Chapter 24

Employment and Economy Effects Assessment

SKEENA™ RESOURCES

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APPENDIX

Appendix 24-1 Economic Benefits Modelling Results

ACRONYMS AND ABBREVIATIONS

2SLGBTQQIA+	two-spirit, lesbian, gay, bisexual, trans, queer, questioning, intersex and asexual, and all other sexual orientations and genders
AOI	Area of Interest
BC	British Columbia
CD	census division
CEA	Cumulative Effects Assessment
CEGEP	College of General and Professional Teaching
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
COVID-19	coronavirus disease 2019
CSD	census subdivision
Declaration Act Agreement	*Declaration Act* Consent Decision-Making Agreement for Eskay Creek Project
DM	District Municipality
E&P	engineering and procurement
EAC Application	Application for an Environmental Assessment Certificate / Impact Statement
EAO	British Columbia's Environmental Assessment Office
Engaged Indigenous Nations	defined as the Indigenous Nations identified by the EAO in Section 2 of "Schedule B—Assessment Plan" (EAO 2023b), which refers to the Tahltan Central Government/Tahltan Nation, the Tsetsaut Skii km Lax Ha Nation, the Nisga'a Lisims Government/Nisga'a Nation, Gitanyow Nation, and Métis people, as represented by the Métis Nation British Columbia.
Eskay Creek MAR	Eskay Creek Mine Access Road
GBA Plus	Gender-based Analysis Plus
GDP	gross domestic product
Hybrid AIR	Hybrid Application Information Requirements
IBA	Impact Benefit Agreement
IISD	International Institute for Sustainable Development
LAA	local assessment area
LNG	liquefied natural gas
Men+	Men+" includes men (and/or boys), as well as some non-binary persons. All references to men in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present
MNBC	Métis Nation British Columbia
N/A	(data) not available

Nisga'a Treaty	*Nisga'a Final Agreement*
NLG	Nisga'a Lisims Government
OCP	official community plan
Project	Eskay Creek Revitalization Project
PTP	Pacific Trails Pipeline
PY	person-year
RAA	regional assessment area
RDBN	Regional District of Bulkley-Nechako
RDKS	Regional District of Kitimat-Stikine
Rescan	Rescan Environmental Services Ltd.
Skeena Resources	Skeena Resources Limited
Tahltan Survey	Tahltan Nation Social Community Survey
Technical Sample	Eskay Creek Technical Sample Project
TCAA	Transportation Corridor Assessment Area
TCG	Tahltan Central Government
TEEM	Tahltan ERM Environmental Management
TEER	Training, Education, Experience and Responsibilities
THREAT	Tahltan Heritage Resources Environmental Assessment Team
TSKLH	Tsetsaut Skii km Lax Ha
TNDC	Tahltan Nation Development Corporation
TSI	Tahltan Stewardship Initiative
VC	Valued Component
WAGE	Women and Gender Equality Canada
Women+	"Women+" includes women (and/or girls), as well as some non-binary persons. All references to women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present

SYMBOLS AND UNITS OF MEASUREMENT

$	dollar
%	percent
CDN	Canadian dollar
ha	hectare
km	kilometre
KM	kilometre marker
m^3	cubic metre
Mt	million tonne
t	tonne

24.0 EMPLOYMENT AND ECONOMY EFFECTS ASSESSMENT

24.1 Introduction

This chapter details the existing conditions for the proposed Eskay Creek Revitalization Project (the Project) and identifies and evaluates the potential and cumulative effects of the Project on the Employment and Economy Valued Component (VC). The Project is located within Tahltan Territory and Tsetsaut Skii km Lax Ha (TSKLH) Territory, while the associated transportation corridor traverses Tahltan Territory; TSKLH Territory; the Nass Area and Nass Wildlife Area, as per the "Nisga'a Final Agreement" (Nisga'a Treaty; 1999), given effect by British Columbia (BC) in 1999 under the *Nisga'a Final Agreement Act* (SBC 1999, c 2) and by Canada in 2000 under the *Nisga'a Final Agreement Act* (SC 2000, c 7); Gitanyow Nation Territory; and lands used by Métis Nation British Columbia (MNBC) members (see Chapter 1, Project Overview, Figures 1.3-9, 1.3-10, 1.3-11, and 1.3-12).[1] The process for selecting VCs is described in Chapter 9, Valued Component Selection, and involved engagement with Indigenous Nations, government agencies, local governments, the public, and other stakeholders.

