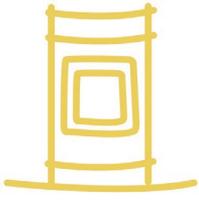




Project Recap: Past Three Sessions

- 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 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?





Indigenous Training and Skills Development

- IPR recommended DFO secure long-term source of funds for training/skills along career progression paths
 - Indigenous engagement on labour market programming recommended federal programs with similar activities work more closely together
- Project explores many aspects
 - Current DFO/CCG investment (and investments of others)
 - Training, skills development, mentoring (incl. needs and gaps)
 - **Career path progressions** and related HR topics
 - Training institutions and online/in-class/in-the-field options
 - Training planning and management



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**

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), 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

DOCK REPAIR

DIVING SERVICES

AIR CARRIERS

BUILDING MAINTENANCE

ALIGN with tides.gl.ca

CREATING STANDING OFFERS

BUSINESS REGISTRIES

HARBOUR AUTHORITIES

TRAINING ROOM RENTALS

JOINT VENTURES

NO

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?



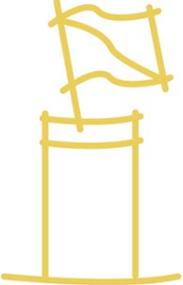
- **Advancing Pilots**

- 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

