



**TABLE OF CONTENTS
SECTION 6**

	PAGE
6.19 Local and Regional Economy	6.19-1
6.19.1 Assessment Approach	6.19-1
6.19.2 Existing Conditions	6.19-7
6.19.3 Identification of Pathways of Potential Effects	6.19-14
6.19.4 Mitigation Measures	6.19-17
6.19.5 Analytical Method	6.19-19
6.19.6 Characterization of Potential Residual Effects	6.19-20
6.19.7 Significance of Residual Effects.....	6.19-21
6.19.8 Confidence Prediction	6.19-21
6.19.9 References.....	6.19-21

LIST OF TABLES

Table 6.19-1:	Educational Attainment in Ear Falls, Red Lake and Sioux Lookout in 2021	6.19-25
Table 6.19-2:	Ear Falls, Red Lake, Sioux Lookout and Ontario Education Characteristics, 2021 and 2016	6.19-26
Table 6.19-3:	Labour Force Indicators for Ear Falls, Red Lake, Sioux Lookout and Ontario, 2021 and 2016.....	6.19-28
Table 6.19-4:	Estimated Effects on Annual Government Revenues.....	6.19-29
Table 6.19-5:	Estimated Annual Economic Effects	6.19-30
Table 6.19-6:	Registered Population of Indigenous Communities, August 2023	6.19-31
Table 6.19-7:	Total Self-Identified Métis Population, 2021 to 2011.....	6.19-31
Table 6.19-8:	Educational Attainment in Local Indigenous Communities, 2021.....	6.19-32
Table 6.19-9:	Self-Identified Métis Population Education Attainment, 2021	6.19-33
Table 6.19-10:	Labour Force Indicators for Local Indigenous Communities, 2021	6.19-34
Table 6.19-11:	Labour Force Indicators of Self-Identified Métis Population in Ear Falls, Red Lake and Sioux Lookout in 2021	6.19-36
Table 6.19-12:	Local and Regional Economy Criteria, Indicators and Rationale.....	6.19-37
Table 6.19-13:	Significance Determination Attributes and Rankings for the Local and Regional Economy.....	6.19-38
Table 6.19-14:	Potential Interactions of the Project with Local and Regional Economy	6.19-39
Table 6.19-15:	Proposed Mitigation Measures for Potential Local and Regional Economy Effects	6.19-40



LIST OF FIGURES

Figure 6.19-1:	Ear Falls Workforce by Industry, 2016 and 2021	6.19-44
Figure 6.19-2:	Red Lake Workforce by Industry, 2016 and 2021	6.19-45
Figure 6.19-3:	Sioux Lookout Workforce by Industry, 2016 and 2021.....	6.19-46
Figure 6.19-4:	Cat Lake Workforce by Industry, 2016 and 2021	6.19-47
Figure 6.19-5:	Slate Falls Nation's Workforce by Industry, 2016 and 2021.....	6.19-48
Figure 6.19-6:	Lac Seul First Nation's Workforce by Industry, 2016 and 2021	6.19-49
Figure 6.19-7:	Mishkeegogamang Ojibway Nation's Workforce by Industry, 2016 and 2021.....	6.19-50
Figure 6.19-8:	Ojibway Nation of Saugeen's Workforce by Industry, 2016 and 2021.....	6.19-51
Figure 6.19-9:	Wabauskang First Nation's Workforce by Industry, 2016 and 2021	6.19-52
Figure 6.19-10:	Métis Workforce by Industry, 2021.....	6.19-53
Figure 6.19-11:	Regional Study Area for Socioeconomics.....	6.19-54

6.19 Local and Regional Economy

The local and regional economy was selected as a valued component (VC) in part because the Springpole Gold Project (Project) will affect the local and regional economy, as conveyed by employment levels and labour income, business opportunities and income, training and government revenues. The development of the Project will increase employment, business opportunities and diversification, and revenue in the region from Project expenditures; may promote in-migration, bringing new tax revenue; and will increase government revenue through payment of fees and taxes.

In the absence of mitigation, the potential changes in the local and regional economy are directly linked to other VCs, and they are informed by the following sections:

- Commercial land and resource use (Section 6.17):** The assessment of the potential effects on commercial land and resource use focuses on changes in forestry, trapping, bait harvesting, outfitting and access to mineral exploration during construction, operation and closure of the Project that may affect economic activity.
- Outdoor recreation (Section 6.18):** The assessment of the potential effects in outdoor recreation focuses on changes in recreational hunting and fishing during construction, operation and closure of the Project that may affect economic activity.



In addition, the assessment of potential changes in the local and regional economy is also directly linked to other VCs, and informs the analysis of the following section:

- Local and regional infrastructure and services (Section 6.20):** The assessment of the potential effects in the local and regional infrastructure and services is informed by the changes in economic activity during construction, operation and closure of the Project, as this may change demands on education, housing, transportation, emergency services and community resources.

The assessment of these potential changes to the local and regional economy from the Project are compared to relevant provincial and federal criteria (Section 6.19.1.4) and existing conditions (Section 6.19.2). The socioeconomic technical support documentation is included in Appendix Q, which includes the baseline socioeconomic report (Appendix Q-1) and the Economic Modelling Report (Appendix Q-2).

6.19.1 Assessment Approach

The approach to the assessment of potential changes to the local and regional economy includes a description of the relevant regulatory and policy setting, a description of the input obtained through consultation specific to this VC, the identification of criteria and indicators along with the associated rationale, a description of the spatial and temporal boundaries used for this VC along with a description of the attributes used to determine the significance of any residual, adverse effects. The assessment of potential effects is supported by a description of the existing conditions for the VC (Section 6.19.2), the identification and description of applicable pathways of potential effects on the VC (Section 6.19.3) and a description of applicable mitigation measures for the VC (Section 6.19.4). An outline of the analytical method conducted for the assessment and the key assumptions and/or conservative approach is found in Section 6.19.5. With the application of mitigation measures to the potential effects on the VC, the residual effects are then characterized in Section 6.19.6 and the significance of the residual effects is determined in Section 6.19.7.

6.19.1.1 Regulatory and Policy Setting

The effects assessment for the local and regional economy has been prepared in accordance with the requirements of the federal Environmental Impact Statement (EIS) Guidelines (Appendix B-1) and the provincially approved Amended Terms of Reference (Appendix B-3). Concordance tables, indicating where EIS Guidelines and Terms of Reference requirements have been addressed, are provided in Appendix B-2 and B-5, respectively. Government policies, objectives, standards or guidelines most relevant to the VC are summarized below.

Provincial Policies and Plans

Ontario is divided into 11 economic regions, as defined by Statistics Canada's Census of Population. The regions, and the Census subdivisions within the regions, are used as administrative units to collect population demographics as well as economic, employment and business information through Statistics Canada's censuses (Statistics Canada 2023a). The Project is located within the northwest economic region, which is composed of the districts of Thunder Bay, Rainy River and Kenora.

The *Growth Plan for Northern Ontario* (MNDMF 2023) was originally released in 2011 and updated in 2023. It includes plans for economic development, infrastructure development, the labour market and land use. The growth plan states that its policies are intended to support growth and diversity in the region's traditional resource-based industries while encouraging new and emerging economic sectors that have the greatest potential to stimulate new jobs and opportunities and to optimize competitive advantages.

The minerals sector and mining supply and services is a specific focus of the growth plan. Elements to enhance the sector and businesses include creating opportunities through research, development and application of advanced processing and manufacturing technologies; expanding the mining supply and services industry; investing in research and innovation to improve mining industry efficiency; enabling new mining opportunities; facilitating partnerships among communities and industry to optimize community employment and benefits; and facilitating new businesses, including Indigenous businesses. The plan also prioritizes the following:

- Integrating industry labour market planning to boost the size of the labour market and improve its skills, with targeted measures for the North's French-speaking and Indigenous workforce;
- Supporting educational attainment, increased access to education and training, a skilled and innovative workforce, and a healthy population;
- Supporting long-range community planning and regional economic planning, identifying and supporting economic and service hubs;
- Promoting strategic infrastructure investments, emphasizing a multi-modal transportation system, investing in information and communications technology, and maintaining and growing energy transmission systems; and
- Supporting economic development in Indigenous communities, enhancing health status and educational attainment for Indigenous people and collaborating with Indigenous communities in land use planning.

Ontario's *Critical Minerals Strategy* (MNDMNRF 2022) was published in 2022; overall in Canada, the federal and provincial governments have released a list of 31 critical minerals. Critical minerals are essential resources that play a crucial role in various industries, including technology, manufacturing, defence and especially renewable energy (in the national and global pursuit of decarbonization). An increase in current demand from the above industries and the associated forecasts are driving initiatives like Ontario's critical

minerals strategy, which aims to support the development of the critical minerals sector to secure resilient supply chains while unlocking economic growth and infrastructure development. For First Mining Gold Corp. (FMG), gold and silver have been the primary targeted minerals in Springpole's exploration and development history; however, the deposit also contains critical minerals such as tellurium and fluorspar. Of the 31 critical minerals listed by levels of government, tellurium, zinc, fluorspar and lithium occur in various quantities in and around the Project site. Ontario's critical minerals strategy is composed of six pillars:

- Enhancing geoscience information and supporting critical minerals exploration, including access to business support programs and promoting provincial and federal tax credits for exploration companies;
- Growing domestic processing and creating resilient local supply chains;
- Improving Ontario's regulatory framework, strengthening regulatory competitiveness and coordination, and encouraging mineral recovery from mining waste;
- Investing in innovation, research, and development and fostering collaboration;
- Building economic development opportunities with Indigenous partners, sharing benefits from resource development, enhancing capacity and supporting Indigenous businesses; and
- Growing labour supply and developing a skilled labour force, including enhancing training pathways.

The Northern Ontario Heritage Fund Corporation is an agency of the Government of Ontario and affiliated with the Ministry of Northern Development. It provides funding for projects, including the following:

- Improvements, repairs and/or renovations to assets that contribute to achieving a healthy and vibrant community;
- Priority economic development initiatives;
- Improvements to broadband and cellular coverage to unserved or underserved areas;
- Research, development and commercialization of new and innovative technologies in Northern Ontario;
- Assistance with the launch of new businesses and the growth of existing businesses in Northern Ontario; and
- Internships through business partnerships, which help to strengthen and develop Northern Ontario's workforce.

Ontario provides funding for Indigenous economic development through the New Relationship Fund (Ministry of Indigenous Affairs and First Nations Economic Reconciliation 2024), which has the following objectives:

- Building consultation and engagement capacity and resources;
- Creating jobs;
- Developing business partnerships; and
- Improving economic opportunities.

Regional and Local Policy Setting

In 2024, the Northwestern Ontario Municipal Association released a publication on economic strategy, *Time to Grow: A Regional Economic Plan for Northwestern Ontario, 2025–2035* (NOMA 2024). It sets out goals and actions for governments, organizations, businesses and people to foster growth in the region and to promote vibrant, sustainable municipalities. The association's goals are organized under five focus areas:

- Access to skilled labour;
- Quality of life;
- Infrastructure and public services;
- Access to markets; and
- Housing.

At the regional level, Mining Readiness Strategy (Thunder Bay CEDC 2020) is a regional economic development plan designed to facilitate the participation of Northwestern Ontario stakeholders in receiving economic benefits related to mining development. The study was commissioned by the City of Thunder Bay, the Thunder Bay Community Economic Development Commission and Fort William First Nation. The development plan includes goals and strategies related to mining development.

6.19.1.2 Influence of Consultation with Indigenous Communities, Government and the Public

Consultation has been ongoing for several years, prior to and throughout the environmental assessment (EA) process, and will continue with Indigenous communities, government agencies and the public through the life of the Project. Section 2 provides more detail on the consultation process. The Record of Consultation (Appendix D) includes detailed comments received, and responses provided during the development of the final Environmental Impact Statement / Environmental Assessment (EIS/EA).

Feedback received through consultation has been addressed through direct responses (in writing and follow-up meetings) and incorporated into the final EIS/EA, as appropriate. Key comments that influenced the assessment for the local and regional economy VC between the draft and final EIS/EA is provided below.

Community Support

Letters of support for the Springpole Project were sent to the Impact Assessment Agency of Canada and the MECP by the Township of Ear Falls (March 15, 2023), Thunder Bay Community Development Commission (May 1, 2023), the Municipality of Sioux Lookout (June 7, 2023) and the Municipality of Red Lake (January 30, 2024). Each letter of support stated the Springpole Project would bring welcomed significant economic benefits, including employment, business opportunities and increased government revenue.

Sioux Lookout is seeking support for employment training programs and expressed interest in hosting FMG offices and also providing access to the Project through the municipality. FMG established a local office in Sioux Lookout in January 2024. Further, Sioux Lookout welcomes mine workers to reside in the community and invites the Project to use local businesses. Residents of Sioux Lookout, Red Lake and Ear Falls have expressed interest in the opportunities and potential benefits associated with the Project. These municipal centres are also home to members of the local Indigenous communities and can offer support by hosting training programs (e.g., related to employment readiness and skills upgrading) for the Project. FMG is committed to working with the municipalities, Indigenous communities and government to establish training programs for the region, building on the success of other similar projects, including the Hardrock project in Geraldton, Ontario.

Benefits for Indigenous Communities

CLFN and LSFN identified that to participate in the Project, assistance is required to support students in completing their education and relevant training, accessing Project-related employment opportunities and creating new businesses. Both communities see the Project as supporting or influencing upgrades to, or the creation of, new community infrastructure—for Cat Lake, one priority is the development of an all-season road to the community (CLFN 2024, LSFN 2024). SFN anticipates employment and training opportunities stemming from the Project and the development of Slate Falls as a mining industry hub (SFN 2024); SFN also seeks progress on sustainable infrastructure, such as securing a maintenance agreement with government for Vermilion Road between Slate Falls and Sioux Lookout. As well, the Ojibway Nation of Saugeen, MON and NWOMC have expressed interest and expectations about participation in Project-related economic benefits.

Updated Socioeconomic Data

The MECP commented that the most recent available socioeconomic data should be used in the preparation of the EIS/EA. Updated information from the 2021 Census data has been appended to the baseline socioeconomic report (Appendix Q-1 of the EIS/EA) and included in Section 6.19.2. CLFN, LSFN and SFN provided socioeconomic baseline reports from their respective communities for use in the EIS/EA (CLFN 2024; LSFN 2024; SFN 2024). Information from those reports is integrated into Section 6.19.2. In addition, FMG has established a draft Health and Wellness Strategy (Appendix Q-3) focused on employee mental health and wellness. The Health and Wellness Strategy responds to what FMG has heard, including that northern-focused health and wellness support is crucial to improving employment participation, creating a mental health-conscious workplace and enabling the Project, local people and communities to thrive and participate in the economic activity related to the Project.

The MECP requested clarification of how the percentages for workforce sector categories in the draft EIS/EA were derived from the data presented in the supporting figures. To clarify, Figure 6.19-11, Figure 6.19-2 and Figure 6.19-3 have been updated to show percentages of the workforce by industry in each of the three municipalities. Workforce industry categories are not grouped beyond the original data shown in the figures. However, percentages of the workforce by occupation, which are not shown in Figure 6.19-1, Figure 6.19-2 and Figure 6.19-3, are also discussed in the text. Percentages of the workforce by occupation are shown in Figure 4-16, Figure 4-18 and Figure 4-20 in Appendix Q-1. Section 6.19.2 was updated to further clarify the distinction between workforce by sector and workforce by occupation.

NWOMC citizens requested further clarification as to whether local and regional employment includes Indigenous communities. This has been clarified and confirmed in Section 6.19.6.

6.19.1.3 Spatial and Temporal Boundaries

The Project Development Area is defined as the footprint of the Project including the mine site area, mine site access road and the transmission line corridor, as well as a buffer to allow flexibility for design optimizations during Project permitting. The buffer includes approximately 250 metres (m) around the mine site area. The buffer is included within the 40 m wide corridor for the transmission line and within the 30 m wide corridor for the mine access road. Where the mine access road and transmission line are aligned, the buffer is included within a 60 m wide corridor.

