



Training Handbook

May 2022

"I took Opiikapawiin Services' Pre-Employment Training program at the Quetico Centre in October 2021. I highly recommend this training to everyone. It gave me the confidence to apply for work that I perceived as out of my expertise or comfort zone since I don't have a lot of formal educational qualifications."

"It was exciting to operate the machines, I especially liked the feller buncher, it has a lot of power!"

"My favourite part of the [PET] program has been learning more about traditional knowledge. My favourite activity was going by the fire, cooking some moose meat, and eating rainbow trout. After completing this training program, I am thinking of looking into kitchen support. I would encourage others to just go for it if they are thinking of doing the program."

"I've met some great people and we are looking out for each other. The training has given me renewed focus and I want to work on my career with the powerline. I'm looking forward to operating the bucket truck and doing some climbing. I'm excited to be a part of such an important project for my community."

"I really like the hands-on training with the mobile crane, working with the tools, building the mini powerline and climbing."

"My favourite part of the [PET] program has been learning about the culture. We have also learned about the workplace and about different parts of the Project, including the Right-of-Way. This training tests your mental strength in a lot of ways, but I'd recommend this training to others".

"To those women in our communities who are considering working on the transmission line, I would say: 'Woman up and get out there!' ."

"I would tell other young women in my community to do [the Line Crew Ground Support Training] because it opens up a lot of opportunities and it helps with building your confidence. It is awesome for career opportunities and getting out there and feeling worthy of learning things and doing things that you wouldn't normally do to get outside of your comfort zone."

"My favourite part of the [PET] program is the elder's teachings and community participation with the guest speakers. It's encouraging to hear their stories and know that their teachings can be transferable to you. I would recommend this training to others because it can open up doors for many other training programs available, and potentially lead to working a job on the project in the future."

"[The Line Crew Training] is tough at times, and I'm thankful for the support from the instructors and training team. Having childcare included with this training program has made it possible for me to pursue my career... To all the women and men in our First Nation communities: apply for the training opportunities provided that will lead to an exciting new career for you and improvements in our communities. Invest in yourself!"

"My favourite part of the [PET] program has been the presentations by the elders, who have talked about their background and how they got to where they are today. I also enjoyed when we had a Moose cookoff! The most challenging part of the program has been being away from home for a couple weeks; but once you get to know everyone, they are like a second family. I would recommend this program to others because I've learned a lot about our culture, and other things that are good to know in the workplace, including how to manage finances."

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Introduction

Miigwech for your interest in an Opiikapawiin Services LP (Opiikapawiin) training program! Opiikapawiin is here to make sure you are ready to learn, grow and develop as you move toward a fulfilling job either on the Wataynikaneyap Power transmission line project (the Project), or elsewhere.

Wataynikaneyap Power is a licensed transmission company, majority-owned by a partnership of 24 First Nations in partnership with Fortis Inc. and other private investors and regulated by the Ontario Energy Board. The Wataynikaneyap Power Transmission Line Project (the Project) includes the construction of transmission lines and substations in northwestern Ontario to connect 17 remote First Nations to the power grid. Once constructed, Wataynikaneyap Power will be responsible for operation and maintenance of the transmission line.

Opiikapawiin is owned by the same 24 First Nations that own Wataynikaneyap Power. Through a service agreement with Wataynikaneyap Power Project Manager (PM), Opiikapawiin administers projects and programs relating to :

- Community Engagement
- Education and Training
- Stakeholder Engagement
- Community Readiness
- Business Readiness
- Communications



Guiding Principles

Our people expect that the Project will be undertaken in a manner that respects our lands, rights, and principles; our way of life on the land and as part of the land; and our land sharing protocols.

