

Waasmoowin Energy Inc.

Request for Proposals (“RFP”)

Employment and Training Specialist

Waasmoowin Energy Inc. (“**Waasmoowin**”) would like to invite you to submit a proposal for the role of Employment and Training Specialist. This is a 3rd party consultant position and not an employment position. The successful applicant will provide administrative services to Waasmoowin in relation to its participation in the Project (defined below) and such other key deliverables as is set out below.

Background and Context

Waasmoowin and Hydro One Networks Inc. (“**HONI**”) wish to proceed with the construction and operation of two transmission lines. A new ~205 km single circuit 500 kV transmission line between Mississagi TS and Hanmer TS and addition of two new autotransformers at Mississagi TS; and a new ~75 km double circuit 230 kV transmission line between Mississagi TS and Third Line TS. (the “**Project**”).

Waasmoowin is a corporation owned by the 9 First Nations located along both lines, who are interested parties in the Project on account of their knowledge of the area that the Project will be passing through and on account of their asserted rights and values therein.

The shareholders of Waasmoowin are currently Wahnapiatae First Nation, Atikameksheng Anishnawbek, Whitefish River First Nation, Sagamok Anishinabek, Serpent River First Nation, Mississaugi First Nation, Thessalon First Nation, Garden River First Nation and Batchewana First Nation. Waasmoowin is governed by a board of directors made up of [9] directors.

Waasmoowin and HONI have initiated discussions concerning Waasmoowin’s confirmed equity participation in the Project through a joint ownership arrangement as well as consultation and accommodation measures for the Project.

The Employment and Training Specialist will be contracted as a 3rd party consultant to provide project services to Waasmoowin. This is not an employment position with Waasmoowin. The Employment and Training Specialist must be easily accessible to the Waasmoowin Project Team and able to travel amongst the 9 First Nation communities as required. The length of the position is approximately 2-3 years, i.e. if and until definitive agreements are signed with HONI and construction commences but could be extended into the construction phase if Waasmoowin requires.

Objectives and Key Deliverables

1. Data Collection and Analysis

- Conduct research from each Partner First Nation's workforce plan and capacity levels.
- In collaboration with project partners, inclusive of local/regional union entities, develop a list of job opportunities for the Project and training requirements.
- With the assistance of the First Nation Economic Development Departments, create a workforce database for interested band members seeking employment with the project.

2. Training Program Development and Implementation:

- Identify training needs and develop or adapt training programs for various roles, including administration, trades and technical positions.
- Ensure training programs align with projects goals and industry best practices.
- Collaborate with project partners in the planning and delivery of training sessions, workshops, and online courses.
- Work collaboratively with regional ISETS Local Delivery Mechanisms to develop and implement a comprehensive training to employment plan leading up to, during and following the construction phase of this transmission line project.
- Work collaboratively with local/regional union entities to develop and implement training to employment initiatives.
- Evaluate the effectiveness of training programs and make necessary adjustments.

3. Compliance and Regulations:

- Ensure training programs comply with relevant government and industry regulations, including environmental control and worker health and safety regulations.
- Stay up-to-date on industry standards and best practices.

4. Recruitment and Development:

- Support the promotion and recruitment employees, including apprentices and trainees, drawn from the nine partner First Nation communities.
- Support the development of employees through mentorship, coaching, and other development opportunities.
- Work closely with local/regional union entities to maximize available resources and support from unions on our employment and training efforts.

5. Other Potential Responsibilities:

- Manage training budgets and resources for all employment and training matters.
- Work collaboratively with Procurement Specialist and WEI Project Team.
- Reporting and presentations to the WEI Board of Directors as required.
- Develop and maintain training materials in collaboration with project partners.
- Work with external training providers.
- Provide guidance and support to employees on training-related matters.

6. Other duties as requested by the Board.

Logistics of RFP for Employment and Training Specialist:

RFP Opening: The RFP process is open as of **April 4, 2025**

RFP Closing: The RFP process will close and proposals are due by **April 22, 2025**

Communications

Proposals are to be submitted by email to: Waasmoowin Recruitment Committee

Attn: Leslie Recollet, Admin Lead

Email: admin@waasmoowin.com

Phone: 705-863-0255

The proposal must be submitted no later than the deadline noted above.

Questions about the RFP proposal and/or process may be submitted at any time during the RFP process to the Project Manager at pm@waasmoowin.com.

Proposal Contents

The following format and instructions should be followed in order to provide consistency in proposals received and to ensure that each proposal receives full consideration. The proposal should include:

- a) Candidate name, address, contact information (phone number and email address);
- b) Location of the candidate;
- c) Years and types of experience;
- d) An explanation of how the candidate plans to meet the stated objectives and deliverables (as well as an approximate timeline);
- e) Proposed budget for completion of the work (include rate per hour where applicable);
- f) Relevant work experience including details of the nature of the work, dates, duration and any other relevant details;
- g) Resume and biography;
- h) Confirmation that Certificate of General Liability Insurance will be required if contract awarded; and
- i) Knowledge of and familiarity with each of the 9 partnering First Nations.
- j) other information relevant for Waasmoowin to assess your suitability to work on the Project.