The spatial boundaries used for the assessment of the local and regional economy are shown in Figure 6.19-1 and defined as follows:

- **Local Study Area (LSA):** The LSA for the local and regional economy is defined as the area that could be influenced by the Project. It includes Indigenous communities, as identified by the federal and provincial governments, and non-Indigenous communities within an appropriate distance from the Project (approximately 100 to 150 kilometres [km]), namely Sioux Lookout, Ear Falls and Red Lake, which have expressed an interest in the Project. These communities are likely to provide key services for, and/or benefit from, business opportunities resulting from the Project; they are located along major travel and service corridors and are part of Statistics Canada reporting units.
- **Regional Study Area:** The Regional Study Area is defined as the District of Kenora, where the Project and the identified Indigenous communities and municipalities are located.

The temporal boundaries for the assessment of the local and regional economy are defined as follows:

- **Construction phase:** Years -3 to -1, representing the construction period for the Project.
- **Operation phase:** Years 1 to 10, with the first year potentially representing a partial year as the Project transitions from construction into operations. Mining of the ore from the open pit will end in Year 10, at which time the pit will begin refilling with water.
- **Decommissioning and closure phase:**
 - o Active closure: Years 11 to 15, when final decommissioning and the majority of active reclamation activities are carried out; and
 - o Post-closure: Years 16+, corresponding to the post-closure monitoring period and when the filled open pit basin will be reconnected to Springpole Lake.

Effects on the local and regional economy VC are assessed for each Project phase (i.e., construction, operation and closure).

6.19.1.4 Criteria and Indicators

The local and regional economy has the potential to be impacted by the Project both directly (e.g., direct employment and contracting) and indirectly (e.g., supply of goods and services to Project contractors). In undertaking the assessment of effects on the local and regional economy, the following criteria were used:

- Change in employment levels in municipalities;
- Change in labour income;
- Change in business opportunities;
- Change in business income;
- Change in demand for training; and
- Change in government revenues.

The specific criteria, measurable indicators and the rationale for the selection of criteria are described in Table 6.19-12. To support the effects assessment, indicators are assessed qualitatively by comparing current conditions with the results of the economic modelling using professional judgment and experience.

6.19.1.5 Description of Residual Effect Attributes

The residual effects for the local and regional economy are characterized in terms of the following attributes:

- Magnitude;
- Geographic extent;
- Duration;
- Frequency; and
- Reversibility.

These attributes along with the rankings are further described in Table 6.19-13.

In addition, the residual effects on the local and regional economy are characterized according to the socioeconomic context within which the VC is found. This is a qualitative measure of the sensitivity and/or resilience of the VC to potential change. The following ranking is applicable:

- **Level I:** The VC may or may not be sensitive but is capable of supporting the predicted change with typical mitigation measures.
- **Level II:** The VC is sensitive and requires special measures to support the predicted change.
- **Level III:** The VC is sensitive and unable to support the predicted change, even with special measures.

As noted in Section 6.1, a residual effect is defined as significant if both of the following criteria are satisfied:

- A Level II or III rating is attained for all of the attributes involving magnitude, extent, duration, frequency and reversibility.
- A Level II or III rating is attained for ecological and/or socioeconomic context.

Conversely, if a Level I rating is achieved for any of the attributes involving magnitude, extent, duration, frequency, or reversibility—or if a Level I rating is achieved for the socioeconomic contexts—then the residual effect is considered to be not significant.

In the event there is a significant adverse effect, the likelihood of occurrence is further described.

6.19.2 Existing Conditions

A description of the existing conditions is presented below to support an understanding of the starting point for the effects assessment. The data used to describe existing conditions was sourced from Indigenous and Northern Affairs Canada, Ontario Treasury Board Secretariat and Statistics Canada websites as well as from the socioeconomic baseline reports prepared for the Project by CLFN, LSFN and SFN. In the 2021 Census, the category “men+” includes men as well as some non-binary persons and the category “women+” includes women as well as some non-binary persons. Census data for First Nations is available for on-reserve community members. Data for First Nations members living off reserve, in the adjacent municipalities, is included in the municipal census data.

The socioeconomic technical support documentation includes baseline socioeconomic data with population characteristics and an overview of the economic environment (Appendix Q-1) as well as the results of the economic modelling (Appendix Q-2).

The Project is located in the Kenora District, a census division in Northwestern Ontario. The Kenora District is predominantly a rural region with the majority of the population living in rural areas. For a rural workforce to participate in knowledge-based and service industries, infrastructure must be at the highest level—this includes high-speed internet access, roads, rail and airport. The population of Kenora District is increasing but aging, which reduces the available workforce. The Indigenous working age population is expected to grow and may require raising Indigenous educational attainment level to facilitate participation in the workforce (Northern Policy Institute 2019). Over the last decade, Northwestern Ontario has seen no growth in the number of businesses, which the Northwestern Ontario Municipal Association has noted as a fundamental problem (NOMA 2024). As outlined in their 2024 to 2035 economic strategy, the association and its partners are focusing their efforts to grow the size and number of commercial enterprises operating in Northwestern Ontario over the next decade, to maintain and/or build vibrant, sustainable municipalities. Sioux Lookout has experienced economic growth and serves as the regional hub for industries, including health care, tourism, transportation and natural resource extraction. Sioux Lookout has diversified its economic sectors to reduce dependence on specific industries and has invested in road improvements, expansion of utilities, and commercial and residential development. Sioux Lookout is constrained by its geographic location, limited skilled labour and continuing demands for infrastructure, including transportation networks, health care facilities and affordable housing (BCIN Directory n.d.a). The mining industry has been instrumental in the economic growth of Red Lake, and the growth of the community has driven the expansion of road networks, public facility upgrades and the establishment of recreational amenities. Also, the municipality has a priority to ensure the availability and affordability of housing. Red Lake is actively exploring opportunities to diversify its economy beyond the mining industry (BCIN Directory n.d.b).

Municipalities

The municipalities in the LSA are the Township of Ear Falls, the Municipality of Red Lake and the Municipality of Sioux Lookout. Ear Falls and Red Lake are dependent on resource development and extraction; in the case of Red Lake, that is predominantly mining. Comparatively, the top five employment industries in Sioux Lookout are health care and social assistance, retail trade, transportation and warehousing, and educational services, which compose 68 percent (%) of Sioux Lookout's workforce (McSweeney & Associates 2020).

Between 2016 and 2021, the population of Ear Falls and Red Lake declined 7.1% and 0.3%, respectively; Sioux Lookout's population increased by 10.8% over the same period. Ear Falls forecasts a range in population change between 2016 and 2026 from a decline of 15% to a growth of 7.2%. Red Lake is predicting a population increase between 2016 and 2031 of 10.4% and Sioux Lookout is predicting its population will increase by 12.6% between 2019 and 2029. Statistics Canada information regarding the municipalities are from the 2021 Census and 2016 Census.

Education and Labour Force

The average age of the population in Ear Falls in 2021 was 42.0; in Red Lake, it was 39.4; and in Sioux Lookout, it was 39.0. Details on educational attainment in the three municipalities are presented in Table 6.19-1. The level of apprenticeships and trades certificates are higher in Ear Falls and Red Lake than in Sioux Lookout; in all three municipalities, there are greater numbers of men+ with apprenticeships or trades certificates than women+ and more women+ with college certificates. More women+ have university degrees than men+ in Ear Falls, Red Lake and Sioux Lookout, as presented in Table 6.19-2.

Table 6.19-3 summarizes labour force indicators for the three municipalities. Details on these indicators by gender are included in Appendix Q-1. The Red Lake and Sioux Lookout municipalities have higher participation rates than Ontario as a whole (62.8%), while Ear Falls has a lower participation rate (61.5%). All three municipalities have lower unemployment rates than Ontario as a whole (12.2%).

For workforce by industry, Figure 6.19-1 shows that in Ear Falls in 2021, 15% of the workforce was in the mining, quarrying, and oil and gas extraction industry. For workforce by occupation, 27% of the workforce was in sales and service occupations, and 26% was in trades, transport, equipment operation and related occupations. In Red Lake, as presented in Figure 6.19-2, 28% of the workforce was in the mining, quarrying and oil and gas extraction industries. For workforce by occupation, 21% of the workforce was in sales and service occupations, and 19% was in trades, transport and equipment operation, and related occupations. In Sioux Lookout, as presented in Figure 6.19-4, the industry with the largest proportion of the workforce was health care and social assistance (35%), followed by public administration (12%). Twenty-three percent of the workforce was in occupations in education, law and social, community and government agencies, and 19% was in sales and service occupations.

Income Composition

The 2021 Census indicates that employment income made up a larger percentage of total income in Ear Falls (68.0%), Red Lake (75.2%) and Sioux Lookout (74.0%) than Ontario as a whole (67.4%). Further information regarding income composition in each of the municipalities can be found in the Socio-Economic Baseline Study in Appendix Q-1 (Table 4-2).

Municipal Revenues

Each of the three municipalities had surpluses in their annual revenues in the latest year for which financial statements were available. They were \$1.1 million (18%) for Ear Falls (Township of Ear Falls 2023) in 2022, \$0.5 million (2%) for Red Lake (Corporation of the Municipality of Red Lake 2023) in 2022, and \$4.3 million (12%) for Sioux Lookout (Corporation of the Municipality of Sioux Lookout 2023) in 2021. This indicates that funds are available in each of the communities to improve infrastructure or services, but to a limited degree.

Provincial Taxation and Revenues

According to the annual report of the provincial public accounts, total revenues of the Province of Ontario for the fiscal year 2021/2022 were \$185.1 billion, an increase of \$20.2 billion (or 12%) from the previous year (Ontario Treasury Board Secretariat 2022a). The Province posted a \$2.1 billion surplus for the fiscal year 2021/2022.

In terms of government revenue directly related to mining in Ontario, taxable profit from mining is subject to a mining tax of 10% for non-remote mines and 5% for remote mines (Ontario Ministry of Finance 2021). The resulting revenue from the mining profits tax for Ontario was \$176.2 million in 2022, up from \$107.6 million in 2021 (Ontario Treasury Board Secretariat 2022b). This is in addition to other taxes that every business generates, such as the personal income tax from employees, standard corporate tax, and sales tax of the goods and services it provides and consumes.

Project contributions to government revenues are summarized in Table 6.19-4 and estimated annual economic effects of the Project are presented in Table 6.19-5.

Indigenous Communities

The following Indigenous communities considered include CLFN, LSFN, MON, Ojibway Nation of Saugeen, Pikangikum First Nation, SFN, Wabauskang First Nation and NWOMC.

Data reported to Crown–Indigenous Relations and Northern Affairs Canada as of August 2023 indicate that the number of First Nation members living on their own reserves ranged from 11.7% at SFN to 95.6% at Pikangikum First Nation (CIRNAC 2023a,b,c,d,e,f,g). Details regarding population levels in the Indigenous communities are available in Table 6.19-6.

Data indicate there has been a decrease in Métis population between the 2016 and 2021 in each of the municipalities, in contrast to the increase seen in all three municipalities between 2011 and 2016. As of 2016, Red Lake had the highest total Métis population (350) and Ear Falls had the lowest (90). Details regarding population levels of Métis individuals in each of the municipalities are available in Table 6.19-7.

In 2021, the median age of the population in CLFN, SFN, LSFN, MON, Ojibway Nation of Saugeen and Wabauskang First Nation was between 18.6 and 30.4. Pikangikum First Nation age characteristics were not available. The CLFN population increased by 15.2% between 2016 and 2012; half the population is under 20 and 42% are 14 years old or younger (CLFN 2024). The LSFN population increased by 5.6% between 2016 and 2021 with 55% of the population under 30 years of age and 42% being under 20 years of age (LSFN 2024). The population of SFN increased between 2016 and 2021 by 29%. Approximately half of the population is under 29 years of age and 27% is under 18 years of age (SFN 2024). According to 2021 Census data, the median age of the Métis population living in Ear Falls, Red Lake and Sioux Lookout ranged between 31.4 and 54.0 years of age and the average age was between 35.2 and 53.6. For comparison, the median age of the population of Ontario was 41.6 years of age.

Education and Labour Force

In 2021, of respondents 15 years and over in CLFN, SFN, LSFN, MON, Ojibway Nation of Saugeen and Wabauskang First Nation, between 33.3% and 81.8% did not have a degree, certificate or diploma. Between 11.4% and 33.3% had achieved a high school diploma or equivalent only. Between 0.0% and 33.3% had achieved a trades / apprenticeship or other non-university certificate. Between 0.0% and 2.6% had achieved a university certificate below bachelor level. Between 0.0% and 8.6% had achieved a university degree. Data on educational attainment in Pikangikum First Nation were not available. Details regarding educational attainment in the Indigenous communities are available in Table 6.19-8.

In 2016, of respondents 15 years and over who identified as Métis living in Ear Falls, Red Lake and Sioux Lookout, between 12.9% and 25.0% did not have a degree, certificate or diploma. Between 31.3% and 48.4% had achieved a high school diploma or equivalent only. Between 0.0% and 25.0% had achieved a trades / apprenticeship or other non-university certificate. Between 7.4% and 25.8% had achieved a college or non-university certificate. Between 0.0% and 9.3% had achieved a university certificate below bachelor level. Between 0.0% and 16.7% had achieved a university degree. Details regarding educational attainment for the Métis population living in Ear Falls, Red Lake and Sioux Lookout are available in Table 6.19-9.

Data indicate Wabauskang First Nation had the highest participation rate in the labour force (77.8%) and CLFN had the lowest (32.5%) in 2021. In most of the First Nations, more men+ were employed than women+. Ojibway Nation of Saugeen and Wabauskang First Nation had the highest unemployment rates (each at 28.6%) and SFN the lowest (0.0%). A detailed breakdown by gender is presented in Table 6.19-10.

CLFN reported that low participation and employment levels are influenced by low levels of education and participation, inadequate childcare, especially for the 30% of families that are single-parent families, concerns about being able to adapt to a mining job culture, fear of discrimination, and fear of being away from the community and family for extended time periods. There is also a low level of participation in available training programs (CLFN 2024).

Mental health and addiction issues led CLFN to declare a state of emergency in 2023. Youth and young adults are disproportionately affected and less engaged in activities, not participating in the workforce, not completing high school and not participating in training or other educational opportunities. These results reduce the potential workforce for community and mining project positions (CLFN 2024).

The labour force of LSFN has approximately 335 working-age people who are willing and able to work. LSFN notes that 41.3% of the First Nation's families are single-parent families; in these cases, rotation work at a mine site and being away from home overnight and for extended periods would not be possible. This presents challenges for approximately 95 members who would like to participate in Project-related employment at the mine site. Other barriers to employment include a lack of a high school equivalent or other educational requirements, a lack of a driver's licence or access to transportation, low motivation, lack of interest, and reduced capacity to work due to social or mental health issues. In addition, members who use substances and are in recovery may not be able to obtain employment if they have been charged with a criminal offence or are actively receiving treatment (LSFN 2024).

Substance abuse in LSFN communities has affected social wellness and people's mental health. Youth and adults using substances are engaged in fewer activities and are not participating in the labour force, are not completing high school or other educational opportunities, and are challenged in their ability to find or maintain employment. LSFN has a Suboxone Clinic and Suboxone Treatment Program that are run by the Health Department.

SFN identified several barriers to employment, including drug and alcohol addictions, a lack of access to childcare, inability to travel outside the community for work, lack of confidence and concerns about potential workplace racism based on past experiences. The First Nation estimates about half of its members suffer from addictions (SFN 2024).