This chapter discusses the Economy and Employment VC and includes the regulatory context, scope, and boundaries for the assessment, existing conditions, potential effects, potential residual, and cumulative effects of the Project, and the proposed mitigation of such potential effects. The contents of this chapter conform to the "Hybrid Application Information Requirements" (Hybrid AIR; BC's Environmental Assessment Office [EAO] 2023a) established for the Project. The findings of the effects assessments for other VCs are considered as part of the assessment for the Employment and Economy VC.

The selection of Employment and Economy as a VC supports the Tahltan Values discussed in Chapter 4, Tahltan Application Information Requirements, by providing economic context, particularly regarding land and resource use. This, in turn, has implications for the Tahltan Values of Current and Projections of Future Use of Land and Resources for Traditional Purposes and Quiet Enjoyment of Land.

Table 24.1-1 summarizes other subject areas or VCs linked to the Employment and Economy subject areas. It further shows how the results of other effects assessments are considered as inputs to this assessment and how this assessment is considered as an input for other effects assessments. This table builds on the interconnectivities identified in section 9 of the Hybrid AIR (EAO 2023a).

In addition to Table 24.1-1, the Employment and Economy VC also informs Chapter 35, Summary of Human and Community Well-being, and Chapter 36, Summary of Effects on Current and Future Generations. Documents used to inform this assessment include:

- Regional Socio-economic Baseline Report (Appendix 21-1);
- Tahltan Socio-economic Baseline Report (Appendix 21-2);
- Socio-economic Baseline Addendum (Appendix 21-4); and
- Economic Benefits Modelling Results (Appendix 24-1).

[1] As in the Hybrid AIR (EAO 2023a), for the purposes of this chapter, "territory" is defined as the established or asserted traditional territories of Indigenous Nations, except in relation to the Nisga'a Nation, which refers to Nisga'a Lands, the Nass Area, and the Nass Wildlife Area, as applicable.

Table 24.1-1: Interconnectivity of Employment and Economy with Other Subject Area / Valued Components

Interconnections with Other Subject Areas and VCs		
Subject Area	**Linked VCs**	**How Effects Assessments Informed Other VCs**
Employment	Infrastructure and Services	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Infrastructure and Services through an understanding of employment and income opportunities available to the local and regional labour force.
	Human Health	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Human Health through an understanding of changes in income levels.
	Current and Future Use of Land and Resources for Traditional Purposes	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Current and Future Use of Land and Resources for Traditional Purposes through an understanding of increased opportunity for and involvement in wage labour.
	Quiet Enjoyment of Land	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Quiet Enjoyment of Land through an understanding of how Project opportunities impact time available for participating in culturally valued land- and water-based activities, with implications for cultural and experiential relationships to the land and water.
Training	Infrastructure and Services	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Infrastructure and Services through an understanding of employment opportunities.
Business capacity / revenue	Non-traditional Land and Resource Use	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Non-traditional Land and Resource Use through an understanding of Project activities that may impact the economic significance of businesses in forestry and logging, recreation, outfitters, tourism, and agriculture.
	Current and Future Use of Land and Resources for Traditional Purposes	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Current and Future Use of Land and Resources for Traditional Purposes Use through an understanding of how Project opportunities impact time available for participating in culturally valued land- and water-based activities.
	Quiet Enjoyment of Land	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Quiet Enjoyment of Land through an understanding of how Project opportunities impact time available for participating in culturally valued land- and water-based activities, with implications for cultural and experiential relationships to the land and water.
Tax revenues and government expenditures	Infrastructure and Services	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Infrastructure and Services through an understanding of changes in tax revenue and resulting changes in the provision of public infrastructure and services to local and regional residents.
Employment and economic conditions for Indigenous women and girls, as well as 2SLGBTQQIA+ people, including non-Indigenous people	Human Health / Summary of Human and Community Well-being	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Human Health / Summary of Human and Community Well-being through an understanding of how Project employment and income can result in changes to risk of gender-based violence and sexual harassment for Indigenous women, girls, and 2SLGBTQQIA+ people, including non-Indigenous people.

