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JC Van Horne Bridge

Indigenous Benefit Plan



Public Works and
Government Services
Canada

Travaux publics et
Services gouvernementaux
Canada

Canada 

Request for Information

- 1) Do you own or operate a company or Joint Venture? Please provide a brief summary and overview of your company or Joint Venture and the projects that are of interest to you.
- 2) For prime contractors interested in one or all of these tender opportunities, provide a list of the skills, trades and equipment you require for the type of work in question.
- 3) How would you propose working with and engaging labour, sub-contractors, material, and equipment available from the Listuguj Mi'gmaq Community? How would your company propose organizing and managing this requirement? What methods have you employed to develop collaborative work arrangements in the past?
- 4) Have you encountered incentive strategies in previous contracts to encourage First Nations engagement (i.e. skills development, industrial capacity and economic benefit to First Nations) can you share lessons learned? Do you have any recommended approaches for incorporating indigenous social procurement measures in the tender process?
- 5) Do you anticipate the inclusion of a requirement for an Indigenous Benefits Plan (IBP) will have an impact on your participation in this procurement?



Request for Information

6) One of the indigenous social procurement measures implemented for this procurement may be to ensure that a minimum percentage of labor or subcontracting (diverse supplier) would be focused toward the Listuguj Mi'gmaq Community. What percentage of labor or subcontracting might be achievable? For example, one approach could be to target 15-20% of total project value.

7) To build technical and contractual capacity within the Listuguj Mi'gmaq Community would you be prepared to provide meaningful non-labourer employment positions for the duration of the project? Would your company foresee any specific concerns or issues with this type of requirement? If so please identify.

Please provide a list and examples of possible positions and associated responsibilities. If applicable, also identify the experience and/or education criteria that would be expected of these positions.

8) These projects are inter-provincial and companies should be aware that the most stringent provincial Occupational Health and Safety (OHS) regulations apply. One of the indigenous social procurement measures to be implemented for these projects will be training of the workforce available from the Listuguj Mi'gmaq Community.



Request for Information

9) Attached is the draft IBP document, after reviewing do you foresee any concerns with the current content and format?

10) PSPC is considering various models to confirm that a supplier meets the definition of a diverse supplier. One option is that suppliers self-certify with an attestation, which would be verified by PSPC through audits throughout the life of the contract. Should PSPC use attestation (self-certification) followed by audits, or certification by established certification organizations to qualify diverse suppliers and social enterprises? What other methods would you propose we use to verify diverse suppliers?

11) Certification bodies typically charge a fee to certify a business as a diverse supplier or social enterprise. Are you willing to pay an extra fee to be certified? Would this type of fee create an impact on your organization?

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Requirements for Bidders

1. Clearly state your proposed benefit
2. Ensure sufficient detail included in the IBP
3. Work collaboratively with Listuguj Mi'gmaq Community



Allowable Expenses

- Allowable costs associated with labour carried out by an Indigenous person are direct salaries, benefits (including but not limited to health, pension, and vacation) and other associated costs, which are paid to Indigenous persons or firms
- Allowable costs associated with work placed with Indigenous Firms are those costs (including but not limited to direct costs, overhead, G&A and profit) that are not paid to people.
- Allowable costs associated with work placed with Non-Indigenous Firms are those costs (including but not limited to direct costs, overhead, G&A and profit) that are for the purpose of meeting specialised training or skills development criteria specified in the bidders IBP.



Non-allowable Expenses

- Costs associated with labour carried out by Non-Indigenous persons are direct salaries, benefits (including but not limited to health, pension, and vacation) and other associated costs will not count towards the IBP.
- Costs associated with work placed with Indigenous Firms are those costs (including but not limited to direct costs, overhead, G&A and profit) that are paid to Non-Indigenous firms will not count towards the IBP.
- Costs associated with an indigenous firm purchasing Goods and/or services from a non-indigenous firm will not count towards the IBP. Unless for the purpose of that detailed in 2.3.3.



Mandatory Requirements

1. Minimum Value of Indigenous Benefit.
2. Indigenous Benefit Plan
3. Indigenous Content Certification

Failure to meet the mandatory requirements the tender will be declared non-responsive



Evaluation Criteria

- A total of up to 100 points will be awarded for the inclusion of an IBP. This will be worth **15%** of the total bid evaluation.
- Each Bidder must offer Indigenous Benefits, which have a total value of at least XX% of the Total Contract Price.
- Bidder must provide proof with their bid to demonstrate how they will meet the objective of each criterion



Evaluation Criteria

Human Resource Plan

Bidders will be evaluated on their firm guarantee to use LMC's people in carrying out the work. The contract value percentages is to relate specifically to on-site labour hours and it to be presented as a percentage of contract value.

- a) Details on the work to be carried out for each position proposed to be filled by an Indigenous person,
- b) Strategies for recruitment of Indigenous persons,
- c) Staff management

Evaluation Criteria

Goods and Services

Bidders will be evaluated on their firms guarantee to use goods and services from LMC's people. The contract value percentages is to relate specifically good and services and it to be presented as a percentage of contract value.

Goods and Services provided by Indigenous Firms, including sub-contractors and suppliers, are to be firms based in Listuguj. For a Joint Venture, the same shall be applicable but in meeting the requirements listed in Allowable and Non-allowable expenses.



Evaluation Criteria

Skills Development Plan

Bidders will be evaluated on their firms guarantee to provide training and skills development for LMC's people. Training hours committed must be supported by a list of specific training and apprenticeship programs, quality and relevance of training, number of hours committed and the applicable resulting certification achieved.

- a) Apprenticeship programs,
- b) Pre-professional programs,
- c) Post Secondary School programs,
- d) On the job training, and
- e) In-house training programs.



Startup

- Proof of efforts and/or guarantees made by Bidders should include, but not be limited to, the names of persons or companies contacted and the nature of the undertakings at the time of the submission as applicable. Bidders must ensure their IBP documentation demonstrates sufficient evidence to assess the compliance of their bid against the criteria listed herein. It is the Bidders' responsibility to provide sufficient information in its bid to enable the Evaluation Committee to complete its evaluation. Bidders must include all reference material to be considered.
- Startup meeting to discuss the IBP including an IBP strategy schedule followed by bi-weekly meetings.



Startup

- Schedule trainings and skills development that may form part of the proposed IBP
- Site orientation



Bi-weekly reporting

- Contractor must provide a summary of activities undertaken to meet the commitments made and must be submitted bi-weekly.
- The Contractor must provide upon request by PSPC detailed information such as invoices, work logs, payroll receipts, training records, etc.
- The Contractor must indicate if any objectives were not met, identify why they were not, explain how the situation will be remedied and within what timeframe.
- Failure to comply with the IBP requirements and commitments, may result in holdback as identified in PART E.



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- Failure to comply with the IBP requirements and commitments, may result in holdback as identified in PART E.
- Bi-weekly meetings may be scheduled to discuss the IBP.

