

## **Annex D - Potential Aboriginal Participation Component Questions to Industry**

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Canada is exploring the inclusion of an Aboriginal Participation Component (APC), as part of the Minor Warships Auxiliary Vessels In-Service Support procurement, in order to meet the Government of Canada's objectives of encouraging Aboriginal socio-economic development through federal contracting opportunities.

Aboriginal participation is designed to encourage Industry Respondents to contribute to creating long term sustainable and meaningful socio-economic benefits for Aboriginal people, businesses and communities.

An APC is a portion of the value of a contract that is allocated for Aboriginal participation, which can be direct or indirect (or both). Direct Aboriginal participation refers to business development, employment and training. Indirect Aboriginal participation refers to scholarships and bursaries. The following is a description of each, for which Canada is requesting Industry comments and feedback.

### **A. Aboriginal Employment**

Encourages contractors to contribute to the APC through hiring Aboriginal employees.

1. How does your business intend to maximize Aboriginal employment through the life of this contract? Please include details pertaining to Aboriginal recruitment and retention strategies and related job activities, such as the work to be carried out by each position. Industry Respondents may wish to contact Employment and Social Development Canada (ESDC) to find out about Aboriginal labour programs.

### **B. Aboriginal Training and Skills Development**

Encourages contractors to contribute to Aboriginal participation by maximizing training opportunities and skills development in Aboriginal communities.

1. How will training opportunities and skills development be maximized for Aboriginal people? Please explain how on-the job and in-house training is to be provided, as well as succession plans.

### **C. Other Indirect APCs**

The contractor may consider other relevant measures such as, but not limited to, career development, scholarships and supporting community outreach events to help Aboriginal communities in meeting their economic development needs.

1. Does your business intend to implement any other relevant measure intended to support Aboriginal growth and development in meeting their economic and development needs?