



OVERVIEW 2025

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# VALARD CONSTRUCTION

NORTH SHORE LINK (NSL)  
NORTH EAST POWER LINE  
(NEPL)

[www.valard.com](http://www.valard.com)



A QUANTA SERVICES COMPANY

# INTRODUCTION TO THE VALARD TEAM



Delmar Donnelly  
Patrick Thunderchild  
Whitney Nootchai  
Don Bouzane  
Jacques Caron  
Jeremy Stevenson

Project Manager  
IR Employment and Training Specialist  
IR Liaison  
Land, Forest and Env Manager  
Manager Right of Way  
Director, Strategic Sourcing



# INDIGENOUS RELATIONS VALARD

Valard has deep relationships with Indigenous Communities. Seizing opportunities to partner through creative commercial agreements has allowed Valard an advantage over competitors. Formalized partnerships are the gateway to ensuring owner communities choose Valard as their partner. Positive and long-standing relationships are a cornerstone in Valard continuing to build electrification efforts.

- + Work with Communities to determine:
  - + Existing capacity
  - + Enhancement potential and youth engagement
- + Build capacity based on:
  - + Employment
  - + Training
  - + Business Opportunities
  - + Partnerships
- + Mutual benefits of increased capacity

# ENGAGEMENT RECAP – SPRING/SUMMER

## + **Community Open Houses**

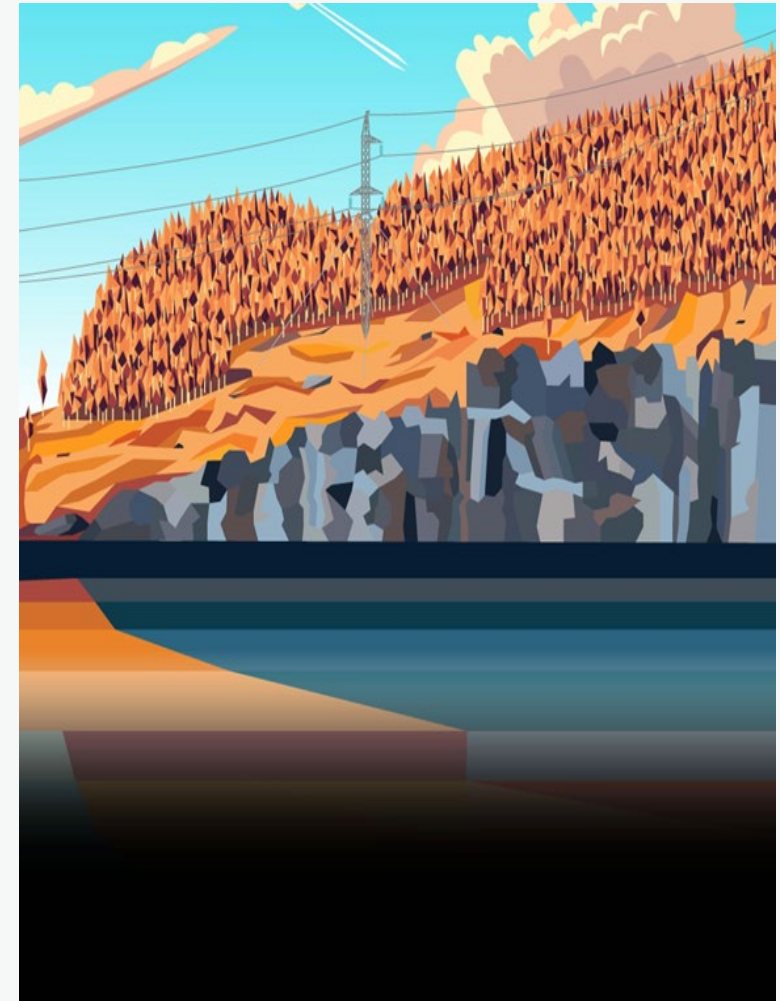
- + Valard Introduction (background of Company & Project Examples)
- + Stages of Project Development & Lifecycle (Overview)