Our sacred responsibilities given to us by the Creator are to protect the land, which protects us in return. Therefore, the Project shall be built, operated, and maintained in a way that minimizes adverse environmental impacts, as follows:

- The Project shall not poison the lands;
- No herbicides shall be used throughout the life of the transmission line to control vegetation;
- The Project shall be constructed, operated and maintained in a manner that observes and does not interfere with seasonal hunting, trapping, fishing and harvesting and keeps disturbances to a minimum;
- No new transmission lines shall be located underwater; and
- The Project will develop and implement an environmental and social management plan which will include acceptable and effective mitigation measures for any sacred sites, gathering sites, and harvesting sites.

The Project shall respect confidentiality and comply with any conditions of use for any Traditional Land and Resource Use information provided by the communities, including intellectual property.

Our communities must maintain decision-making and ownership, and receive benefits in the Project.

Training Objectives

The Project offers a unique opportunity to make a significant impact to long-term employment for members of the 24 Participating First Nations. For some, the pathway to employment starts with training. Opiikapawiin has identified the following goals for all of our training programs:

To improve the wholistic health and wellbeing, and socio-economic status of First Nations.

To deliver culturally specific and competent training programs to support the revitalization of Indigenous Knowledge, languages, work ethics and skills, culture, beliefs, land-based learning, and traditions.

To deliver combined traditional and mainstream training programs to enhance and advance the employability of members. This approach will help break the cycle of dependency and promote a state of self sufficiency in a multi-cultural society.

To enhance employment opportunities for First Nation members living on or off reserve who are unemployed, marginally employed or seek to advance career opportunities.

To meet the needs and aspirations of leadership and community members as per the Guiding Principles.

Applying for Training

Talk to a member of the Opiikapawiin training team to make sure the training program you are applying for matches your interests and goals.

Laura Calmwind

Training Manager

training@oslp.ca

807-630-2196



Toni Kakepetum

Training Coordinator

training@oslp.ca

807-631-3903



To take part in an Opiikapawiin training program you need to:

- Be eager to learn and interested in becoming employed or furthering your opportunities.
- Be 18 years of age or older and a member of one of the 24 Participating First Nation communities.

Steps to Apply for Training

1

Program-Specific
Application/Registration
Form



Find this at:
www.oslp.ca/training

2

Labour Pool Questionnaire
and Participant
Information Form



Fill out the Labour Pool
Database forms here:
www.oslp.ca/labour-pool

3

Updated Resumé



Don't have a resume?
Try the Resume Builder at:
www.oslp.ca/labour-pool

Before you Arrive

Once you receive a Letter of Offer from Opiikapawiin, you will need to provide the following. Contact Opiikapawiin's training team if you need help.

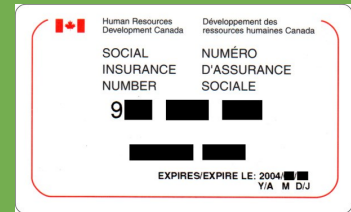
1. Health Card



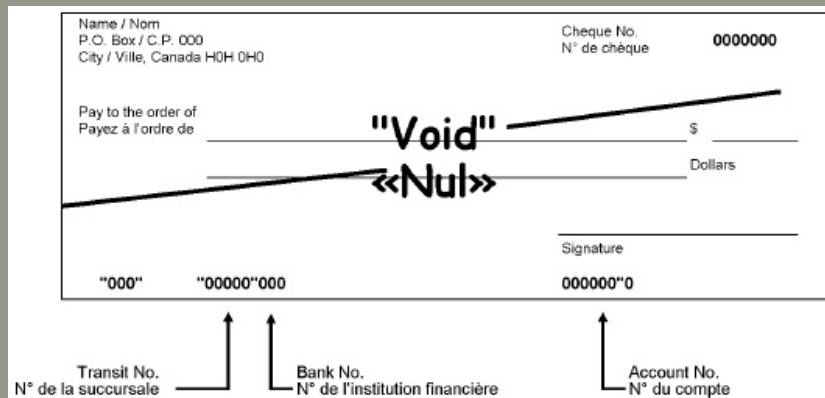
2. Status Card



3. Social Insurance Number



4. Banking Information



5. Proof of Vaccination (until requirement is lifted)



6. Emergency Contact Information

You will also need to read and sign the **Code of Conduct and Training Agreement** to ensure you understand the rules (see also Page 8).