Data indicate the Métis population of Sioux Lookout (83.9%) had a higher labour participation rate than those in Red Lake (70.4%) and Ear Falls (62.5%) in 2021. The census data indicate more men+ were employed than women+. The Métis population of Red Lake had the highest unemployment rate (9.9%) compared to the population in Ear Falls and Sioux Lookout (both 0.0%). A detailed breakdown by gender is presented in Table 6.19-11.

Data show that public administration, health care and social assistance are the primary industries in the Indigenous communities. Figures presenting the workforce by industry for each of the Indigenous communities can be found in Figure 6.19-5 to Figure 6.19-10. Census data for Pikangikum First Nation are not available for presenting workforce characteristics.

Most Métis individuals in the labour force in Ear Falls and Red Lake work in the mining industry, while the majority of those in the labour force in Sioux Lookout work in health care and social assistance. A detailed breakdown of workforce by industry for the Métis population of Ear Falls, Red Lake and Sioux Lookout, according to the 2021 Census data, is presented in Figure 6.19-11.

Income Composition

Where available, the 2021 Census indicates that employment income makes up a lower percentage of total income in the Indigenous communities (49.0% in CLFN, 66.0% in SFN, 61.6% in LSFN and 36.0% in MON) than in Ontario as a whole (67.4%). Census data were not available for presenting income composition for Ojibway Nation of Saugeen, Pikangikum First Nation and Wabauskang First Nation. The Métis population in Sioux Lookout had the highest proportion of income from employment (84.0%), followed by Red Lake (77.0%) and Ear Falls (68.0%).

Employment Training

A variety of sources of funding to provide employment readiness and training are available, as listed below. In addition, based on other similar and recent mine developments in Ontario, once a new project advances past the EA stage, opportunities exist to collaborate with Indigenous communities, municipal service centres and government to establish employment readiness and training programs tailored to the needs of the project and interests of the communities.

Provincial programs include, but may not be limited to, the following:

- **Ontario job creation partnerships:** Funded through the Government of Ontario, the Ontario Job Creation Program is designed to provide financial support for projects that give valuable work experience to unemployed Ontarians. This program focuses on opportunities that benefit an individual's community and local economy or develop employable skills while building relevant work experience.
- **Achievement incentive program:** Funded by the Government of Ontario, the program provides up to \$17,000 to eligible sponsors for each new or existing apprentice at specific milestone achievements.
- **Canada-Ontario job grant program:** Funded by the Government of Canada through the Canada Job Grant Program, the Government of Ontario is providing opportunities for employers or groups to invest in their workforce. Employers can receive up to \$10,000 per person for training costs provided by an eligible, third-party trainer. Employers contribute to a portion of the total training cost based on their number of employees.
- **Indigenous workforce development stream:** Funded by the Northern Ontario Heritage Fund Committee, this program is designed to strengthen and develop Northern Ontario's Indigenous workforce through business partnerships by offering internships to Indigenous persons. By providing businesses with partnerships to offer and support employment opportunities for Indigenous peoples, this program promotes equity and helps to address Northern Ontario labour shortages.

Federal programs include, but may not be limited to, the following:

- **Northeastern Ontario Youth Internship Program:** Funded by the Government of Canada through FedNor, this program is designed to help post-secondary graduates obtain valuable professional experience and, in turn, provide Northeastern Ontario businesses with access to a skilled workforce. This specifically includes industries related to innovation, the trades and the digital economy.

- **Indigenous Skills and Employment Training Program:** Funded by the Ministry of Employment and Social Development Canada, this program provides support and funding for both training and skills development opportunities for Indigenous peoples living off reserve. This opportunity functions through the national Indigenous Skills and Employment Training Program and provides Indigenous peoples with the skills required to fill labour shortages for sectors experiencing acute need.

Industry programs include, but may not be limited to, the following:

- **Talent Opportunities Program:** The Talent Opportunities Program is an initiative of the Ontario Chamber of Commerce and provides a wage subsidy to employers hiring students who are within under-represented groups: Indigenous peoples, persons with disabilities, newcomers to Canada, visible minorities, and/or women in science, technology, engineering and math fields.
- **Mining Industry Human Resources Council Green Jobs Program:** Funded by the Government of Canada through the Mining Industry Human Resources Council, this program is intended to provide job-ready individuals with relevant work experience in mining via paid placements or training opportunities. These positions are intended to focus on clean technology, innovation or ultimately any role that provides some form of environmental benefit.

The following are organizations that support training and employment:

- **Atikokan Employment Centre:** It provides a central location for accessing federal government forms and assisting individuals with employment stemming from Ontario-funded programs.
- **Equay Wuk:** This offers a 10-week training-readiness program to increase employment skills.
- **Lac Seul Training Centre of Excellence:** The Lac Seul Centre is a training facility based in Hudson, Ontario, that has the goal of providing quality, certified training programs and workshops to members of LSFN and the people of Northwestern Ontario, in a culturally adaptable learning environment.
- **Shooniyaa Wa-Biitong (Grand Council Treaty #3):** The Shooniyaa Wa-Biitong Training and Employment Centre is mandated by the Chiefs of Treaty #3 to promote employment development and deliver training initiatives to First Nations within the Treaty #3 area and their members.
- **Nishnawbe Gamik Friendship Centre:** The Apatisiwin program offers access to resumé development and can provide financial aid to employers in delivering training supports, on-the-job training and wage subsidies as well as in purchasing training programs.
- **Northwestern Nishnawbe Education Council:** The council offers post-secondary programs to assist in the creation of a pool of professionals, helps create infrastructure, and supports initiatives in business, economic development, and medical and social services.
- **Red Lake Career and Employment Service:** This service provides access to employment supports, placement incentives, apprenticeships, workshops and career planning.
- **Red Lake Friendship Centre:** The program offers access to resumé development and can provide financial aid to employers in delivering training supports, on-the-job training and wage subsidies as well as in purchasing training programs.
- **Sioux Hudson Employment Services:** This offers employment subsidies to employers for work placements, wage subsidies, job creation partnerships and various youth employment programs.

- **Sioux Lookout Area Aboriginal Management Board:** The board supports the growth and development of First Nations, while continuing to prioritize education and training initiatives. Through various programs, the Sioux Lookout Area Aboriginal Management Board provides community members with the skills and knowledge necessary to succeed in the modern workforce.

6.19.2.1 Traditional Knowledge

As part of the Project, all eight Indigenous communities were contacted to participate in the EA process, and to provide Traditional Knowledge and Traditional Land Use (TK/TLU) information. To date, six Indigenous communities, Cat Lake First Nation, Lac Seul First Nation, Mishkeegogamang Ojibway Nation, Slate Falls Nation, Wabauskang First Nation and the Northwestern Ontario Métis Community, have provided Traditional Knowledge and Traditional Land Use information. Specific TK/TLU information relevant to economic conditions was not identified. However, Information provided by CLFN, LSFN and SFN through their socio-economic studies has been incorporated into the description of economic conditions for those communities above.

6.19.3 Identification of Pathways of Potential Effects

As a first step in the assessment process, it is important to identify project activities that may result in pathways to potential effects on the local and regional economy. These potential effects may be direct, indirect and/or positive, where applicable.

In determining the potential pathways, it is important to note the following:

- The estimated construction cost for the Project is approximately \$1,060 million, or \$420 million annually for 2.5 years (30 months). During the 10-year operation period, annual expenditures are expected to be \$330 million and during the 5-year closure period, there will be approximately \$9 million in expenditures annually. Table 6.19-5 contains a summary of the estimated annual economic effects of the Project.
- The sources of workers for the Project are influenced by the population of communities, participation rates (the portion of the population working or looking for work), unemployment rates, educational attainment, and employment readiness and training programs. The Project's economic model predicts that 70% to 90% of Project-related employment (direct, indirect and induced) will be sourced from local and Indigenous communities. Local hiring will be further prioritized during the operations phase in support of longer-term stable employment opportunities following the construction period.
- The local municipalities of Red Lake (66.6%) and Sioux Lookout (70.6%) have higher participation rates than Ontario as a whole (62.8%), while Ear Falls has a lower participation rate (61.5%). All three municipalities have unemployment rates below the Ontario rate (11.8% in Ear Falls, 5.1% in Red Lake and 5.7% in Sioux Lookout, compared to the Ontario unemployment rate of 12.2%). All rates are from 2021. This suggests the number of individuals from the local municipalities obtaining Project-related employment may be limited. While the number of potential workers may be limited, the labour force in the three communities has educational attainment suitable for Project-related employment.
- The participation rate in the Indigenous communities ranges from 32.5% to 77.8% and unemployment ranges from 0% to 28.6%. This information suggests there are individuals in the Indigenous communities available for employment; however, the labour force has relatively lower levels of educational attainment and certain barriers can exist in recruiting and retaining community members. These are important factors to consider in developing employment readiness and

effective training program design and implementation, and when considering resource needs at the Project to support workers.

- The source of workers for Project-related employment will be from the local municipalities and Indigenous communities, but it can extend to regional communities such as Kenora and Dryden, and potentially beyond for specialized resources.

Table 6.19-14 includes the potential interactions of the Project with the local and regional economy, prior to the application of the mitigation measures. The professional judgment of technical experts experienced with mining projects in Ontario and Canada as well as input from Indigenous communities, government agencies and the public informed the identification of those interactions that are likely to result in a pathway to a potential effect due to a measurable change on the local and regional economy. These pathways to potential effects are further described below for each phase of the Project, along with the rationale for those interactions excluded from further assessment. Section 6.19.4 and Table 6.19-15 provide a description of the mitigation measures applied to these pathways to potential effects during all phases of the Project. The residual effects, after the application of the mitigation measures, are then described and further evaluated in Section 6.19.6, using the criteria and indicators identified in Section 6.19.1.4.

Construction Phase

The construction phase of the Project is expected to occur over a three-year period and will include preparation of the site and the construction of mine infrastructure. The construction activities during this phase result in employment, contracts and expenditures which interact with the local and regional economy. This results in the following pathways to potential effects on this VC, which are described below and mitigated, where appropriate:

- It is expected that the Project will see the creation of 3,240 full-time equivalent positions annually through direct, indirect and induced employment. Up to 70% of the labour is expected to come from the three municipalities, Indigenous communities, and Kenora and Dryden. The assessment of potential effects on the local and regional economy focuses on changes in employment levels in municipalities from this pathway.
- The increase in employment (direct, indirect and induced) will create \$190 million in labour income annually. The distribution of the labour income will be a function of the home communities of the employees. The assessment of potential effects on the local and regional economy focuses on changes in labour income from this pathway.
- Opportunities will be provided to subcontracted businesses from the three municipalities for the supply of goods and services to the Project. The demand for subcontractors may extend to other regional and Indigenous communities, depending on local availability. The assessment of potential effects on the local and regional economy focuses on changes in business opportunities from this pathway.
- The increase in opportunities for local businesses may boost business income in their communities. The assessment of potential effects on the local and regional economy focuses on changes in business income from this pathway.
- The availability of jobs at the Project may encourage more individuals to seek additional training to become qualified for Project employment, including through available employment funding programs. In Ear Falls and Red Lake, notable proportions of the current workforce have certifications for the trades jobs required for the Project, but a lower proportion has college certification or university degrees for the non-trades jobs. This results in a pathway to a potential effect on the local and regional economy and the assessment focuses on changes in the demand for training.

The assessment of potential effects on the local and regional economy focuses on changes in the demand for training from this pathway.

- The Project will contribute to increases in government revenues. Annually, the Project is estimated to generate \$37.1 million to the federal government, \$42.0 million to the provincial government and \$11.7 million to municipalities. The assessment of potential effects on the local and regional economy focuses on changes in government revenue from this pathway.

All other interactions during construction between the Project and the local and regional economy VC are represented in the above pathways. However, it is also possible that local and Indigenous businesses that participate in the Project can derive additional economic benefit by acquiring experience and expanding capacity that can be applied to other projects and sectors, which would further increase the benefits noted in the assessment.

Operation Phase

The operations phase is anticipated to occur over a 10-year period. The activities during the operations phase result in employment, contracts and expenditures that interact with the local and regional economy. This results in the following pathways to potential effects on this VC, which are described below and mitigated, where appropriate:

- It is expected that the Project will see the creation of 3,540 full-time equivalent positions annually through direct, indirect and induced employment. Up to 90% of the labour is expected to come from the three municipalities, Indigenous communities, and Kenora and Dryden. The assessment of potential effects on the local and regional economy focuses on changes in employment levels in municipalities from this pathway.
- The increase in employment (direct, indirect and induced) will create \$241 million in labour income annually. The distribution of the labour income will be a function of the home communities of the employees. The assessment of potential effects on the local and regional economy focuses on changes in the labour income from this pathway.
- Opportunities will continue to be provided during operations to contracted and subcontracted businesses from the region for the supply of goods and services to the Project. The demand for contractors and subcontractors may extend to other regional communities, depending on local availability. The assessment of potential effects on the local and regional economy focuses on changes in business opportunities from this pathway.
- The increase in opportunities for businesses could continue to boost business income in their communities, depending on their success in obtaining Project work. The assessment of potential effects on the local and regional economy focuses on changes in business income from this pathway.
- The availability of jobs at the Project may encourage more individuals to seek additional training to become qualified for Project employment. The assessment of potential effects on the local and regional economy focuses on changes in the demand for training from this pathway.
- The Project will contribute to increases in government revenues during the operations phase. Annually, the Project is estimated to generate \$84.7 million for the federal government, \$98.2 million for the provincial government and \$25.5 million locally. The assessment of potential effects on the local and regional economy focuses on changes in government revenues from this pathway.

All other interactions during construction between the Project and the local and regional economy VC are represented in the above pathways. However, it is also likely that local and Indigenous businesses that participate in the Project can derive additional economic benefit by acquiring experience and expanding capacity that can be applied to other projects and sectors, which would further increase the benefits noted in the assessment.

Decommissioning and Closure Phase

Project components and activities during the closure phase may interact with the local and regional economy. The activities during the decommissioning and closure phase result in employment and expenditures that interact with the local and regional economy. This results in the following pathways to potential effects on this VC, which are described below and mitigated, where appropriate:

- It is expected that the Project will see a reduction in employment to 70 full-time equivalent positions annually through direct, indirect and induced employment. Up to 70% of the labour is expected to come from the three municipalities, Indigenous communities, and Kenora and Dryden. The assessment of potential effects on the local and regional economy focuses on changes in employment levels in municipalities from this pathway.
- Employment during the closure phase (direct, indirect and induced) will create \$4 million in labour income annually, a reduction from the operation phase due to the reduced employment levels. The distribution of the labour income will be a function of the home communities of the employees. The assessment of potential effects on the local and regional economy focuses on changes in labour income from this pathway.
- There will be a reduction in the level of subcontracted opportunities for businesses from the three municipalities for the supply of goods and services to the Project. The change in demand for subcontractors may extend to other regional communities, depending on local availability. The assessment of potential effects on the local and regional economy focuses on changes in business opportunities from this pathway.
- With the decrease in opportunities for local business, there will be a decrease in business income in the communities. The assessment of potential effects on the local and regional economy focuses on changes in business income from this pathway.
- The Project contributions to government revenues during the closure phase will decline compared to the operations phase. Annually, the Project is expected to generate \$0.8 million for the federal government, \$0.9 million for the provincial government and \$0.3 million locally during the closure phase. The assessment of potential effects on the local and regional economy focuses on changes in government revenues from this pathway.

All other interactions during construction between the Project and the local and regional economy VC are represented in the above pathways and additional potential effects are unlikely.

6.19.4 Mitigation Measures

Effects on the local and regional economy can be beneficial or adverse. Mitigation measures to avoid or minimize adverse effects, or to enhance beneficial effects, on the local and regional economy include the following:

- Post job qualifications early and identify available training and training providers so local and Indigenous residents can acquire the necessary skills and qualify for potential Project employment.