Interconnections with Other Subject Areas and VCs		
Subject Area	**Linked VCs**	**How Effects Assessments Informed Other VCs**
Cost of living (e.g., housing, food, goods, and services)	Infrastructure and Services	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Infrastructure and Services through an understanding of how Project-related employment impacts demand for public infrastructure and services (e.g., social assistance).
	Human Health / Summary of Human and Community Well-being	Results of the assessment of Project effects on Employment and Economy may inform the assessment of Project effects on Human Health / Summary of Human and Community Well-being through an understanding of potential Project-related effects to the cost of living (e.g., price level, housing).

Note:

2SLGBTQQIA+ = two-spirit, lesbian, gay, bisexual, trans, queer, questioning, intersex and asexual, and all other sexual orientations and genders; VC = Valued Component

These documents were developed by Skeena Resources Limited (Skeena Resources) to support the Application for an Environmental Assessment Certificate / Impact Statement (EAC Application) and are appended to this EAC Application. Additionally, as discussed in Section 24.4.1, Information Sources, publicly available sources of Indigenous Knowledge provided additional information specifically as it relates to the Engaged Indigenous Nations.[2]

Gender-based Analysis Plus Highlight

"Gender-based Analysis Plus (GBA Plus) is an analytical tool used to support the development of responsive and inclusive policies, programs, and other initiatives. GBA Plus is a process for understanding who is impacted by the issue or opportunity being addressed by the initiative; identifying how the initiative could be tailored to meet diverse needs of the people most impacted; and anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an intersectional analysis that goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography (including rurality), language, race, religion, and sexual orientation" (Women and Gender Equality Canada [WAGE] 2024).

The assessment of the Employment and Economy VC includes further consideration of ways that existing conditions and predicted effects may differ among diverse subgroups of the population. Throughout this chapter, analyses that include this additional GBA Plus focus are highlighted in boxes formatted like this one to enable reviewers to find and follow the GBA Plus assessment throughout.

[2] Engaged Indigenous Nations are the groups defined as the Indigenous Nations identified by the EAO in section 2 of "Schedule B – Assessment Plan" (EAO 2023b), which refers to the Tahltan Central Government/Tahltan Nation, the Tsetsaut Skii km Lax Ha Nation, the Nisga'a Lisims Government/Nisga'a Nation, Gitanyow Nation, and Métis people, as represented by the Métis Nation British Columbia.

24.1.1 Linkages with Chapter 4, Tahltan Application Information

Chapter 4, Tahltan Application Information, of this EAC Application, under the authorship of the Tahltan Central Government, lays the foundation for the Tahltan Assessment through the identification of potential effects to Tahltan Values and barriers to the Tahltan Way of Life, based on the effects assessment presented within the EAC Application. The chapter considers effects and barriers in relation to Tahltan Areas of Interest across the Tahltan Continuum, which will inform the application of Tahltan Risk Assessment Factors and Sustainability Requirements during the Effects Assessment and Recommendation phase of the environmental assessment process.

While not assessed as a Tahltan Value, the topic of Employment and Economy is considered in Chapter 4. Relevant information relating to ancient and past conditions, existing conditions and barriers to Tahltan, and assessment of the potential effects of the Project, is provided in Section 4.3, Tahltan Socio-Cultural Assessments, and Section 4.4, Tahltan Values. In collaboration with Tahltan Central Government, some information from Chapter 4 pertaining to Employment and Economy has been included in this chapter in Sections 24.4.4 (Tahltan Knowledge-weaving Highlight: Ancient, Past and Existing Conditions and Barriers to Tahltan Relating to Employment and Economy) and 24.8 (Tahltan Sustainability Requirements and Tahltan Risk Assessment Factors for Understanding Potential Effects to Current and Future Generations).

24.2 Regulatory and Policy Framework

The current federal and provincial legislative and policy framework and Indigenous Nation policy documents relevant to the Employment and Economy VC are presented in Table 24.2-1.