## + **Began Engagement with Communities and Businesses:**

- + Introduction and gathering of businesses and capacities
- + Attending Community events
- + Job fairs
- + Follow up discussions with Economic Development departments
- + Skills, training, and employment entities

## + **Began collecting information on:**

- + Cultural Awareness
- + Community Engagement Approach
- + Employment and Capacity Building



## **ECI PHASE ONGOING ENGAGEMENT WILL INCLUDE THE FOLLOWING KEY ACTIVITIES:**

Relationship-building sessions with key Community Representatives (such as Nation Chiefs and Council members, alongside managerial, technical, economic, and employment training resources), including in-person meetings, email correspondence, video conferences, and individual consultations.

Community introductions and engagement will include:

- + Employment and Capacity Building
- + Potential Employment Opportunities
- + Apprenticeship & Trades
- + Subcontracting Opportunities and RFP pricing
- + Schedule Overview
- + Sponsorship opportunities

# INDIGENOUS PARTICIPATION – CHALLENGES

Challenge	Mitigation
Union Requirements - Craft and Trades employees are unionized in Ontario. Workers need to be engaged through the Union Halls.	<ul style="list-style-type: none"><li>• Early engagement with the unions to develop “Named Hire” provisions for Indigenous Workers/businesses</li><li>• Negotiations with Unions for potential reduced or waived initiation fees for Indigenous Workers</li></ul>
Availability of Local Indigenous Workforce	<ul style="list-style-type: none"><li>• Early engagement with Waasmoowin and Local Communities for interest in employment opportunities.</li><li>• Collaborate to build potential training and capacity building programs, pre-construction.</li></ul>
Local Indigenous Business Capacity	<ul style="list-style-type: none"><li>• Early engagement to identify business supports to build capacity.</li><li>• Facilitation of Joint Venture agreements and introduction of contracting partners.</li><li>• Share general Valard subcontractor/ supplier requirements</li></ul>

Valard will collaborate with the Indigenous Communities, Waasmoowin, and Hydro One to identify and mitigate challenges as early as possible, throughout the ECI process.



# EMPLOYMENT OPPORTUNITIES

Valard is proud of our long history of Indigenous employment on Projects. Examples of opportunities include:



- + Labourers
- + Operators
- + Lattice Tower Assembly
- + Crane Operators
- + Welder Assistants
- + Drivers
- + Powerline Technician/Journeypersons
- + Apprentices
- + Environmental Monitors
- + Indigenous Relations Support
- + Mechanics

Additionally, Valard will look to **MAXIMIZE PARTICIPATION** across all project roles, with opportunities shared among the Participating Communities as they arise.

Valard's goal is to build capacity/experience within the workforce, enabling them to pursue long-term career opportunities.

# TRAINING AND APPRENTICESHIPS



- + Pre-employment training
  - + Work with Waasmoowin and Communities to identify training opportunities and support program development and execution
  - + Note: many entry-level positions exist that will not require pre-training
- + On-the-Job Training
  - + Most of the training happens on the job – lack of pre-training is not a barrier to entry for FN workers
  - + Mentorships and experience-building
  - + Safety and equipment training
- + Apprenticeships and Support
  - + Apprentice opportunities on the project
  - + Valard will support to reduce barriers – including mentorship and educational support/tutoring

# APPRENTICESHIP AND TRADES

Initial and Ongoing Activities	Apprenticeship, Qualification and Competency
+ Identification of new apprentices	+ Registrations
+ Approve training dates	+ Technical Training
+ Support apprentices	+ Training agreements
+ Provide options for non-ticketed employees who meet the experience and skill requirements to challenge the provincial trade exams (Qualification)	+ Tutoring
+ Provide competency assessment tools as needed	+ Track progress and rate changes
	+ Financial support
	+ Grant applications
	+ Exam challenges
	+ Processing tickets
	+ Submitting hours
	+ High mark awards

The Valard Apprenticeship & Trades Department supports employees in all phases of the apprenticeship program.