- Advertise open job postings within the Indigenous communities as soon as possible.
- Communicate employment skills requirements to local training providers to plan appropriate Project-related training; participate in the development of training programs to inform needs.
- Support processes and initiatives related to employment readiness, training and educational initiatives with Indigenous communities, such as skills assessment, career counselling, referrals to education upgrading, creation of training plans, career sessions at local schools and educational site trips.
- Conduct recruiting programs as well as regular and effective outreach and communications with Indigenous communities to support recruitment, including through the use of career fairs, information sessions, workshops, public notices, factsheets, community meetings and any other measures that may increase awareness of and access to information on employment opportunities at the Project—and associated education, training, skills, and employment experience requirements and opportunities.
- Establish a Health and Wellness Strategy (Appendix Q-3) focused on employee mental health and wellness to complement health and safety programs and to support local and Indigenous employees through the following:
 - o Consideration for individuals in addiction treatment and their ongoing treatment needs;
 - o Transportation and logistics support to individuals accessing treatment programs;
 - o Collaboration with proximate communities in securing funding for employment readiness programs, to be delivered by health care service providers and trainers to prepare community members for Springpole Project opportunities, with a focus on long-term operational phase employment;
 - o Mandatory diversity, cultural and gender sensitivity training for managers, supervisors and contractors;
 - o Onsite orientation for Indigenous cultural awareness content;
 - o Financial wellness and literacy workshops;
 - o Training and employment incentives for women and youth; and
 - o The provision of welcoming and safe environments, including mine sites and accommodations complexes that comply with high standards of health and safety; measures taken to help ensure the security and safety of women in mine accommodation; support given to provide cultural spaces for smudging, prayer and other ceremonies; and the creation of washroom facilities for all genders.
- Share information regarding available funding programs and provide support for applications, as feasible.
- Provide an opportunity to form one or more Human Resources Committees with proximate participating Indigenous communities.
- Develop a Socioeconomic Management Plan to monitor positive and adverse Project effects on socioeconomic conditions during operations.

- Provide additional coaching and mentoring for advancement to senior, supervisory and/or management-level positions on the Project to employees who are members of Indigenous communities and have expressed an interest in career development, and who have demonstrated a likelihood to succeed in such development.
- Work with local and Indigenous businesses to enhance the opportunity to participate in the supply of goods and services for construction and operations (e.g., facilitate workshops about opportunities available, collaborate with small businesses to prepare bids in response to requests for proposal, provide business education).
- Share information about employment preparation and training with Indigenous communities, non-Indigenous organizations and educational institutions.
- Establish a skills inventory and local and Indigenous business inventory that are updated and retained until the active closure phase.
- Support retraining programs to establish transferable skills for employees, during the latter part of the operations phase.
- Provide job search assistance to employees at the closure phase.
- Provide onsite accommodations that are safe and welcoming for the Project workforce during the construction and operations phases.
- Use a rotational workforce for the construction and operation of the Project to support the employment of local and regional workers.
- Provide bus transportation for employees to the worksite from a centralized location to facilitate the employment of local and regional workers.
- Give preference to Indigenous communities and local municipalities in hiring Project employees.
- Give preference to contracting for goods and services from the businesses in the Indigenous communities and local municipalities.
- Establish and maintain a process to track local and regional contracting, subcontracting and procurement opportunities.

The application of mitigation measures to specific pathways and phases is illustrated in Table 6.19-15. Mitigation measures described in this section are expected to be effective for their intended purposes given their effective implementation at similar projects.

6.19.5 Analytical Method

The assessment of effects on the local and regional economy required the quantitative modelling of the impacts of the Project-related expenditures. A model developed by Dungan and Murphy (2014) was used, as described in Appendix Q-2. The Dungan and Murphy model was scaled to represent the Project. The assessment of the effects on the local and regional economy was done by comparing the modelled economic effects with current local and regional economic conditions quantitatively and qualitatively based on the understanding of local and regional conditions from published sources, details of the Project execution and professional judgment.

6.19.5.1 Assumptions and the Use of the Conservative Approach

The Dungan and Murphy model was assumed to be representative of new gold mines in Ontario and the model was scalable to reflect the details of the Project. The model was also designed to be conservative in its approach and output. While Dungan and Murphy did not model the economic effects of closure, it was assumed for this Project that effects similar to mine construction would apply during closure; however, the economic effects would be smaller due to the lower level of expenditures during closure. It was also assumed that local and regional individuals and businesses will choose to participate in the Project through employment of contracting. The economic effects are conservative in that they do not include the value to local businesses from the experience of participating in the Project, and potentially expanding their capacity, which could be used to acquire work on other projects in the future.

6.19.6 Characterization of Potential Residual Effects

The Project demand for labour during construction and operation phases will increase local and regional employment levels and labour income, including for Indigenous communities. This positive effect will be enhanced by preferentially employing local and regional residents. During the approximately 17.5 years from construction through active closure, it will create a total of 43,880 person-years of employment (including direct, indirect and induced) in Canada. The Project will also increase the Canadian gross domestic product by \$7.6 billion through direct, indirect and induced effects. This is equivalent to an average of about \$430 million per year. As a result, there are no adverse residual effects on the local and regional economy predicted due to a change in the demand for labour. The residual effect is strongly positive for an underserved region of Northwestern Ontario and could support government's re-investment of revenue in local services and infrastructure.

The relatively low numbers of unemployed workers in the local municipalities and the low level of involvement of the Sioux Lookout workforce in the mining industry suggests the expected direct, indirect and induced employment will not be completely fulfilled from the local communities. Labour demands will likely extend to the regional centres of Kenora and Dryden. Based on this, there are no adverse residual effects on the local and regional economy predicted due to a change in labour income. Given the employment opportunities generated by the Project, the relative high income associated with mine-related work and the economic diversification opportunity, the residual effect is strongly positive. This is particularly relevant for this region of Northwestern Ontario, which is largely reliant on an often volatile forestry industry and on the health care and social service sector for employment. While employment levels and labour income will decrease during the closure phase, labour force capacity and experience gained through the Project life may support future employment success..

The Project demand for goods and services during construction and operations phases will create opportunities for local and regional business with or without experience in the mining industry to participate in the Project through contracting and procurement. This positive effect will be enhanced by preferentially contracting local and regional businesses and building capacity in the region through the life of the mine. The spending of Project-related labour income will have induced positive effects on local businesses through the spending of the labour income at local and regional businesses. As a result, there are no adverse residual effects on the local and regional economy predicted due to a change in business opportunities and income. While the level of business will decline during the closure phase, it is anticipated that the business capacity and experience acquired through the Project life will support contract success at other similar future opportunities in the region.

The availability of jobs at the Project can encourage more individuals to seek additional training to become qualified for Project employment, including through available employment funding programs—in particular, during the construction and operations phases. Mitigation measures are aimed at ensuring the awareness and availability of suitable training and funding programs so the opportunities and benefits are maximized. Based on this, there are no adverse residual effects on the local and regional economy predicted due to a change in the demand for training. It is anticipated, based on other similar projects, that the Project will act to incentivize individuals to participate in employment readiness and training opportunities developed in collaboration with communities, government and training providers, towards obtaining long-lasting employment at the Project.

Government revenues will increase through taxes and fees paid by the Project, and by individuals and businesses that participate in the Project. These revenues will occur during the construction and operations phases, and then they will subsequently decline during the closure phase. The annual revenues, federal and provincial levels combined, will total approximately \$77 million during construction, \$228 million during operations and \$9 million during closure and will, in part, flow to local and regional municipalities supporting community services and infrastructure for the long term. Based on this, there are no adverse residual effects on the local and regional economy predicted due to a change in government revenue. Government revenue will be strongly positive over the life of the mine.

The Project will have a net positive effect on the local and regional economy of an underserved area of Northwestern Ontario, and it will have a positive effect at the provincial and national levels through employment and labour income, expenditures to local and regional businesses, and increased revenues to local and regional municipalities and participating Indigenous communities.

6.19.7 Significance of Residual Effects

With the proposed design and mitigation measures, residual adverse effects on the local and regional economy are not predicted; therefore, a determination of significance is not required.

6.19.8 Confidence Prediction

The level of confidence in the prediction is considered to be high due to experience with other similar and recent Project developments, while acknowledging the individual nature of choices made by the local labour force and businesses in seeking employment, training and business opportunities associated with the Project.

6.19.9 References

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Table 6.19-1: Educational Attainment in Ear Falls, Red Lake and Sioux Lookout in 2021

Educational Attainment ⁽¹⁾	Ear Falls	Red Lake	Sioux Lookout	Ontario
No certificate, diploma, degree (%)	27.4	18.4	20.8	15.3
Secondary (high) school diploma or equivalency certificate (%)	29.6	33.7	26.9	27.2
Apprenticeship or trades certificate or diploma (%)	16.2	8.3	5.0	5.0
College, or non-university certificate (%)	20.1	20.1	24.8	20.3
University certificate below bachelor level (%)	0.0	2.0	2.2	2.3
University certificate or diploma at bachelor level or above (%)	6.7	17.6	20.2	29.9

Source:

Statistics Canada 2023b.

Note:

(1) Numbers may not add to the totals shown due to rounding.



Table 6.19-2: Ear Falls, Red Lake, Sioux Lookout and Ontario Education Characteristics, 2021 and 2016

Education Characteristics ⁽¹⁾	2021			2016		
	Total	Men+	Women+	Total	Male	Female
Ear Falls						
Population 15 years and over	895	505	390	735	375	360
No certificate, diploma, degree (%)	27.4	26.7	28.2	29.3	24.0	31.9
Secondary (high) school diploma or equivalency certificate (%)	29.6	30.7	28.2	32.0	33.3	29.2
Apprenticeship or trades certificate or diploma (%)	16.2	22.8	7.7	17.0	25.3	6.9
College, or non-university certificate (%)	20.1	13.9	25.6	17.0	10.7	24
University certificate below bachelor level (%)	0.0	0.0	0.0	1.4	0.0	3.0
University certificate or diploma at bachelor level or above (%)	6.7	4.0	10.3	5.4	5.3	6.0
Red Lake						
Population 15 years and over	3,260	1,670	1,590	3,310	1,705	1,610
No certificate, diploma, degree (%)	18.4	19.8	17.3	19.8	19.9	19.3
Secondary (high) school diploma or equivalency certificate (%)	33.7	36.2	30.8	28.2	29.9	26.1
Apprenticeship or trades certificate or diploma (%)	8.3	13.2	2.8	10.9	15.8	5.6
College, or non-university certificate (%)	20.1	15.9	24.5	22.1	17.9	27
University certificate below bachelor level (%)	2.0	1.5	2.8	2.7	2.3	3.0
University certificate or diploma at bachelor level or above (%)	17.6	13.5	21.7	16.5	13.8	19
Sioux Lookout						
Population 15 years and over	4,710	2,295	2,420	4,165	2,040	2,125
No certificate, diploma, degree (%)	20.8	22.4	19.2	24.5	26.7	22.6
Secondary (high) school diploma or equivalency certificate (%)	26.9	30.1	23.8	25.0	27.0	23.3
Apprenticeship or trades certificate or diploma (%)	5.0	8.1	2.1	6.1	9.8	2.6
College, or non-university certificate (%)	24.8	21.1	28.3	25.9	23.3	29.0
University certificate below bachelor level (%)	2.2	2.0	2.5	2.3	2.2	2.0
University certificate or diploma at bachelor level or above (%)	20.2	16.3	24.0	16.2	11.3	21.0

Table 6.19-2: Ear Falls, Red Lake, Sioux Lookout and Ontario Education Characteristics, 2021 and 2016

Education Characteristics ⁽¹⁾	2021			2016		
	Total	Men+	Women+	Total	Male	Female
Ontario						
Population 15 years and over	11,782,820	5,733,360	6,049,460	11,038,440	5,342,755	5,695,685
No certificate, diploma, degree (%)	15.3	15.8	14.8	17.5	18	17.1
Secondary (high) school diploma or equivalency certificate (%)	27.2	28.0	26.4	27.4	27.8	27.1
Apprenticeship or trades certificate or diploma (%)	5.0	7.4	2.7	6.0	8.8	3.4
College, or non-university certificate (%)	20.3	18.3	22.2	20.8	18.4	23.1
University certificate below bachelor level (%)	2.3	2.1	2.5	2.2	2.0	2.4
University certificate or diploma at bachelor level or above (%)	29.9	28.4	31.4	26.0	25.0	27.0

Source:

Statistics Canada 2023b.

Note:

(1) Numbers may not add to the totals shown due to rounding.

Table 6.19-3: Labour Force Indicators for Ear Falls, Red Lake, Sioux Lookout and Ontario, 2021 and 2016

Labour Force Indicator ⁽¹⁾	2021			2016		
	Total	Men+	Women+	Total	Male	Female
Ear Falls						
Population 15+ years	895	505	390	735	380	360
In the labour force	550	320	230	565	290	275
Employed	485	290	200	525	275	250
Unemployed	65	35	25	40	10	30
Not in the labour force	345	185	165	170	90	85
Participation rate (%)	61.5	63.4	59	76.9	76.3	76.4
Employment rate (%)	54.2	57.4	51.3	71.4	72.4	69.4
Unemployment rate (%)	11.8	10.9	10.9	7.1	3.4	10.9
Red Lake						
Population 15+ years	3,260	1,670	1,590	3,315	1,705	1,610
In the labour force	2,170	1,180	995	2,415	1,280	1,140
Employed	2,060	1,120	940	2,290	1,210	1,085
Unemployed	110	55	55	125	70	55
Not in the labour force	1,090	490	595	895	420	475
Participation rate (%)	66.6	70.7	62.6	72.9	75.1	70.8
Employment rate (%)	63.2	67.1	59.1	69.1	71.0	67.4
Unemployment rate (%)	5.1	4.7	5.5	5.2	5.5	4.8
Sioux Lookout						
Population 15+ years	4,710	2,295	2,420	4,165	2,035	2,130
In the labour force	3,325	1,650	1,680	2,965	1,495	1,475
Employed	3,140	1,535	1,610	2,785	1,370	1,415
Unemployed	190	120	70	180	125	55
Not in the labour force	1,385	645	745	1,195	545	655
Participation rate (%)	70.6	71.9	69.4	71.2	73.5	69.2
Employment rate (%)	66.7	66.9	66.5	66.9	67.3	66.4
Unemployment rate (%)	5.7	7.3	4.2	6.1	8.4	3.7
Ontario						
Population 15+ years	11,782,820	5,733,360	6,049,460	11,038,440	5,342,755	5,695,680
In the labour force	7,399,200	3,847,325	3,551,880	7,141,675	3,689,625	3,452,055
Employed	6,492,895	3,416,955	3,075,940	6,612,150	3,414,255	3,197,895
Unemployed	906,310	430,365	475,940	529,525	275,370	254,160
Not in the labour force	4,383,620	1,886,035	2,497,580	3,896,765	1,653,130	2,243,630
Participation rate (%)	62.8	67.1	58.7	64.7	69.1	60.6
Employment rate (%)	55.1	59.6	50.8	59.9	63.9	56.1
Unemployment rate (%)	12.2	11.2	13.4	7.4	7.5	7.4

Source:

Statistics Canada 2023b.

Note:

(1) Numbers may not add to the totals shown due to rounding.



Table 6.19-4: Estimated Effects on Annual Government Revenues

Government Revenue Type	Construction	Operations	Closure
Annual mine expenditure (construction, closure) / output (operations) (\$, millions)	420	670	10
Duration (years)	2.5	10	5
Federal Government			
Personal income tax (\$, millions)	19.6	27.0	0.4
Corporate income tax (\$, millions)	6.4	41.8	0.1
Employment insurance premiums (\$, millions)	4.6	5.4	0.1
Other federal taxes (\$, millions)	6.4	10.5	0.1
Total (\$, millions)	37.1	84.7	0.8
Provincial Government			
Personal income tax (\$, millions)	9.7	13.2	0.2
Corporate income tax (\$, millions)	4.2	44.7	0.1
of which: Mining Tax (\$, millions)	0.0	17.1	0.0
Workplace safety (WSIB [Workplace Safety and Insurance Board]) premiums (\$, millions)	4.6	11.2	0.1
Employer health tax (\$, millions)	2.7	3.2	0.1
Other provincial taxes (\$, millions)	20.8	26.0	0.5
Total (\$, millions)	42.0	98.2	0.9
Local Governments			
All local taxes (\$, millions)	11.7	25.5	0.3
(taxes in mine locality) (\$, millions)	7.5	20.6	0.2
Canada Pension Plan contributions (\$, millions)	10.8	14.5	0.2
Ontario Total - All Governments (\$, millions)	101.6	223.0	2.2

Source:

Updated Economic Modelling (Appendix Q-2).

