

## PART A: DELIVERY ORGANIZATION INFORMATION – DEFINITIONS AND EXAMPLES

### 2. NATURAL RESOURCE SECTORS & SUB-SECTORS

See below for examples under each natural resource sub-sector. Please select which one the placement most supports.

- **ENERGY SECTOR**
  - Clean Energy Technologies: *solar, wind, hydro/wave/tidal, geothermal, biofuels, nuclear/uranium, carbon capture & storage*
  - Transmission, Smart Grid & Energy Storage: *technology enabling systems to adapt to renewable energy or further enhance the efficiency and operation of the grid, including power grid, utility services, battery energy storage, and hydrogen fuel-cells*
  - Energy Efficiency, Fuel Switching: *green building design & construction; electrification, cogeneration & systemic energy management; hydrogen, bioenergy, landfill-gas-to-energy, waste-to-energy*
  - Sustainable Development of Non-Renewable Resources: *enhanced oil recovery, GHG reduction, downhole technology, disaster prevention & clean-up, site closure & remediation*
- **FOREST SECTOR**
  - Forestry & Support Activities: *Silviculture, reforestation, land-use planning*
  - Ecology & Management: *forest ecosystem management, including insects, invasive species, and wildlife*
  - Non-Traditional Forest-Based Bioeconomy Products Manufacturing: *bioeconomy manufacturing, trade, and value-chain products, including biofuels and biochemicals used in pharmaceuticals and biodegradable plastics*
  - Solid Wood Product Manufacturing: *primary and secondary manufacturing of hardwood and softwood, including engineered products*
  - Pulp & Paper Product Manufacturing: *manufacturing of products using wood fibres and pulp to create paper and other cellulose-based products*
- **MINING, MINERALS, & METALS SECTOR**
  - Prospecting & Exploration: *remote sensing, aerial photography, geophysical and ground surveys, sampling*
  - Construction & Development: *preparation of mine sites & construction of mining facilities, project design and engineering*
  - Extraction & Milling: *mining operation, mining value from waste*
  - Processing & Manufacturing: *metals smelting and refining, mineral processing, advanced materials & manufacturing*
  - Reclamation, Closure, Care & Maintenance: *remediation*
  - Mining Supply & Services: *providing goods and services predominantly to the mining industry*
  - Critical Minerals: *lithium, graphite, nickel, cobalt, copper, rare earth elements, and others*
- **EARTH SCIENCES & SUPPORT SECTOR**
  - Environmental Assessment: *geology, hydrogeology, aquatic and land ecology, and/or regulatory support (Species at Risk Act, Fisheries Act, Impact Assessment Act, etc)*
  - Environmental Protection: *natural resource protection and management, cumulative effects, conservation and restoration*
  - Geomatics & Earth Observation: *surveying, mapping, remote sensing and geographic information systems, land-use changes, habitat modelling*
  - Natural Hazard Risk Analysis and Prevention: *seismic, terrain, and marine geohazards, including earthquakes, landslides, subaqueous slopefailure; as well as climate change and extreme weather hazards, including flooding, sinkholes, wildfires, drought*
  - Sustainable Development: *development, design, and maintenance of sustainable community projects, including parks, gardens and agriculture; or support for industrial processing, including air, water, and waste management*
  - Climate Change Adaptation (CCA) placements refer to activities that address observed or projected changes in climate, with the goal of reducing the negative impacts of climate change and taking advantage of new opportunities. This is not to be confused with climate change mitigation activities, which focus on efforts to reduce green house gas emissions. Examples of CCA activities may include:
    - Assessing climate change risks and vulnerabilities of a region, community or organization to support adaptation planning and action;
    - Using nature-based solutions to reduce flood risk due to sea level rise and coastal erosion;
    - Designing infrastructure that can withstand more extreme weather;
    - Redesigning cities to make them more comfortable and safe during heat waves.

### 4. STEM-FOCUSED PLACEMENTS

Refers to any placement that requires application of either fundamental or applied fields of Science, Technology, Engineering and Math.

### 5. CLEAN TECHNOLOGY

Any process, product, or service that reduces environmental impacts through:

- Environmental protection activities that prevent, reduce, or eliminate pollution or any other degradation of the environment;
- Resource management activities that result in the more efficient use of natural resources, thus safeguarding against their depletion; or
- The use of goods that have been adapted to be significantly less energy or resource intensive than the industry standard

**PART B: EMPLOYER INFORMATION — DEFINITIONS**

10. INDIGENOUS-LED ORGANIZATION

An Indigenous-led organization is any organization, private or public, that serves one or more Indigenous communities and is comprised of at least 51% ownership by Indigenous (First Nations, Métis, Inuit, and mixed identities) stakeholders.

11. SUPPORTS TO ENABLE PARTICIPANT SUCCESS

(a) MENTORSHIP AND COACHING

- Mentorship is an employee training system under which a senior or more experienced individual (the mentor) is assigned to act as an advisor, counselor, or guide to a junior or new employee (the mentee). The mentor is responsible for providing support to, and feedback on, the individual in their charge, in order to promote personal and professional development.
- Coaching refers to the training of an employee by a specialist, who uses structured intervention techniques to help the employee learn to perform job tasks to the employer's specifications and to learn the interpersonal skills necessary to be accepted as a worker at the job site. Coaching may also include related assessment, job development, counseling, advocacy, and other services needed by the participant in order to maintain the employment.

(b) ACCOMMODATIONS FOR YOUTH WITH DISABILITIES

Some examples may include, but are not limited to:

- Improving Workplace Accessibility Requirements (e.g., accessible parking, a wheelchair access ramp, automatic doors, adapted toilets)
- Modifying the Workstation (e.g., ergonomic assessment, assistive or specialized software/devices, technical aids)
- Flexibility in Working Arrangement (e.g., flexible working hours and break times, possibility of working from home)
- Providing human support (e.g., a sign language interpreter at meetings, access to mental health support)

(c) CULTURALLY APPROPRIATE SUPPORTS

Some examples may include, but are not limited to:

- Providing available space for cultural or religious practices (e.g., smudging, praying)
- Access to networks and social services (e.g., employee networks, healing centres, resource centres)
- Flexible vacation time (e.g., religious observation, cultural ceremonies, sustenance hunting)