Education levels have posed significant challenges for many who have wished to pursue apprenticeship opportunities. Our approach is to work with training organizations from the candidate's community to get them enrolled in distance education, with support, to meet these requirements. This is where the mentors play a significant role; they have proven that these milestones are attainable and Valard will support their efforts.



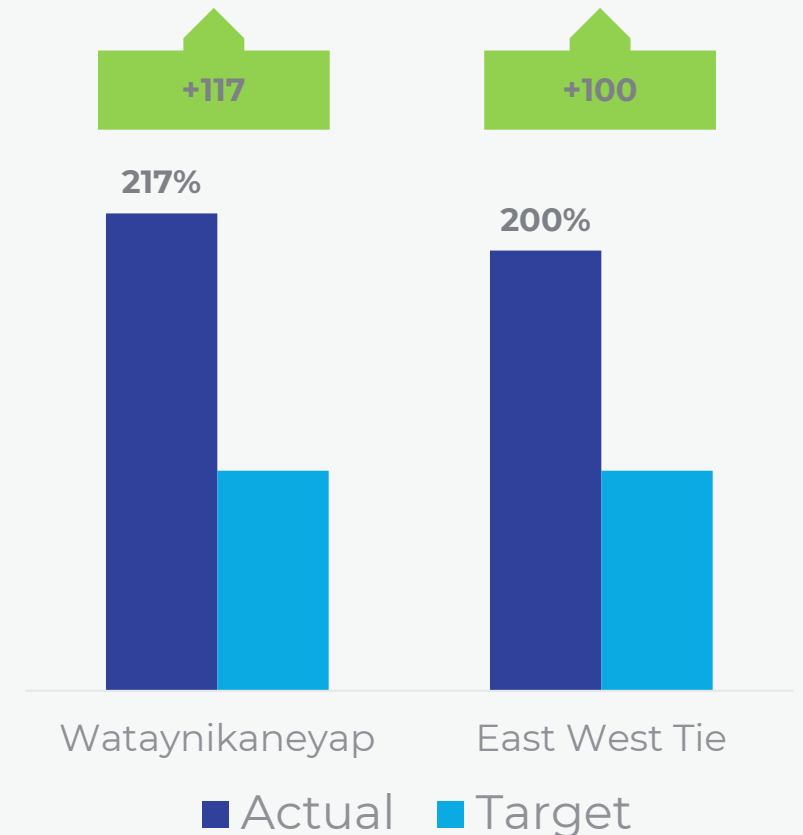
# SUBCONTRACTING OPPORTUNITIES

Valard has a long history of sourcing services, materials, and equipment from Indigenous suppliers and partners.

Examples of scopes that Valard often sources from Indigenous suppliers on large transmission projects are noted below.

- + Access Road Construction and Maintenance
- + Matting
- + Aggregate Supply
- + Hydro Vac Services
- + Clearing and Grubbing
- + Accommodations and Catering
- + Equipment Rentals (Dozers, Excavators, Flat Beds, etc.)
- + Waste Hauling and Disposal
- + Landscaping and Reclamation
- + Trucking and Logistics
- + Flagging
- + Storage Facilities and Laydown Yards
- + Security
- + Garbage Bins
- + Porta Potties
- + Drilling and Blasting
- + Fencing
- + Medic Services
- + Civil Works

Valard maximizes spend and has **EXCEEDED TARGETS** on major projects



# COMMUNITY AND CULTURAL AWARENESS



Valard acknowledges that each First Nation has its own community-specific protocols. As guests on traditional territories, Valard respects these customs and cultural practices, and is committed to following the guidance of each community in all cultural matters.

To support this commitment, Valard has developed several Cultural Awareness Training videos for major projects. These videos help ensure important knowledge is shared with our employees working in or near Indigenous communities.

In addition, Valard has created Indigenous Protocol Guidelines to be shared internally. These guidelines help ensure respectful conduct when visiting First Nation communities and provide employees with an understanding of proper cultural etiquette.

# KEY CONTACTS

## PROJECT MANAGEMENT

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# QUESTIONS?

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