Note:

All \$ values are in Canadian Dollars in 2023 prices. All values are rounded to closest \$0.1 million per year (except annual mine expenditure to closest \$10 million).

Table 6.19-5: Estimated Annual Economic Effects

Impact Type	Construction	Operations	Closure
Annual mine expenditure (\$, millions)	420	342	9
Duration (years)	2.5	10	5
Direct Impacts			
Employment (person-years)	1,690	450	40
Total labour compensation (\$, millions)	111	57	2
Gross domestic product (\$, millions)	155	342	3
Labour compensation / employee (\$, thousands)	66	128	66
Indirect Impacts			
Employment (person-years)	850	1,890	20
Total labour compensation (\$, millions)	48	131	1
Gross domestic product (\$, millions)	81	208	2
Labour compensation / employee (\$, thousands)	56	69	56
Induced Impacts			
Employment (person-years)	700	1,200	20
Total labour compensation (\$, millions)	30	52	1
Gross domestic product (\$, millions)	73	125	2
Labour compensation / employee (\$, thousands)	44	44	44
Total: Direct, Indirect and Induced Impacts			
Employment (person-years)	3,240	3,540	70
Total labour compensation (\$, millions)	190	241	4
Gross domestic product (\$, millions)	309	675	7
Labour compensation / employee (\$, thousands)	58	68	58
Local and Regional Impacts			
Employment (person-years)	2,280	3,050	50
Total labour compensation (\$, millions)	134	255	3
Gross domestic product (\$, millions)	198	543	4
Labour compensation / employee (\$, thousands)	59	84	59

Source:

Updated Economic Modelling (Appendix Q-2).

Note:

All \$ values are in Canadian Dollars in 2023 prices. All values are rounded to closest 10 person-years or closest \$1 million per year (except Labour Compensation / Employee to closest \$1,000, and annual mine expenditure to closest \$10 million).

Table 6.19-6: Registered Population of Indigenous Communities, August 2023

Residency	Number of People						
	CLFN	SFN	LSFN	MON	Ojibway Nation of Saugeen	Pikangikum First Nation	Wabauskang First Nation
Registered males on own reserve	343	24	491	603	42	1,676	70
Registered females on own reserve	311	13	442	542	41	1,532	71
Registered males on other reserves	12	3	15	51	4	9	2
Registered females on other reserves	15	5	17	66	1	15	2
Males on own Crown land	3	0	1	2	11	0	0
Females on own Crown land	1	2	0	1	3	0	0
Registered males on other band Crown land	0	0	0	0	0	0	0
Registered females on other band Crown land	0	0	0	1	0	0	0
Registered males on no band Crown land	0	90	16	0	0	0	0
Registered females on no band Crown land	0	78	6	1	0	0	0
Registered males off reserve	68	44	1,328	359	71	68	115
Registered females off reserve	78	41	1,423	440	73	57	127
Total registered population	831	300	3,739	2,066	246	3,357	387

Source:

CIRNAC 2023a,b,c,d,e,f,g.

Table 6.19-7: Total Self-Identified Métis Population, 2021 to 2011

Total Self-Identified Métis Population	2021			2016			2011			Population Change 2016-2021 (%)	Population Change 2011-2016 (%)
	Total	Men+	Women+	Total	Male	Female	Total	Male	Female		
Ear Falls	90	45	45	135	60	75	50	25	25	-33	170
Red Lake	350	175	180	400	165	235	295	140	160	-13	36
Sioux Lookout	190	85	105	225	120	110	150	75	80	-16	50

Source:

Statistics Canada 2013, 2018f, 2023b.

Notes:

Numbers may not add to the totals shown due to rounding.

Table 6.19-8: Educational Attainment in Local Indigenous Communities, 2021

Level of Education Achieved	Total	Men+	Women+
Cat Lake First Nation			
Population 15 years and over (%)	385	195	190
No degree, certificate or diploma (%)	81.8	84.6	78.9
High school diploma or equivalent only (%)	11.7	10.3	13.2
Trades / apprenticeship or other non-university certificate (%)	2.6	5.1	0.0
University certificate below bachelor level (%)	2.6	5.1	0.0
University degree	2.6	5.1	0.0
Slate Falls Nation			
Population 15 years and over	175	85	85
No degree, certificate or diploma (%)	68.6	76.5	70.6
High school diploma or equivalent only (%)	11.4	0.0	23.5
Trades / apprenticeship or other non-university certificate (%)	11.4	23.6	0.0
University certificate below bachelor level (%)	0.0	0.0	0.0
University degree (%)	8.6	0.0	17.6
Lac Seul First Nation			
Population 15 years and over	675	350	320
No degree, certificate or diploma (%)	51.9	52.9	53.1
High school diploma or equivalent only (%)	25.9	28.6	25.0
Trades / apprenticeship or other non-university certificate (%)	16.3	18.6	14.1
University certificate below bachelor level (%)	0.0	0.0	0.0
University degree (%)	3.7	2.9	4.7
Mishkeegogamang Ojibway Nation			
Population 15 years and over	460	225	230
No degree, certificate or diploma (%)	76.1	77.8	78.3
High school diploma or equivalent only (%)	15.2	15.6	13.0
Trades / apprenticeship or other non-university certificate (%)	4.3	8.9	8.7
University certificate below bachelor level (%)	0.0	0.0	0.0
University degree	2.2	4.4	0.0
Ojibway Nation of Saugeen			
Population 15 years and over	60	30	30
No degree, certificate or diploma (%)	66.7	66.7	33.3
High school diploma or equivalent only (%)	16.7	0.0	0.0
Trades / apprenticeship or other non-university certificate (%)	0.0	0.0	33.3
University certificate below bachelor level (%)	0.0	0.0	0.0
University degree	0.0	0.0	0.0
Wabauskang First Nation			
Population 15 years and over	45	20	25
No degree, certificate or diploma (%)	33.3	50.0	60.0
High school diploma or equivalent only (%)	33.3	50.0	40.0
Trades / apprenticeship or other non-university certificate (%)	33.3	0.0	40.0
University certificate below bachelor level (%)	0.0	0.0	0.0
University degree (%)	0.0	0.0	0.0

Source:

Statistics Canada 2023b

Note:

Numbers may not add to the totals shown due to rounding.

Table 6.19-9: Self-Identified Métis Population Education Attainment, 2021

Level of Education Achieved	Ear Falls			Red Lake			Sioux Lookout		
	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
Population 15 years and over	80	45	35	270	130	140	155	70	85
No certificate, diploma, degree (%)	25.0	22.2	42.9	20.4	19.2	21.4	12.9	21.4	11.8
Secondary (high) school diploma or equivalency certificate (%)	31.3	33.3	0.0	42.6	46.2	35.7	48.4	64.3	41.2
Apprenticeship or trades certificate or diploma (%)	25.0	33.3	0.0	7.4	11.5	0.0	0.0	0.0	0.0
College or non-university certificate (%)	18.8	0.0	42.9	7.4	7.7	10.7	25.8	21.4	23.5
University certificate below bachelor level (%)	0.0	0.0	0.0	9.3	7.7	7.1	0.0	0.0	0.0
University certificate or diploma at bachelor level or above (%)	0.0	0.0	0.0	16.7	15.4	21.4	12.9	0.0	23.5

Source:

Statistics Canada 2023b

Note:

Numbers may not add to the totals shown due to rounding.

Table 6.19-10: Labour Force Indicators for Local Indigenous Communities, 2021

Labour Force Indicator	Total	Men+	Women+
Cat Lake First Nation			
Population 15+ years	385	195	190
Employed	115	55	60
Unemployed	10	10	10
Not in the labour force	260	135	125
Participation rate (%)	32.5	30.8	34.2
Employment rate (%)	29.9	28.2	31.6
Unemployment rate (%)	8.0	16.7	15.4
Slate Falls Nation			
Population 15+ years	175	85	85
Employed	85	40	40
Unemployed	0	0	0
Not in the labour force	85	45	45
Participation rate (%)	48.6	52.9	47.1
Employment rate (%)	48.6	47.1	47.1
Unemployment rate (%)	0.0	0.0	0.0
Lac Seul First Nation			
Population 15+ years	670	350	320
Employed	295	150	145
Unemployed	40	25	15
Not in the labour force	340	175	160
Participation rate (%)	50.0	50.0	48.4
Employment rate (%)	44.0	42.9	45.3
Unemployment rate (%)	11.9	14.3	9.7
Mishkeegogamang Ojibway Nation			
Population 15+ years	455	230	230
Employed	140	70	70
Unemployed	55	35	20
Not in the labour force	265	125	140
Participation rate (%)	42.9	45.7	39.1
Employment rate (%)	30.8	30.4	30.4
Unemployment rate (%)	28.2	33.3	22.2
Ojibway Nation of Saugeen			
Population 15+ years	60	30	30
Employed	25	15	15
Unemployed	10	10	0
Not in the labour force	25	15	10
Participation rate (%)	58.3	66.7	50.0
Employment rate (%)	41.7	50.0	50.0
Unemployment rate (%)	28.6	50.0	0.0



Table 6.19-10: Labour Force Indicators for Local Indigenous Communities, 2021

Labour Force Indicator	Total	Men+	Women+
Wabauskang First Nation			
Population 15+ years	45	20	25
Employed	30	10	20
Unemployed	10	10	0
Not in the labour force	10	0	10
Participation rate (%)	77.8	75.0	80.0
Employment rate (%)	66.7	50.0	80.0
Unemployment rate (%)	28.6	66.7	0.0

Source:

Statistics Canada 2023b

Note:

Numbers may not add to the totals shown due to rounding.

Table 6.19-11: Labour Force Indicators of Self-Identified Métis Population in Ear Falls, Red Lake and Sioux Lookout in 2021

Labour Force Indicator	Ear Falls			Red Lake			Sioux Lookout		
	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
Population 15+ years	80	45	35	270	130	140	155	70	85
Employed	40	40	0	175	95	80	125	60	70
Unemployed	0	0	0	15	0	10	0	0	0
Not in the labour force	35	10	25	80	30	50	25	10	15
Participation rate (%)	62.5	88.9	28.6	70.4	76.9	64.3	83.9	85.7	82.4
Employment rate (%)	50.0	88.9	0.0	64.8	73.1	57.1	80.6	85.7	82.4
Unemployment rate (%)	0.0	0.0	0.0	7.9	0.0	11.1	0.0	0.0	0.0

Source:

Statistics Canada 2023b.

Note:

Numbers may not add to the totals shown due to rounding.



Table 6.19-12: Local and Regional Economy Criteria, Indicators and Rationale

Criteria	Indicators	Rationale
Change in employment levels in municipalities	<ul style="list-style-type: none"> • Project-generated employment numbers • Home communities of project employees 	<ul style="list-style-type: none"> • The direct, indirect and induced employment effects of the Project may result in changes to employment of local, regional and Indigenous workers. • Project employment may result in changes to the availability of local skilled labour.
Change in labour income	<ul style="list-style-type: none"> • Project-generated income 	<ul style="list-style-type: none"> • Increased employment and labour income will contribute to local and regional economies by increasing local spending.
Change in business opportunities	<ul style="list-style-type: none"> • Contracts with local businesses from the Project 	<ul style="list-style-type: none"> • The Project may result in changes to business contracts for local, regional and Indigenous-owned companies.
Change in business income	<ul style="list-style-type: none"> • Dollars paid to local businesses from the Project 	<ul style="list-style-type: none"> • Increased business income will contribute to local and regional economies increasing local business spending.
Change in demand for training	<ul style="list-style-type: none"> • Enrollment in Project-relevant training 	<ul style="list-style-type: none"> • Increased employment opportunities may change interest in and availability of training.
Change in government revenues	<ul style="list-style-type: none"> • Taxes and fees paid from the Project 	<ul style="list-style-type: none"> • Taxes and royalties associated with the Project will contribute to government revenue.



**Table 6.19-13: Significance Determination Attributes and Rankings for the
Local and Regional Economy**

Attribute	Description	Category
Magnitude	A qualitative or quantitative measure to describe the size or degree of the residual effects relative to baseline conditions	Level I: Predicted effect may or may not be detectable and risk is within the normal range of variability. Level II: Predicted effect is clearly distinguishable but is unlikely to pose a serious risk or represent a management challenge. Level III: Predicted effect is likely to pose a serious risk and may represent a management challenge.
Geographic extent	The spatial extent over which the residual effect will take place	Level I: Effect is restricted to the LSA. Level II: Effect extends beyond the LSA. Level III: Effect extends beyond the Regional Study Area.
Duration	The time period over which the residual effect will or is expected to occur	Level I: Effect occurs over the short term: less than or equal to 3 years. Level II: Effect occurs over the medium term: more than 3 years but less than 20 years. Level III: Effect occurs over the long term: greater than 20 years.
Frequency	The rate of occurrence of the residual effect	Level I: Effect occurs once, infrequently or not at all. Level II: Effect occurs intermittently or with a certain degree of regularity. Level III: Effect occurs frequently or continuously.
Reversibility	The extent to which the residual effect can be reversed	Level I: Effect is fully reversible. Level II: Effect is partially reversible or potentially reversible with difficulty. Level III: Effect is not reversible.

Table 6.19-14: Potential Interactions of the Project with Local and Regional Economy

Project Component / Activity	Local and Regional Economy
Construction Phase	
Site preparation activities, including clearing, grubbing and bulk earthworks	-
Construction of the mine site access road and airstrip, including the development and operation of aggregate resource areas	-
Development of temporary construction camp and staging areas	-
Construction of the fish habitat development area	-
Construction of the transmission line to the Project site	-
Construction of the onsite haul and access roads	-
Construction of the dewatering dikes in north basin of Springpole Lake	-
Construction of buildings and onsite infrastructure	-
Construction of the central water storage pond	-
Controlled dewatering of open pit basin	-
Construction of the starter embankments for the CDF	-
Stripping of lake bed sediment and overburden at the open pit	-
Development of the surficial soil stockpile	-
Initiation of pit development in rock	-
Initiation of stockpiling of ore	-
Establishment and operation of water and waste, management and treatment facilities	-
Commissioning of the process plant	-
Employment and expenditure	Yes
Operations Phase	
Operation of the process plant	-
Operation of open pit mine	-
Management of overburden, mine rock, tailings and ore in designated facilities	-
Operation of water and waste, management and treatment facilities	-
Accommodations complex operations	-
Operation and maintenance of mine site infrastructure, including fuel farm	-
Progressive reclamation activities	-
Employment and expenditure	Yes
Decommissioning and Closure Phase	
Removal of assets that can be salvaged	-
Demolition and recycling and/or disposal of remaining materials	-
Removal and disposal of demolition-related wastes in approved facilities	-
Reclamation of impacted areas, such as by regrading, placement of cover and revegetation	-
Filling of the open pit with water	-
Monitoring and maintenance	-
Employment and expenditure	Yes

Note:

- = The interaction is not expected, and no further assessment is warranted; CDF = co-disposal facility.