Table 24.2-1: Legislation, Policy, Standards, and Guidelines of Relevance to Employment and Economy

Name	Year	Type	Level of Government	Description
Declaration on the Rights of Indigenous Peoples Act (SBC 2019, c 44)	2019	Act	Provincial (BC)	Also known as the *Declaration Act*, the legislation establishes the United Nations Declaration on the Rights of Indigenous Peoples as the Province's framework for reconciliation, as called for by the Truth and Reconciliation Commission's Calls to Action (SBC 2019). One of the objectives of the Declaration is to develop and implement an action plan, that among other things, includes social, cultural and economic well-being objectives, as well as ensuring that the rights of Indigenous women, youth, Elders, children, persons with disabilities, and 2SLGBTQQIA+ people are upheld. These commitments make this Act relevant to the Employment and Economy VC.
Declaration Act Agreement (2022)	2022	Agreement	Indigenous	This agreement between BC and the TCG includes provisions for consent-based decision-making and outlines a Tahltan Values-based approach to environmental assessment and permitting related to the Project. This is relevant to the Employment and Economy VC as it considers Tahltan Nation input in the effects assessment for the Project.

Name	Year	Type	Level of Government	Description
"Tahltan Central Government – British Columbia Wildlife Accord on Wildlife Management in Tahltan Territory" (TCG and Government of BC 2022)	2022	Accord	Indigenous	This accord affirms TCG and BC's shared commitment to co-operatively develop a world-class wildlife stewardship regime in Tahltan Territory, including expectations around collaborative development of related wildlife plans, in support of sustainable and balanced economic growth in the region. This is relevant to the Employment and Economy VC as it speaks to supporting sustainable and balanced economic growth in the region.
"Tahltan Tribal Council Resource Development Policy Statement" (Tahltan Tribal Council 1987)	1987	Policy	Indigenous	This policy asserts that any resource development within Tahltan Territory must adhere to Tahltan Principles regarding Tahltan's role in resource development projects. The principles speak to developing projects that do not pose irreparable environmental damage and provide positive social and economic impacts, including training and employment opportunities, as well as business opportunities, thus making it relevant to the Employment and Economy VC.
"1910 Declaration of the Tahltan Tribe" (Tahltan Tribe 1910)	1910	Declaration	Indigenous	This declaration asserts sovereignty over Tahltan lands, resources, and on-land activities such as hunting and fishing, thus making it relevant to the Employment and Economy VC and the non-wage-based economic activity.
"Tahltan Impact Assessment Policy" (TCG 2022a)	2022	Policy	Indigenous	This policy guides Tahltan Nation decision-making in relation to projects and provides information to the Crown, Crown regulatory agencies, and proponents in relation to Tahltan's implementation of impact assessments. This is relevant to the Employment and Economy VC as the policy highlights Tahltan Nation economic development and the consideration of Tahltan Nation input in the effects assessment for the Project.
Nisg̲a'a Final Agreement Act (SBC 1999, c 2)	1999	Act	Indigenous, Provincial	This Act establishes an agreement between the Nisg̲a'a Nation and the Government of BC regarding Nisg̲a'a rights to self-government, and the authority to manage lands and resources. The Nisg̲a'a Treaty was given effect by BC in 1999 under the *Nisg̲a'a Final Agreement Act* (SBC 1999, c 2).
Nisg̲a'a Final Agreement Act (SC 2000, c 7)	2000	Act	Indigenous Federal	This Act establishes an agreement between the Nisg̲a'a Nation, the Government of BC, and the Government of Canada regarding Nisg̲a'a rights to self-government, and the authority to manage lands and resources. The Nisg̲a'a Treaty was given effect by Canada in 2000 under the *Nisg̲a'a Final Agreement Act* (SC 2000, c 7).

