

EMPLOYMENT OPPORTUNITIES

BC Hydro supports the recruitment and development of Aboriginal employees through a number of programs:

- Youth Hire program
- Trades Trainee program
- Co-op job opportunities
- Apprenticeship programs



JOIN OUR TEAM

Visit bchydro.com/careers

Complete the online Diversity Self Identification survey in your application

- Forward the email recruiter message you receive to aboriginal.employment@bchydro.com
- Search for Current Opportunities
- Create and receive Job Alert emails
- Check out Student & Grads and Scholarship opportunities



BUSINESS OPPORTUNITIES

BC Hydro is committed to the advancement of economic opportunities for First Nations to both build capacity and to develop more sustainable long-term relationships.

We have **Contracting and Service** opportunities in:

- Construction & Engineering
- Vegetation Management
- Environmental Services
- Consulting Services

Visit BC Bid at bcbid.gov.bc.ca for all business opportunities at BC Hydro.

REGISTER YOUR BUSINESS:

Visit bcaboriginalvendors.ca/aboriginal_vendors to register your business in our Aboriginal Business Directory.

CALLS FOR ENERGY:

BC Hydro has several ongoing energy acquisition programs available to First Nations, including Independent Power Projects.

For more information on these programs, please visit bchydro.com/planning_regulatory/acquiring_power.html



CUSTOMER SERVICE & RELIABILITY

ENERGY SAVING KIT PROGRAM

BC Hydro is providing low-income residential customers with free energy saving kits, which contain several simple and easy-to-install products that could save up to \$50 a year in electricity costs.

Key Account Managers (Aboriginal Sector) have partnered with the Power Smart Marketing's Low Income Program to deliver more than 3,000 Direct Install Energy Saving Kits to First Nation communities across the province.



For more information about the Energy Savings Kit program, visit bchydro.com/powersmart/residential/ps_low_income/energy_saving_kits.html

REMOTE COMMUNITY ELECTRIFICATION

The Remote Community Electrification Program was established by BC Hydro to offer off-grid electric utility service to eligible remote communities across the province.

BC Hydro has identified between 30 and 40 communities that are potentially eligible for the program. Of these communities, 21 are First Nation communities with 2,500 resident and 700 dwellings representing 18 First Nations.

For more information about Remote Community Electrification, visit bchydro.com/about/our_system/remote_community_electrification.html

DONATIONS SPONSORSHIPS & SCHOLARSHIPS

BC Hydro provides monetary and in-kind donations to registered charities, registered not-for-profit organizations and First Nations who meet the defined criteria.

Applicants may request one-time funding or multi-year agreements up to a maximum of three years.

BC Hydro's donation funding areas are environment and sustainability, youth and education, and community leadership.

Preference is given to initiatives that:

- Engage and support Aboriginal Peoples of B.C.
- Align with BC Hydro's business objectives and values
- Involve communities where BC Hydro has facilities, operations and impacts
- Support Power Smart programs or initiatives
- Provide opportunities to customize promotional activities and allow for on-site customer education and interaction

For more information or to apply for community investment, please visit bchydro.com/community/community_investment.html

SCHOLARSHIPS

Eight \$1,500 aboriginal scholarships and one \$2,000 Randy Brant Memorial Scholarship are available to individuals who are status/non status Indians, Inuit or Métis and are residents of B.C. who plan to enrol in a full-time public post-secondary institution in Canada, in any field of study. Criteria are based on a combination of academic achievement and outstanding community involvement.

For more information on scholarships, visit bchydro.com/community/community_investment.html

RESPONDING TO COMMUNITY PRIORITIES

At BC Hydro, we believe that our success depends on Aboriginal communities being healthy and whole. Where First Nations priorities are health, wellness, education and social programs, we build partnerships with other organizations such as Roots of Empathy and Minerva who have the capacity to make this work happen.

In 2009, BC Hydro continued to work with Aboriginal communities, such as the Tsay Keh Dene and Kwadacha First Nations to facilitate Roots of Empathy program training, a tool dedicated to teaching emotional capacity and empathy in children. As well, we worked with the Minerva Foundation for B.C. Women to deliver training sessions, focused on sharing the history and culture of Aboriginal people.

For more information on Roots of Empathy, visit rootsofempathy.org

For more information on Minerva, visit theminervafoundation.com



PROGRESSIVE ABORIGINAL RELATIONS (PAR) GOING FOR GOLD

- In 2008, BC Hydro became the first utility in Canada to participate in the Canadian Council for Aboriginal Business' **Progressive Aboriginal Relations (PAR)** program, a framework that enables a company to measure its progress on developing progressive Aboriginal relations. The program requires companies to measure their performance in four areas: employment, business development, capacity building and community relations.
- In 2009, BC Hydro earned a Silver Award in the PAR program.
- BC Hydro is committed to earning a Gold Award by 2012.



GOING FOR GOLD: OUR COMMITMENT TO ACHIEVING THE GOLD AWARD BY 2012

1. Embed progressive Aboriginal relations into BC Hydro's decision-making structures and social responsibility policy;
2. Maintain current Aboriginal hiring goals and capacity building initiatives and review retention and advancement goals;
3. Sustain current Aboriginal contracting and procurement levels; and
4. Refine our reporting structures to better measure success.

For more information on the PAR program, please visit the Canadian Council for Aboriginal Relations website at ccab.com

ABOUT BC HYDRO

As the third largest electric utility in Canada, BC Hydro serves customers in an area containing over 94% of British Columbia's population.

BC Hydro endeavours to provide energy solutions to its customers in an environmentally and socially responsible way by balancing British Columbians' energy needs with the concerns of the environment.

COMMITMENT TO FIRST NATIONS

Aboriginal people hold a distinct historical, legal and cultural status within Canada and represent our country's fastest growing population. They are BC Hydro's customers, employees, contractors, service providers and landlords.

BC Hydro recognizes that building relationships that represent the priorities of Aboriginal people and First Nations are critical to BC Hydro achieving our priority of providing reliable, clean energy for generations.

BC HYDRO'S FIRST NATIONS 20 YEAR GOAL:

"Establish relationships with First Nations built on mutual respect and that appropriately reflect the interests of First Nations"

CONTACT US

For more information call us toll free at **1 877 461 0161** or visit us online at bchydro.com/community/aboriginal_relations.html



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ABORIGINAL OPPORTUNITIES WITH BC HYDRO

Building Sustainable Relationships