Table 6.19-15: Proposed Mitigation Measures for Potential Local and Regional Economy Effects

Pathways to potential effect / Criteria	Phase			Proposed Mitigation Measure
	Con.	Op.	Cl.	
Change in employment levels in municipalities	•	•	–	Post job qualifications early and identify available training and training providers so local and Indigenous residents can acquire the necessary skills and qualify for potential Project employment.
	•	•	•	Advertise open job postings within the Indigenous communities as soon as possible.
	•	•	–	Conduct recruiting programs as well as regular and effective outreach and communications with Indigenous communities to support recruitment, including through the use of career fairs, information sessions, workshops, public notices, factsheets, community meetings and any other measures that may increase awareness of and access to information on employment opportunities at the Project—and associated education, training, skills and employment experience requirements and opportunities.
	•	•	•	Establish a Health and Wellness Strategy (Appendix Q-3) focused on employee mental health and wellness to complement health and safety programs and to support local and Indigenous employees through the following: <ul style="list-style-type: none"> • Consideration for individuals in addiction treatment and their ongoing treatment needs; • Transportation and logistics support to individuals accessing treatment programs; • Collaborate with proximate communities in securing funding for employment readiness programs, to be delivered by health care service providers and trainers to prepare community members for Springpole Project opportunities, with a focus on long-term operational phase employment; • Mandatory diversity, cultural and gender sensitivity training for managers, supervisors and contractors; • Onsite orientation for Indigenous cultural awareness content; • Financial wellness and literacy workshops; • Training and employment incentives for women and youth; and • The provision of welcoming and safe environments, including mine sites and accommodations complexes that comply with high standards of health and safety; measures taken to help ensure the security and safety of women in mine accommodation; support given to provide cultural spaces for smudging, prayer and other ceremonies; and the creation of washroom facilities for all genders.
	•	•	•	Provide an opportunity to form one or more Human Resources Committees with proximate participating Indigenous communities.

Table 6.19-15: Proposed Mitigation Measures for Potential Local and Regional Economy Effects

Pathways to potential effect / Criteria	Phase			Proposed Mitigation Measure
	Con.	Op.	Cl.	
	•	•	–	Provide additional coaching and mentoring for advancement to senior, supervisory and/or management-level positions on the Project to employees who are members of Indigenous communities and have expressed an interest in career development, and who have demonstrated a likelihood to succeed in such development.
	•	•	–	Share information about employment preparation and training with Indigenous communities, non-Indigenous organizations and educational institutions.
	•	•	•	Establish a skills inventory and local and Indigenous business inventory that are updated and retained until the active closure phase.
	–	–	•	Provide job search assistance to employees at the closure phase.
	•	•	–	Provide onsite accommodations that are safe and welcoming for the Project workforce during the construction and operations phases.
	•	•	–	Use a rotational workforce for the construction and operation of the Project to support the employment of local and regional workers.
	•	•	•	Provide bus transportation for employees to the worksite from a centralized location to facilitate the employment of local and regional workers.
	•	•	•	Give preference to Indigenous communities and local municipalities in hiring Project employees.
	•	•	–	Communicate Project schedule, labour demand and potential sources with local municipalities for housing planning purposes.
Change in labour income	•	•	•	Establish a skills inventory and local and Indigenous business inventory that are updated and retained until the active closure phase.
	•	•	–	Provide onsite accommodations that are safe and welcoming for the Project workforce during the construction and operations phases.
	•	•	–	Use a rotational workforce for the construction and operation of the Project to support the employment of local and regional workers.
	•	•	•	Provide bus transportation for employees to the worksite from a centralized location to facilitate the employment of local and regional workers.
	•	•	•	Give preference to Indigenous communities and local municipalities in hiring Project employees.

Table 6.19-15: Proposed Mitigation Measures for Potential Local and Regional Economy Effects

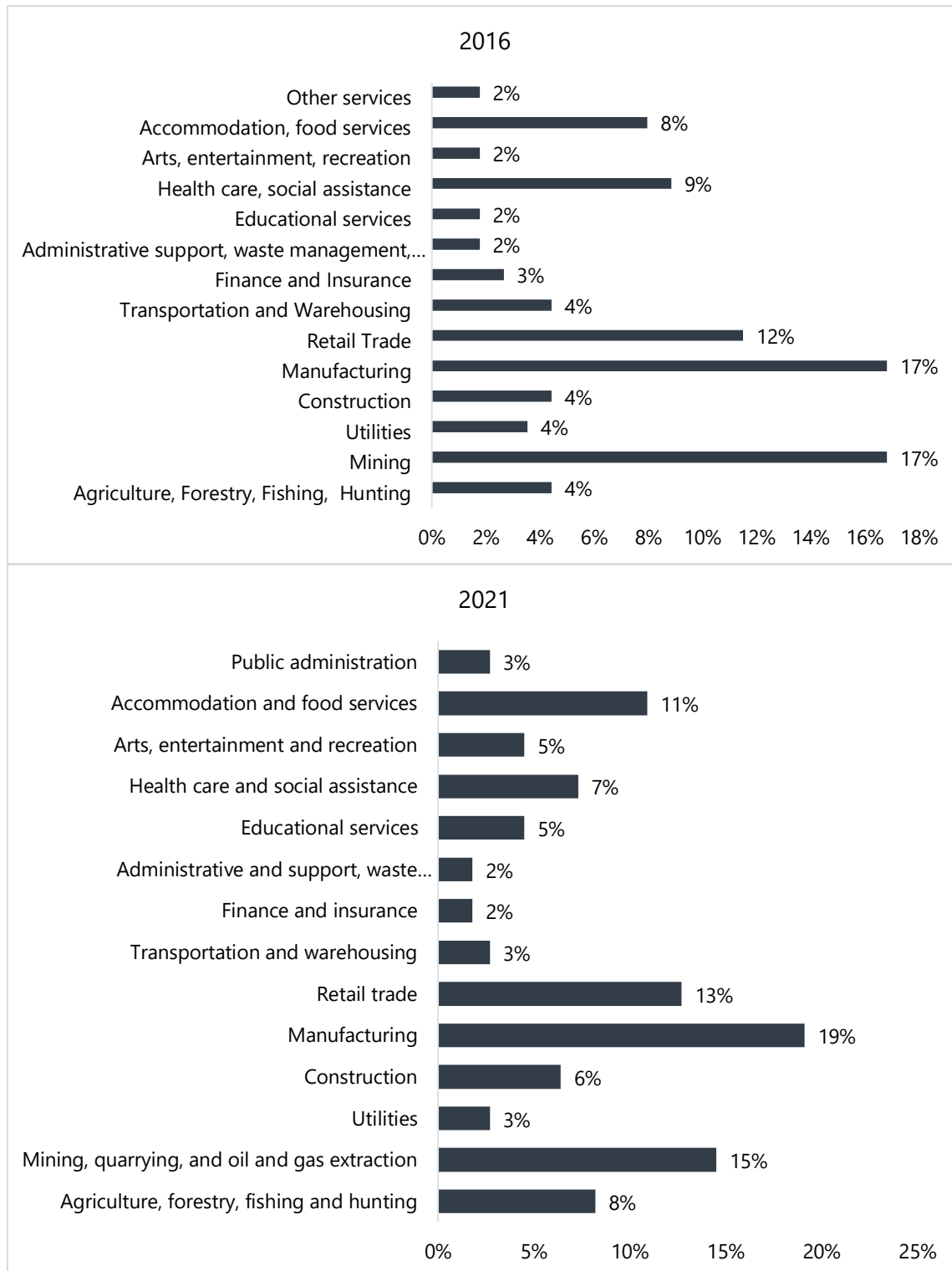
Pathways to potential effect / Criteria	Phase			Proposed Mitigation Measure
	Con.	Op.	Cl.	
Change in business opportunities	•	•	–	Work with local and Indigenous businesses to enhance the opportunity to participate in the supply of goods and services for construction and operations (e.g., facilitate workshops about opportunities available, collaborate with small businesses to prepare bids in response to requests for proposal, provide business education).
	•	•	•	Give preference to contracting for goods and services from the businesses in the Indigenous communities and local municipalities.
Change in business income	•	•	–	Work with local and Indigenous businesses to enhance the opportunity to participate in the supply of goods and services for construction and operations (e.g., facilitate workshops about opportunities available, collaborate with small businesses to prepare bids in response to requests for proposal, provide business education).
	•	•	•	Give preference to contracting for goods and services from the businesses in the Indigenous communities and local municipalities.
	•	•	•	Establish and maintain a process to track local and regional contracting, subcontracting and procurement opportunities.
Change in demand for training	•	•	–	Post job qualifications early and identify available training and training providers so local and Indigenous residents can acquire the necessary skills and qualify for potential Project employment.
	•	•	–	Support processes and initiatives related to employment readiness, training and educational initiatives with Indigenous communities, such as skills assessment, career counselling, referrals to education upgrading, creation of training plans, career sessions at local schools and educational site trips.
	•	•	–	Communicate employment skills requirements to local training providers to plan appropriate Project-related training; participate in the development of training programs to inform needs.
	•	•	–	Work with local communities to develop training programs oriented to operational needs.
	•	•	•	Share information regarding available funding programs and provide support for applications, as feasible.
	•	•	•	Share information about employment preparation and training with Indigenous communities, non-Indigenous organizations and educational institutions.
	–	•	•	Support retraining programs to establish transferable skills for employees during the latter part of the operations phase.

Table 6.19-15: Proposed Mitigation Measures for Potential Local and Regional Economy Effects

Pathways to potential effect / Criteria	Phase			Proposed Mitigation Measure
	Con.	Op.	Cl.	
Change in government revenues	•	•	•	Give preference to Indigenous communities and local municipalities in hiring Project employees.
	•	•	–	Work with local and Indigenous businesses to enhance the opportunity to participate in the supply of goods and services for construction and operations (e.g., facilitate workshops about opportunities available, collaborate with small businesses to prepare bids in response to requests for proposal, provide business education).
	•	•	•	Give preference to contracting for goods and services from the businesses in the Indigenous communities and in local municipalities.

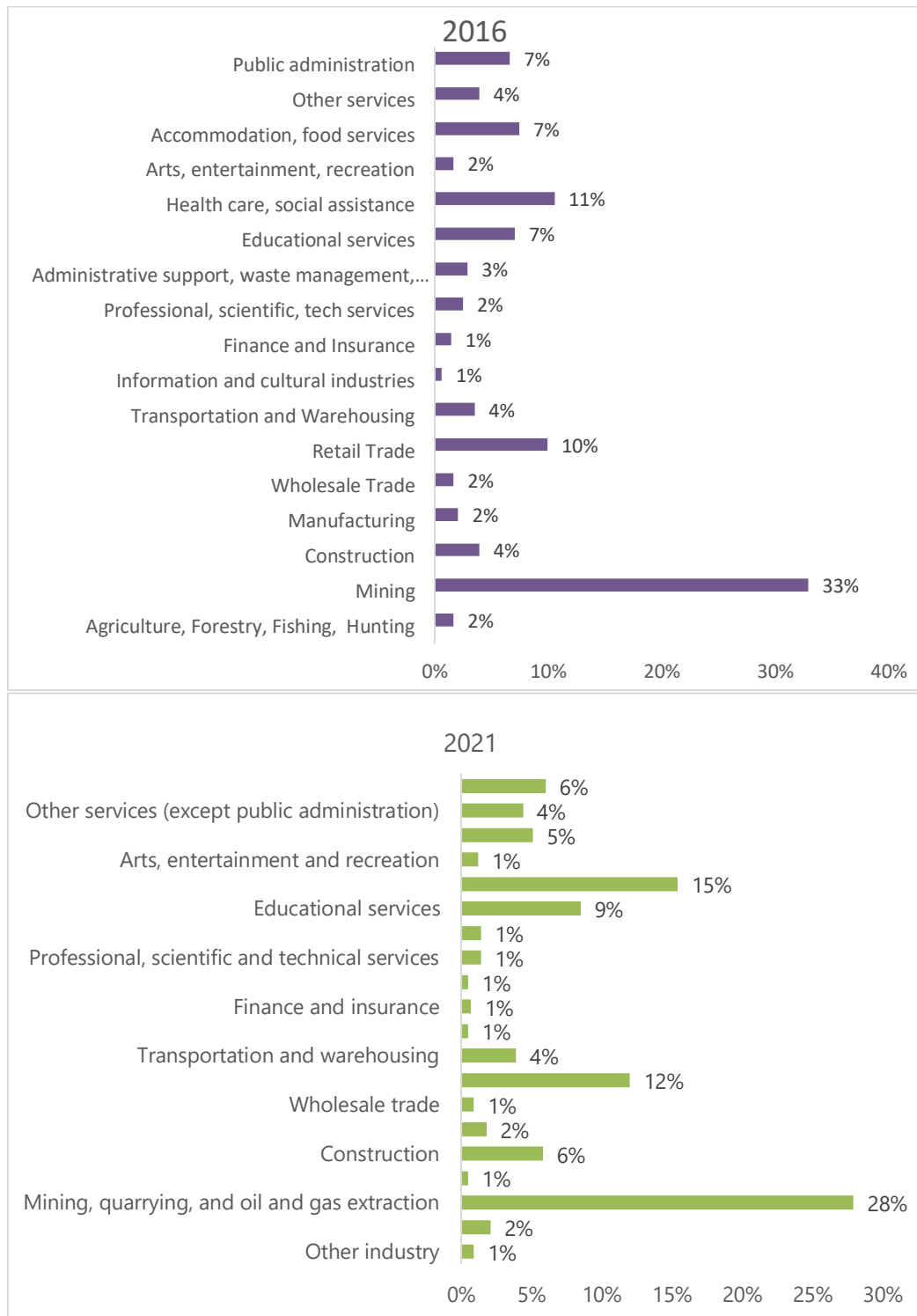
Note:

Con. = construction; Op. = operation; C. = closure; • = mitigation is applicable; – = mitigation is not applicable.