Name	Year	Type	Level of Government	Description
Local Government Grants Act (RSBC 1996, c 275)	1996	Act	Provincial (BC)	The *Local Government Grants Act* (RSBC 1996, c 275) regulates provincial unconditional and conditional grants to municipalities and regional districts. Conditional grants can include matters of local government planning or growth management, construction or maintenance of public services, infrastructure, and facilities such as water supply, sewage, power lines, or highways. This regulation is important for understanding public finance and the flow of government revenue.
Local Government Act (RSBC 1996, c 323)	1996, 2015	Act	Provincial (BC)	The *Local Government Act* (RSBC 1996, c 323) sets out the framework for structure and operations, as well as the main powers and responsibilities for regional districts. Certain municipal provisions of the *Local Government Act* also apply to municipalities for matters not covered by the Community Charter (for example, municipal tax sales). The *Local Government Act* covers important authorities for both municipalities and regional districts, including planning and land use powers, potentially important to the Employment and Economy VC. The *Local Government Act* was revised in 2015 to improve the readability and accessibility of the Act.
"Agreement on Internal Trade" (Government of Canada 2015)	1995	Agreement	National	The "Agreement on Internal Trade" (Government of Canada 2015) is an intergovernmental trade agreement, signed in 1995 and replaced in 2015 by a new trade agreement, the "Canadian Free Trade Agreement" (Government of Canada 2017). The agreement aims to reduce and eliminate barriers to the free movement of persons, goods, services, and investments within Canada and to establish an open, efficient and stable domestic market. This is relevant to the Employment and Economy VC as the agreement regulates the hiring and procurement activities at the Project.
Resources from the First Nations Information Governance Centre	2010	Various	National	The First Nations Information Governance Centre, founded in 2010, is responsible for a wide range of work, including capacity development, education, and training to support First Nations, as such having relevance to the Employment and Economy VC.
"Let's Talk: Populations and the Power of Language" (National Collaborating Centre for Determinants of Health 2014)	2014	Various	Various	The Let's Talk Populations and the Power of Language series explored values and assumptions underlying choice of language in public health and how this can support or hinder efforts to reduce health inequities. This is relevant to the Employment and Economy VC as language, the choice of language in practice and research, or language use in the workplace, are important to worker well-being and can be determinant to successful participation in a workforce.

Name	Year	Type	Level of Government	Description
"Guidelines for a Just Transition Toward Environmentally Sustainable Economies and Societies for All" (International Labour Organization 2015)	2015	Various	Various	"Guidelines for a Just Transition Toward Environmentally Sustainable Economies and Societies for All" speaks to, among other things, the integration of sustainable development and a just transition into macroeconomic and growth policies, aligning economic growth with social and environmental objectives, investing public funds in greening the economy, enabling environments for sustainable enterprises, coordinating skills-development policies and technical and vocational education and training systems with environmental policies and the greening of the economy, and promoting labour market policies in anticipation of changing labour market demands. These elements are relevant to the Employment and Economy VC effects assessment and determination of mitigation measures.
RDKS "2023-2026 Strategic Plan" (RDKS 2023a)	2023	Plans	Regional (RDKS)	RDKS compromises most of the Employment and Economy VC assessment area and thus regional growth strategies, such as the "2023-2026 Strategic Plan" (RDKS 2023a), are relevant to this assessment. The "2023-2026 Strategic Plan" outlines a plan for a diverse and stable economy that supports a high quality of life and an effective and rewarding Northwest Resource Benefits Alliance to ensure RDKS communities are financially and environmentally sustainable.
Relevant land use plans	Various	Plans	Provincial (BC), Regional (RDKS), Communities	Land use plans are available for BC, RDKS, and potentially affected communities. Due to the number of communities included in the study (see Section 24.7.1.1, Spatial Boundaries), individual land use plans are not described individually in this chapter. However, broadly, land use plans reflect regional or community designations and aspirations regarding land uses including residential, commercial, agriculture, and other purposes. These designations are considered in the effect assessment relevant to regional and local land designations, existing natural resource industries, and Project -anticipated land uses and activities. Land use plans are relevant to the Employment and Economy VC as they direct future use of land for economic activities.
OCPs	Various	Plans	Communities	OCPs provide a comprehensive policy framework to guide the physical, environmental, economic, social, and cultural development of the communities. This is relevant to the Employment and Economy VC to consider economic goals of communities in effect assessment and in development of mitigation measures.

