



# Indigenous Content

## Indigenous Relations

For us to truly claim success we must not only move our needs forward but also the needs of those who we collaborate with. We must take every effort to empathize, appreciate and understand the needs of those around us and ensure that the decisions we make, and subsequent actions include the best interests of our colleagues, consultants and clients. When we follow this approach, we discover we have built long term relationships that endure because they are built on trust. When we follow this path, we will reveal upon reflection that we have gradually done better.

We have a diverse pool of resources which allows for a better resource utilization and helps in ensuring a lower total cost for the project. From the RFP we understand that resources are limited in the Northwest Territories and strive to utilize our resources currently in Northern Canada and look to develop capacity within the local communities.

## First Nations Training

In addition to functioning as a full-service safety provider, Irwin's also collaborates with community indigenous organizations on private training initiatives. Our flexible, large-scale training approach accounts for the specific needs of trainees, equipping them not only with the necessary certifications to enter the industrial workforce but also the field experience that hiring businesses like to see.

Trainees new to industry begin in the Entry-Level Training stream, which is divided between Core Training and Skills Training. Core Training certifies workers to work in a specific environment (such as at heights or in a confined space), while Skills Training offers specific marketable skills in the operation of a tool or piece of equipment. (Depending on the specific type of work, many Skills Training courses require Core Training.) Irwin's is committed to mentoring Entry-Level Trainees, bringing them onto job sites to work on specific projects or partnering them with organizations in their field.

Experienced trainees may be interested in the three advanced training streams: Train-the-Trainer, Rope Access Training and Emergency Services Training. Train-the-trainer prepares students to become trainers in a particular skill; Rope Access Training qualifies workers to access hard-to-reach workspaces; while Emergency Services Training prepares trainees for a career in first aid and/or medical rescue. The various streams can be combined in many ways, and trainees pursuing specific careers can combine courses from all five streams.

By working privately with community organizations, Irwin's can better funnel trainees toward career opportunities, matching community needs with industry openings and injecting the workforce with skilled local workers. Localized training also helps keep communities together, as it stimulates area economies and helps build a long-term, sustainable workforce.