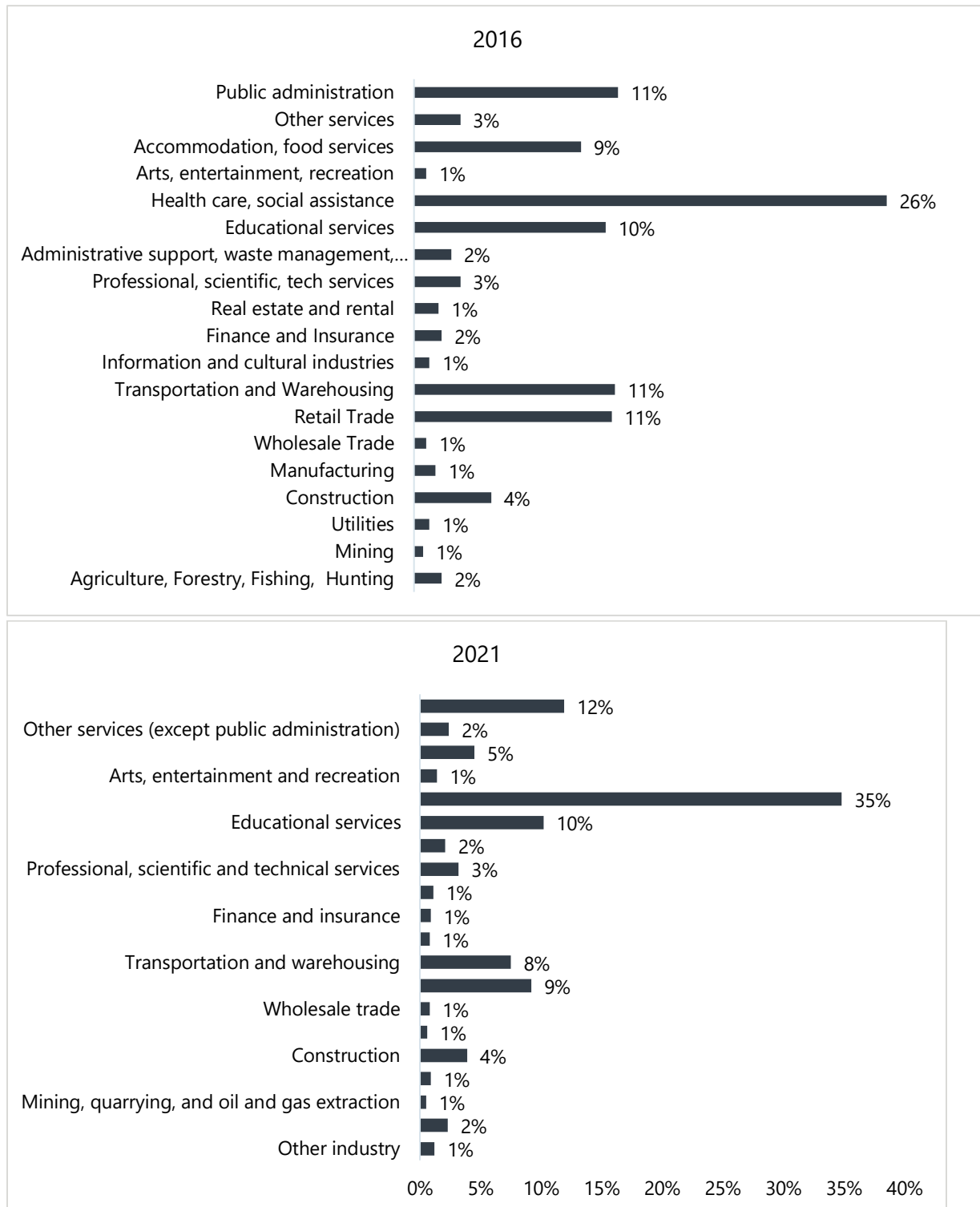
Source:
Statistics Canada 2023b

Figure 6.19-1: Ear Falls Workforce by Industry, 2016 and 2021



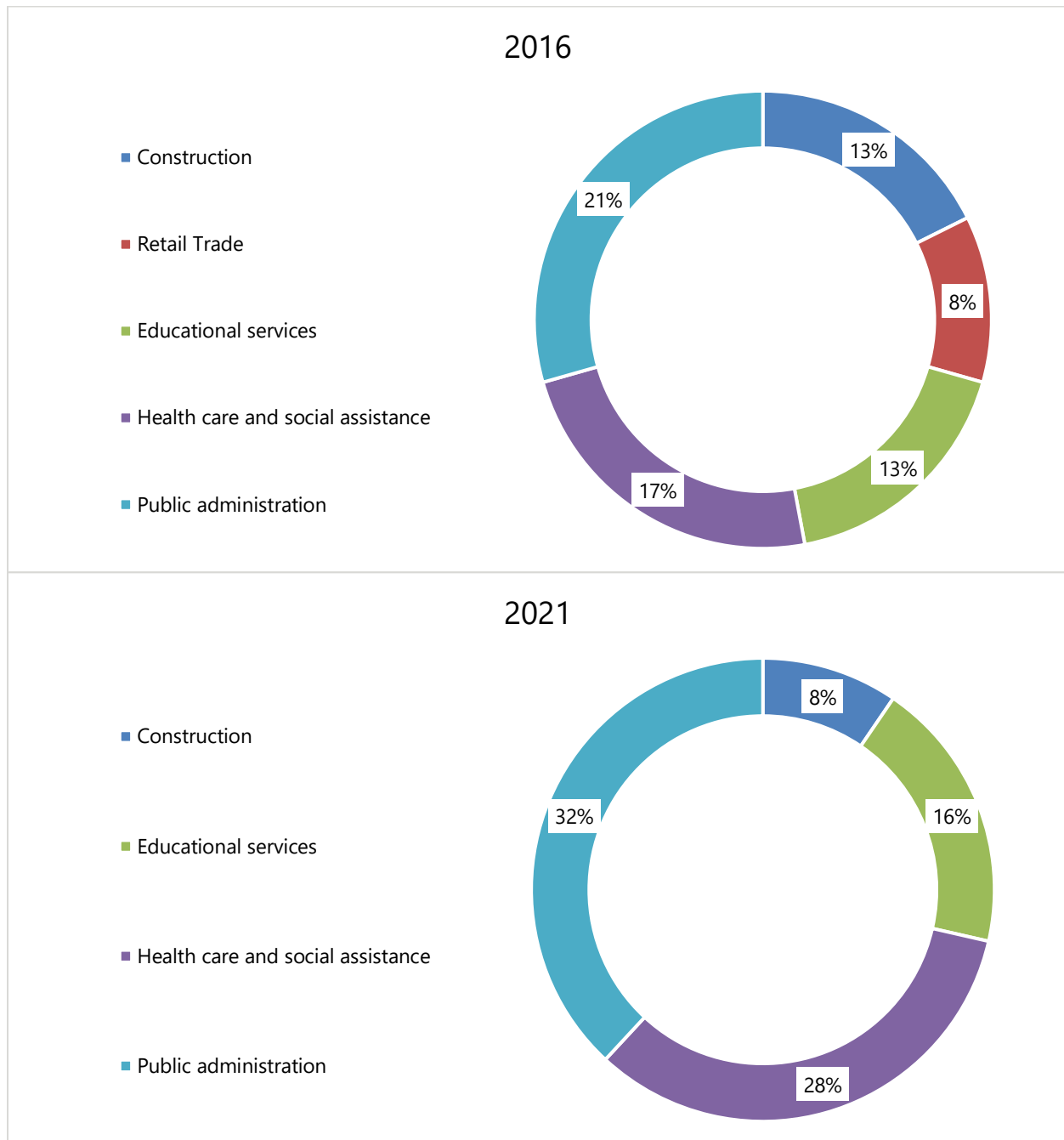
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Statistics Canada 2023b.

Figure 6.19-2: Red Lake Workforce by Industry, 2016 and 2021



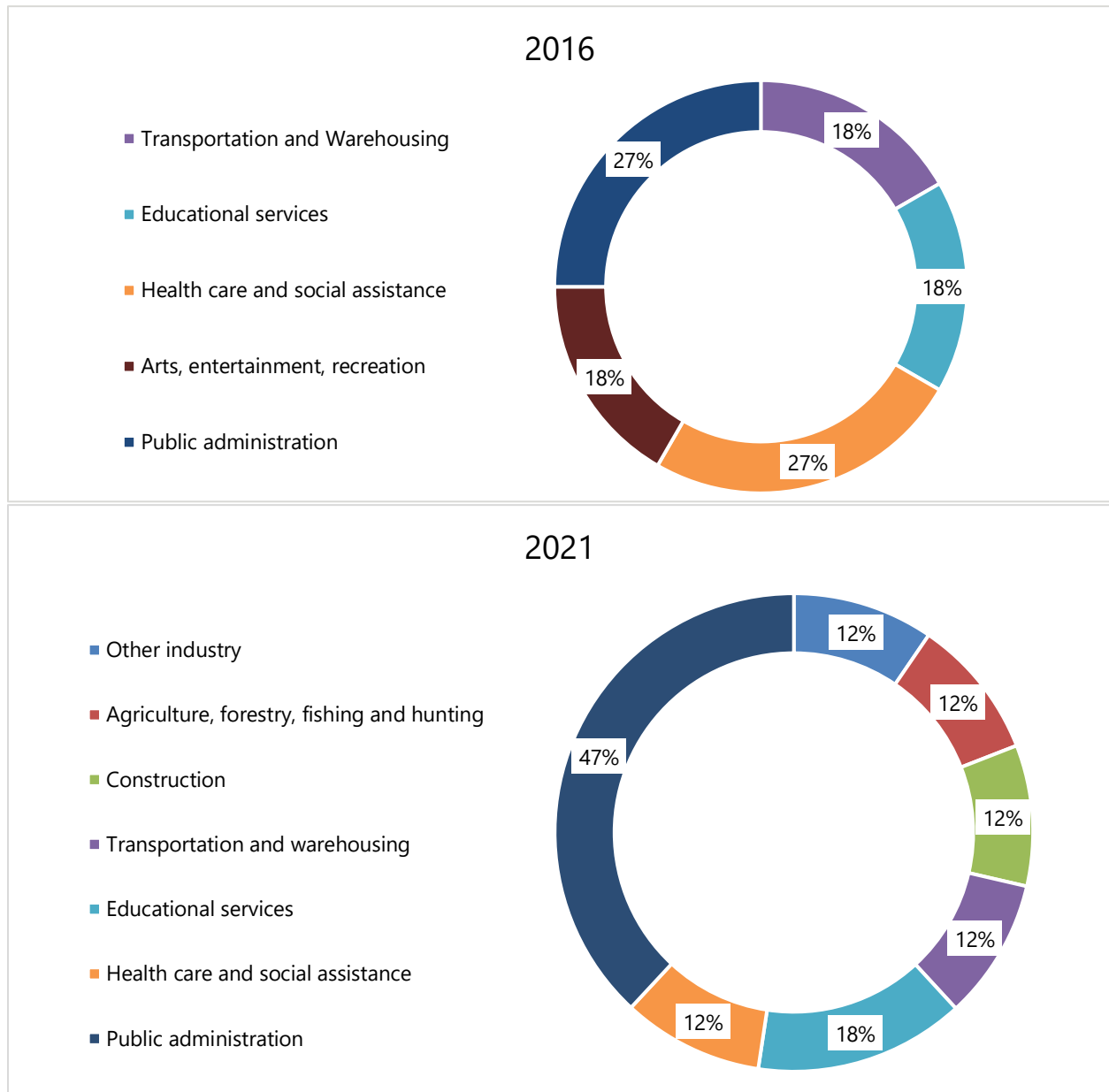
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Statistics Canada 2023b.

Figure 6.19-3: Sioux Lookout Workforce by Industry, 2016 and 2021



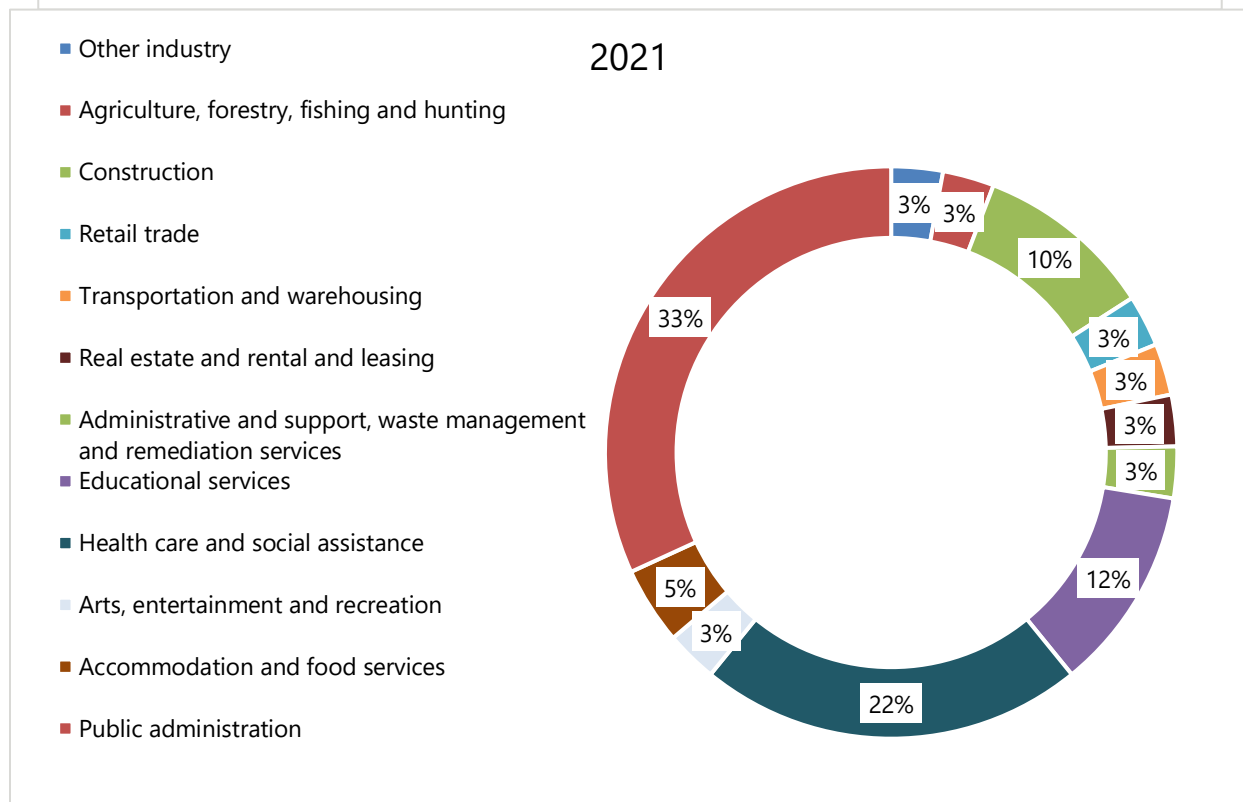
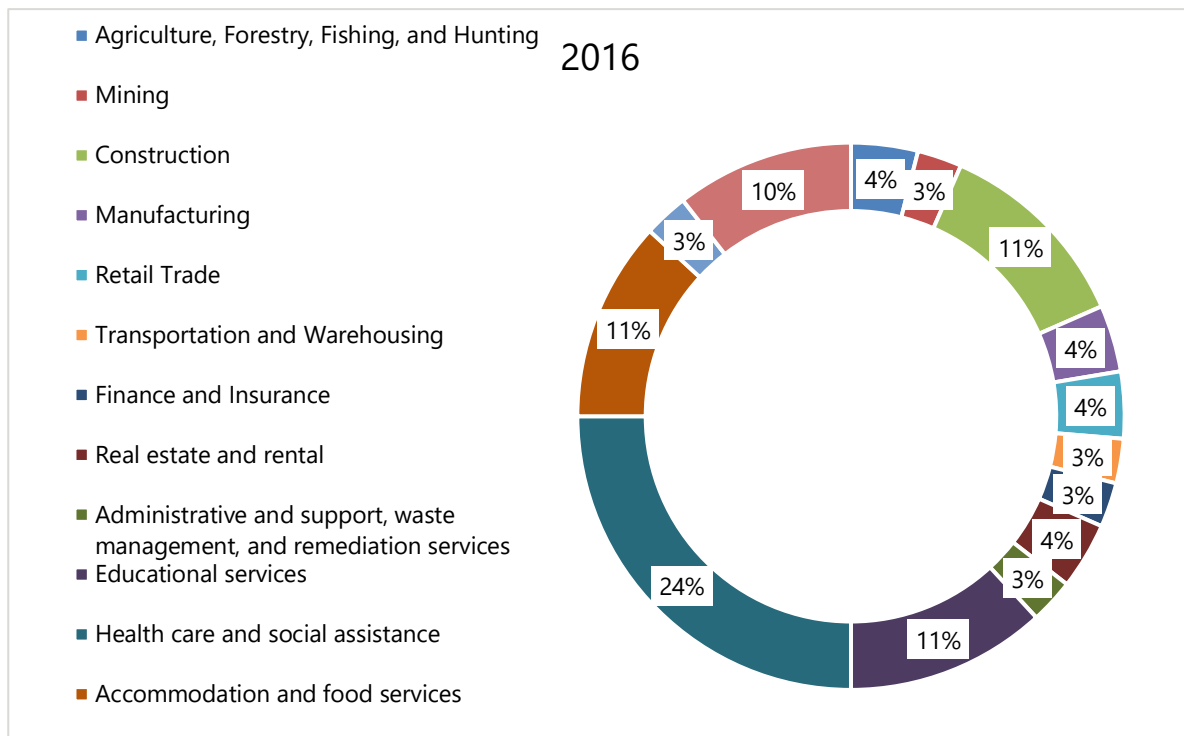
Source:
Statistics Canada 2023ba.

