



Attachment 4.0 – Indigenous Benefits Plan Requirements

As part of Canada's commitment to support its Indigenous First Nations population, this procurement contains a point rated Indigenous Benefits Plan (IBP) that aims to provide socio-economic benefits to Indigenous Peoples and Indigenous Firms in Canada. As a result, bidders must submit a draft IBP as part of their bid response.

Over the term of the contract, the IBP is intended to develop long-term, meaningful, lasting, sustainable benefits for Indigenous professionals and Indigenous businesses in the fields of Telecommunications and various resources required for this requirement.

The Contractor will be expected to report on its results related to the implementation of its IBP submitted to Canada annually.

INDIGENOUS BENEFITS CRITERIA

Human Resources Plan Benefiting Indigenous Peoples

The IBP should include a Human Resource Plan that details how the Bidder intends to maximize the use of Indigenous employment.

The Human Resource Plan should address how the employment of Indigenous Peoples will be managed.

The Human Resource Plan should:

- 1) Identify the Indigenous team members currently within the Bidder Team/their qualifications/their position;
- 2) Provide the strategies to recruit and retain Indigenous persons. For example:
 - Collaborating with universities and colleges to offer internships to Indigenous Students;
 - Establishing a representative workforce policy and encourage voluntary self-identification
 - Creating partnerships with Indigenous organizations to enhance recruitment of Indigenous persons through specialized Indigenous recruitment programs
 - Undertaking Indigenous outreach through Indigenous educational and employment events
 - Putting in place an Indigenous employee network and support inclusion of Indigenous cultural practices
- 3) Ensure leaders in the organization are equipped to support Indigenous employees. For example, provide Indigenous Awareness training for supervisors and managers.

Business Plan Benefiting Indigenous Firms (including subcontracting)

The IBP should include a Business Plan that details how the Bidder intends to maximize the use of Indigenous firms.



The Business Plan should:

- 1– Identify the work intended to be carried out by Indigenous firms, as well as the dollar value of the Goods or Services, (For example, Services may include engineers, architects, administrators, accounting services, administrative support services, IT support services, etc. and Goods may include office supplies, computing and telecommunication devices, etc.)
- 2– Detail how business with Indigenous firms will be managed and
- 3- Detail on any development of new capabilities that support activities in Annex A.

Training and Skills Development Plan Benefiting Indigenous Peoples

The IBP should include a Training and Skills Development Plan that details how the Bidder intends to maximize the training and skills development of Indigenous persons.

The Training and Skills Development Plan should address the use of:

- 1- Internship for Indigenous Peoples,
- 2- On the job training for Indigenous Peoples,
- 3- In–house training for Indigenous Peoples
- 4- Graduate on–boarding for Indigenous Peoples, and
- 5- Other opportunities for Indigenous Peoples.

IMPORTANT:

The maximum number of pages (including text and graphics) to be submitted for responding to the IBP is 10 (ten) pages.