Notes:

2SLGBTQQIA+ = two-spirit, lesbian, gay, bisexual, trans, queer, questioning, intersex and asexual, and all other sexual orientations and genders; BC = British Columbia; Declaration Act *Agreement* = Declaration Act *Consent Decision-Making Agreement for Eskay Creek Project; Nisg̲a'a Treaty = Nisg̲a'a Final Agreement; OCP = official community plan; RDKS = Regional District of Kitimat-Stikine; TCG = Tahltan Central Government; VC = Valued Component*

% = percent

24.3 Assessment Boundaries

Assessment boundaries define the geographic and temporal scope or limits of the potential effects of the Project on the Employment and Economy VC and define where the assessment is focused. These boundaries encompass the geographic areas (spatial boundaries) and times (temporal boundaries) within which the Project is expected to interact with the selected VCs. Additionally, these boundaries encompass the constraints that may be placed on the assessment of those interactions due to political, social, and economic realities (administrative boundaries), and limitations in predicting or measuring changes (technical boundaries).

24.3.1 Spatial Boundaries

Spatial boundaries considered in this assessment include the Project Footprint, the Local Assessment Area (LAA), and the Regional Assessment Area (RAA).[3] The Project Footprint is used in the effects assessment for the Employment and Economy VC to, for example, estimate the area of forest lost to the mine site, and to estimate the associated economic value lost of forest replacement over time. The LAA and RAA represent geographic areas where the Project is expected to have a direct, indirect, and/or induced effect on the Employment and Economy VC (Figure 24.3-1).

This section also describes the relationship of these boundaries to the Tahltan Nation Areas of Interest (AOIs; Section 24.3.1.5, Tahltan Areas of Interest), which will be considered in Chapter 4, Tahltan Application Information Requirements.

24.3.1.1 Project Footprint

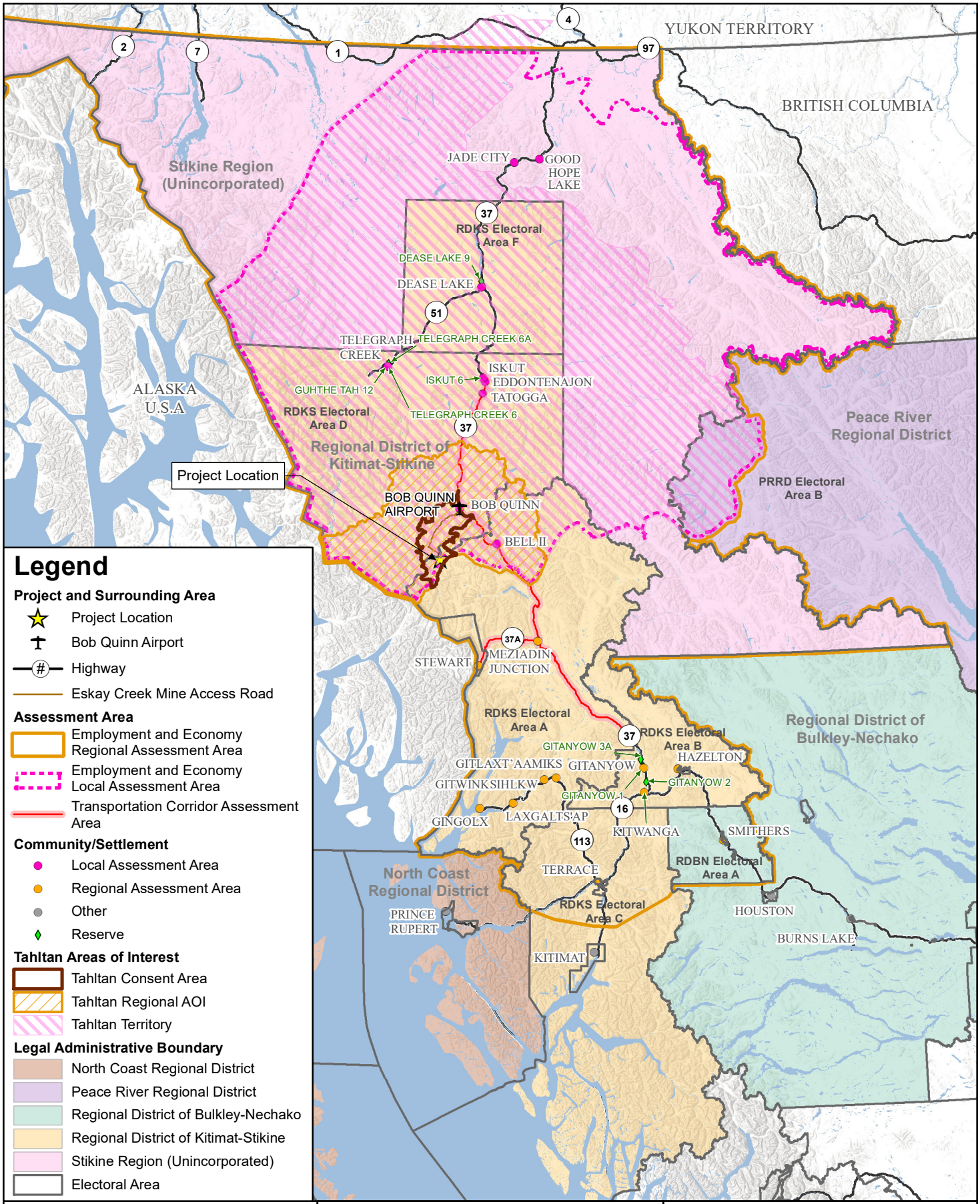
The Project Footprint is the smallest scale boundary and includes existing infrastructure and newly constructed infrastructure that will be utilized at the Project mine site. The Project Footprint includes temporary (e.g., borrow areas, laydowns, and ore processing facilities) and permanent (e.g., waste rock storage areas, and the Tom MacKay Storage Facility) infrastructure where Project physical works and activities will occur. Refer to Chapter 1, Project Overview, for a detailed description of the Project components that comprise the Project Footprint.