Figure 6.19-4: Cat Lake Workforce by Industry, 2016 and 2021



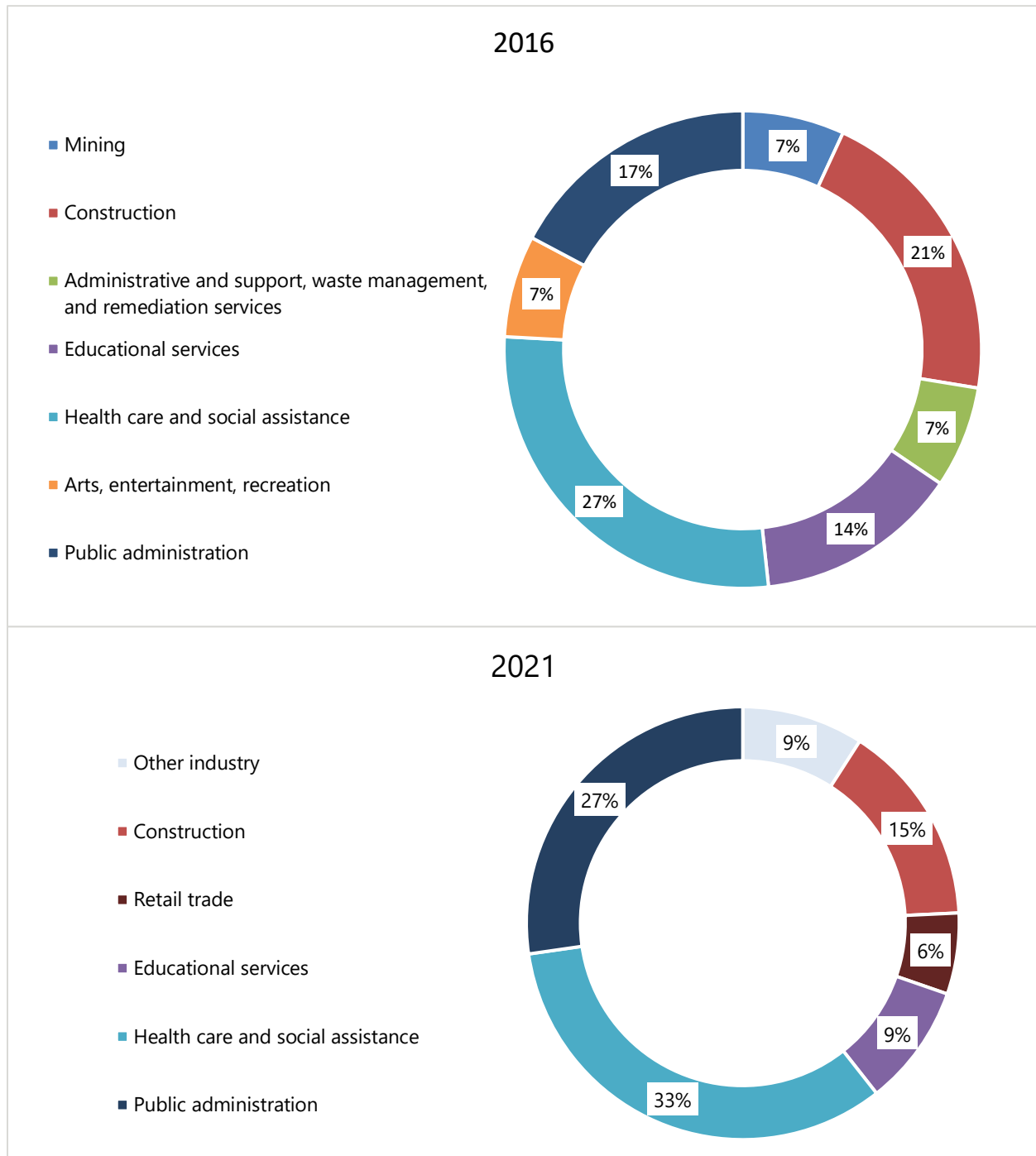
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Statistics Canada 2023b.

Figure 6.19-5: Slate Falls Nation's Workforce by Industry, 2016 and 2021



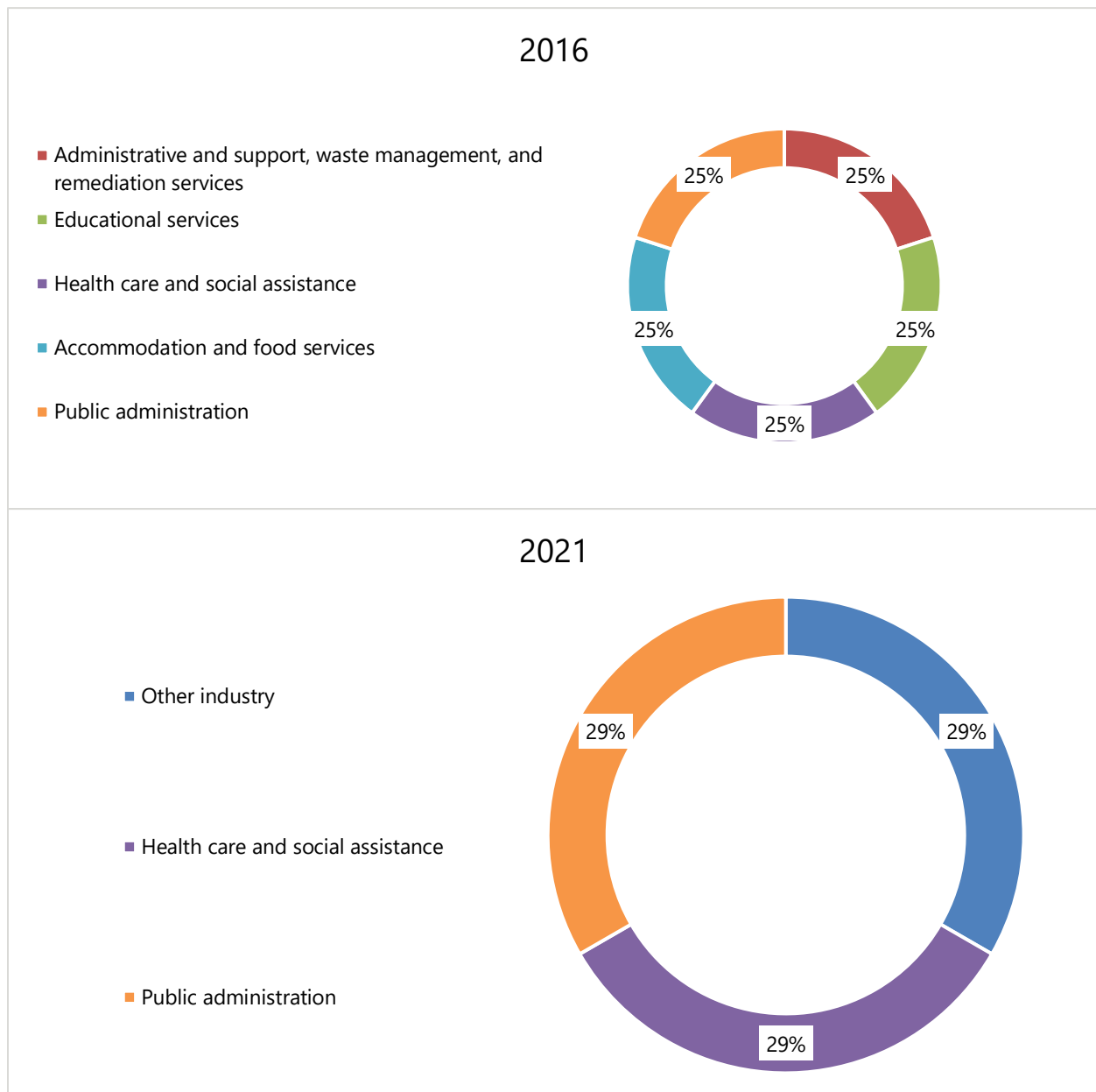
Source:
Statistics Canada 2023b.

Figure 6.19-6: Lac Seul First Nation's Workforce by Industry, 2016 and 2021



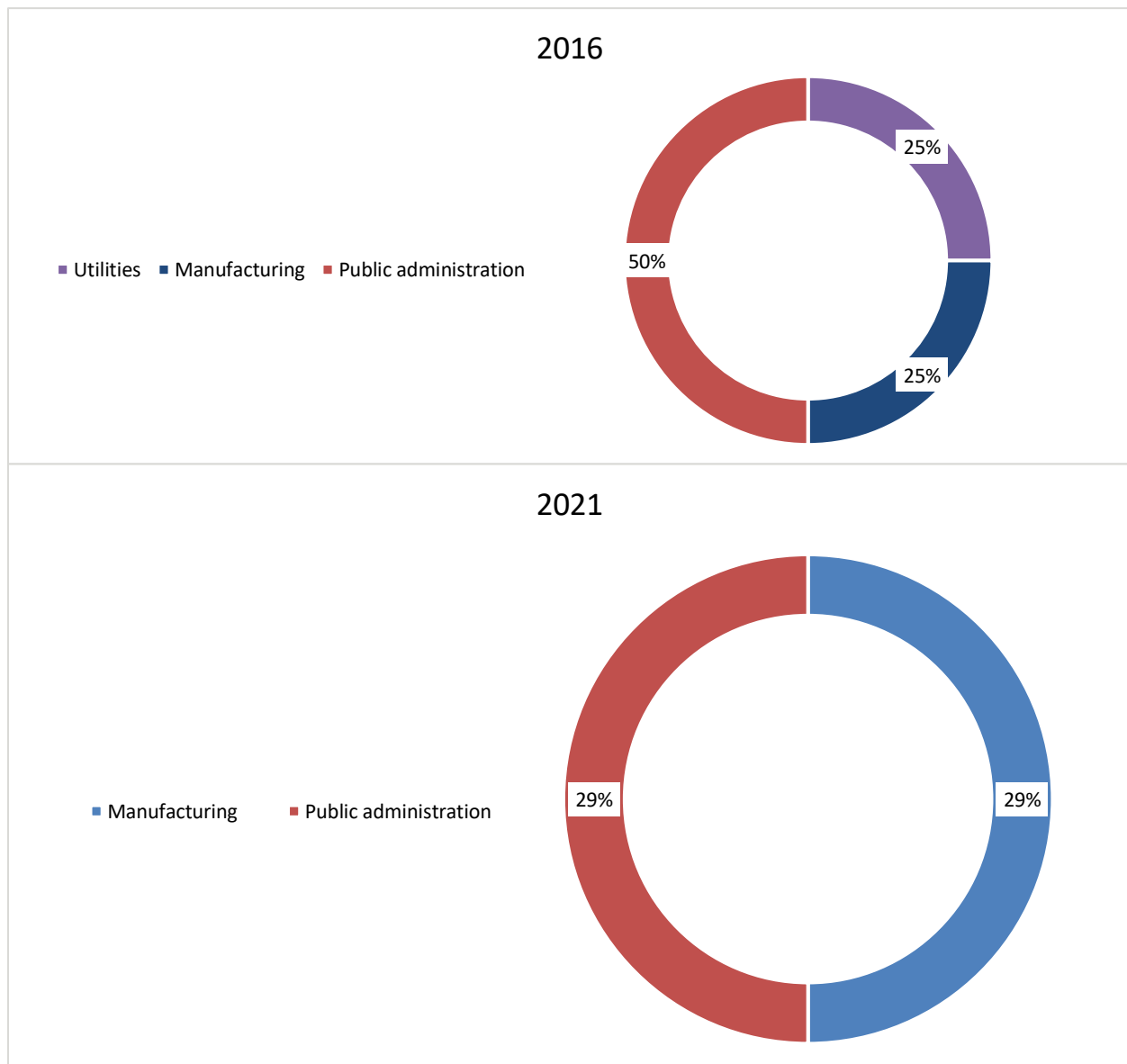
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Statistics Canada 2023b.

Figure 6.19-7: Mishkeegogamang Ojibway Nation's Workforce by Industry, 2016 and 2021



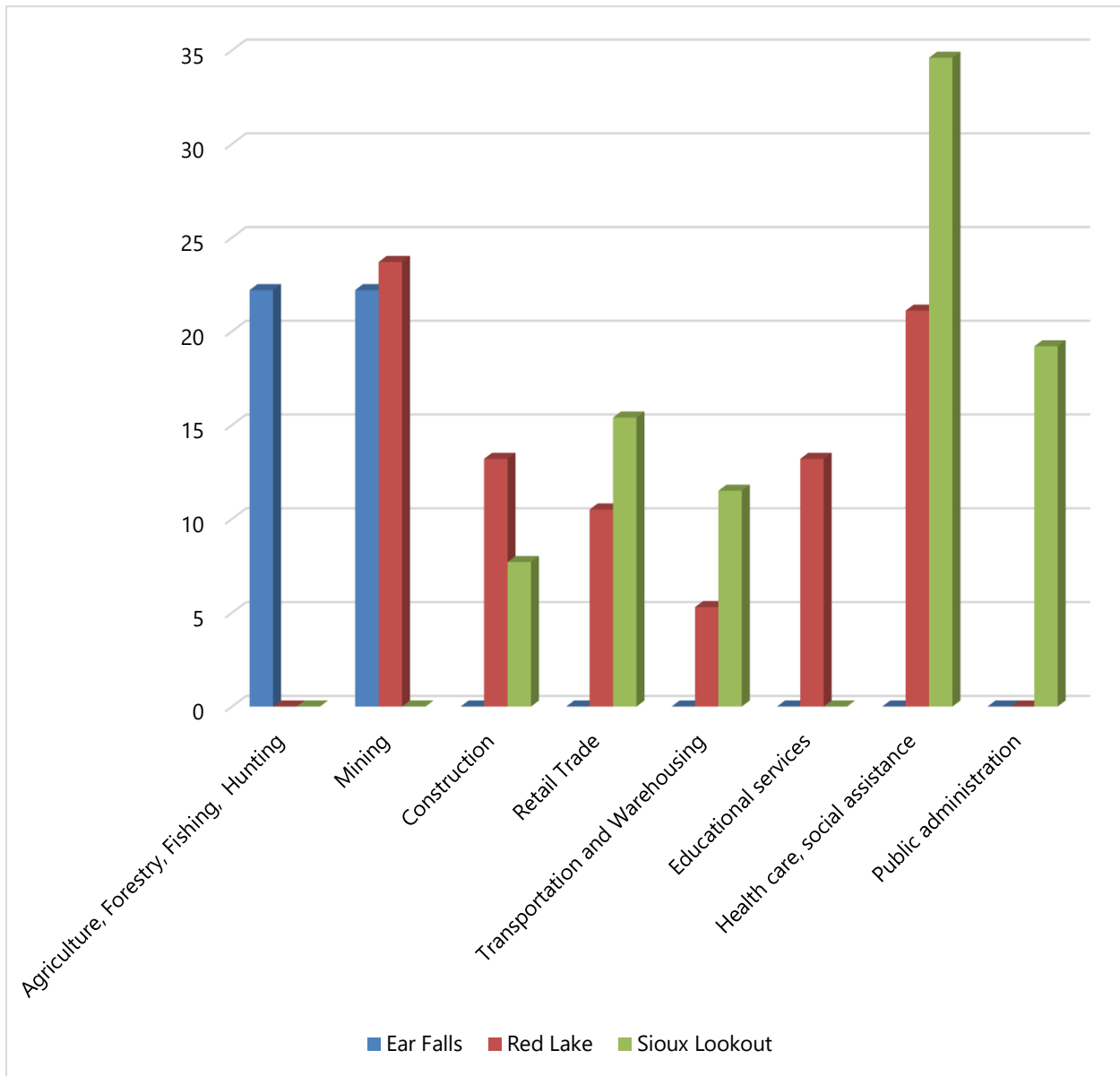
Source:
Statistics Canada 2023bi.

Figure 6.19-8: Ojibway Nation of Saugeen's Workforce by Industry, 2016 and 2021



Source:
Statistics Canada 2023be.

Figure 6.19-9: Wabauskang First Nation's Workforce by Industry, 2016 and 2021



Source:
Statistics Canada 2023b.

Figure 6.19-10: Métis Workforce by Industry, 2021

