilots: Whiteboarding

Pilots

## 1. Science and technical

- Standing offer for AAROMs to do sampling and data collection
- Assessing/remediating contaminated sites and fish habitat

## 2. Repair and maintenance

- Matching construction and repair/maintenance capacity expertise with small craft harbour repairs
- Matching ship and other CCG marine servicing contracts to IMSI participants and/or with existing capacity

## 3. Management and professional

- Fishery guardians contracts for fisheries verification services

## 4. Charter and travel

- Diving services contracts and potential training program
- Standing offer/supply arrangement for Indigenous charter/guides
- Set-aside for Inuit/Northern air carriers



# Advancing Opportunities: Whiteboarding

- Dividing up large contracts to enable sub-contracting
  - Heard from/during discussions with NIEDB, NICFI and A-Tlegay
  - No constraints: TBS on board for this activity
  - Opportunity to address other requests, e.g. more complete RFP packages, plain language, etc.
- Networking opportunities
  - Trade shows, technical briefings (DND, Outlook2020-marine)
  - Could this be part of the DFO-CCG Indigenous Procurement Policy? Does it help with Procurement Planning?
- Youth and gender-based lens
  - Internships and/or career progressions? Connected to Indigenous Training and Skills Development project?





## What's Next?

- January (post holiday season): Final report
  - Documenting project/session results, including pilots
  - Recommending desired elements of a DFO–CCG Indigenous Procurement Policy
- January through March
  - Advancing pilots, if possible
- Outcomes
  - Procurement opportunities matched to current capacities
  - Direction to achieve 5% procurement objective