Before you Arrive



Things you can do to prepare yourself for training:

Attend any Opiikapawiin orientation sessions that are offered.



Be prepared to leave your home and family for the duration of the training.



Arrange for supports for those you are leaving behind.

Pack your clothing and personal supplies. Make sure you have suitable clothing and footwear for the outdoors and you are prepared for all weather types.



Make sure you review and understand your travel arrangements.

Let Opiikapawiin know of any social or health issues that may be a challenge for you during training.



Identify any supports that you may require to ensure your success (e.g. transfer of medication to pharmacies, child care, etc.)



Make sure you understand and agree to all training program rules.

Get ready to immerse yourself in learning – both in classroom and hands-on settings.



You will be provided with:

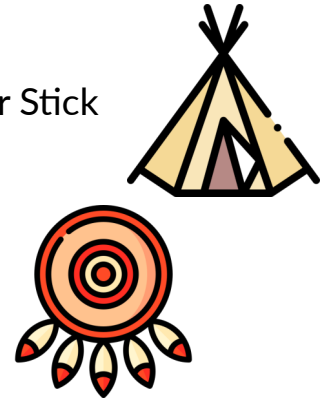
- All necessary Personal Protective Equipment and supplies
- All travel, meals and accommodations
- Child care support or other support services where requested
- Safety Kit (including mask, hand sanitizer and sanitizing wipes)
- A copy of the COVID Pandemic Preparedness Plan



Once you Start Training

In addition to industry training requirements, Opiikapawiin's unique training programs offer opportunities to increase your Indigenous Knowledge and land-based learning:

- Elders and Traditional Knowledge Keepers sharing knowledge and teachings
- Land-based training activities
- Knowledge Bundles
- Opiikapawiin Thunder Stick (Sakichikapo)
- Ceremonial protocols
- Gift offerings
- Sharing Circles



Some of our training programs also offer on-the-job training opportunities. Participants gain work experience under the guidance of an experienced employer.

Training Program Rules

| | |
|--|-----------------------------------------------------------------------|
| | Show up each day physically, mentally and emotionally ready to learn. |
| | No drugs or alcohol allowed during training programs. |
| | Violence of any form is forbidden. |
| | Show respect for instructors and fellow trainees. |
| | No visitors allowed on site without prior approval. |
| | No pets allowed. |



We will support you with:

- Safe and secure space for time out.
- On-site security
- On-site trained First Response member
- Health and Safety Plan



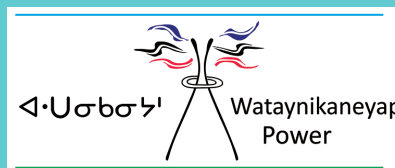
When Training is Done

Upon completion of a training program you will:

- Be prepared for employment
- Have an Indigenous Knowledge Bundle and an increased understanding of your culture and traditions
- Have access to:
 - An updated resume that includes your training
 - Certificates earned during training
 - T4 A taxation forms



Opiikapawiin will support graduates to secure employment on the Wataynikaneyap Power Project, including with Project Contractors, and elsewhere.



Trainees' skill, knowledge and education are matched with job opportunities

Support may include assistance with additional training and education opportunities including apprenticeships and job placements.

Questions? Contact Opiikapawiin's Training Program Manager:



Laura Calmwind

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Cell: 807-630-2196

Office: 807-474-3300 x. 205



Examples of Opiikapawiin Training Programs

Pre-Employment Training



Mechanical Harvesting & Heavy Equipment



Line Crew Ground Support



Security Guard



Remote Camp and Cook Services



Ganawenjigewin (Environmental Protection)



SP100/SP200 Forest Firefighter (Training and Re-certification)



Powerline Construction and Work Readiness





SUPPORTS

Training

Human Resources

Employment

Mental Health

Technology

Communication and Engagement

Participation

Business

Administrative Support

www.oslp.ca