24.3.1.2 Local Assessment Area

The Employment and Economy LAA overlaps with Tahltan Territory, parts of the Regional District of Kitimat-Stikine (RDKS), and parts of the Stikine Region, an unincorporated area in northwestern BC.[4] In the RDKS, the LAA overlaps with the Kitimat-Stikine Electoral Areas of Kitimat-Stikine A, Kitimat-Stikine D, and Kitimat-Stikine F. While the administrative boundaries of the Stikine Region and Kitimat-Stikine A do not align with the LAA boundary, for census data collection, they are assumed to be part of the LAA.

[3] Unless otherwise stated, the LAA and RAA discussed in this chapter refer to the Employment and Economy LAA and RAA.

[4] The eastern part of the Tahltan Territory overlaps the Peace River Regional District in an area that includes the Tatlatui Provincial and other highlands. In the area where the Tahltan Territory and Peace River Regional District overlap, there are no communities or settlements. Consequently, there are no socio-economic topics to characterize.



Legend

Project and Surrounding Area

- Project Location
- Bob Quinn Airport
- Highway
- Eskay Creek Mine Access Road

Assessment Area

- Employment and Economy Regional Assessment Area
- Employment and Economy Local Assessment Area
- Transportation Corridor Assessment Area

Community/Settlement

- Local Assessment Area
- Regional Assessment Area
- Other
- Reserve

Tahltan Areas of Interest

- Tahltan Consent Area
- Tahltan Regional AOI
- Tahltan Territory

Legal Administrative Boundary

- North Coast Regional District
- Peace River Regional District
- Regional District of Bulkley-Nechako
- Regional District of Kitimat-Stikine
- Stikine Region (Unincorporated)
- Electoral Area

Skeena Resources Ltd.
Date: 05-Mar-2025
Figure: 24.3-1
Author: Michael.Stead
Filename: ESK-16-020a

SKEENA RESOURCES

Eskay Creek Revitalization

Figure 24.3-1: Spatial and Administrative Boundaries for Employment and Economy

Skeena Mining Division - NTS 104B09
British Columbia, Canada

Scale: 1:3,700,000
Coord. System: NAD 1983 UTM Zone 9N
0 50 100
Kilometres
N

The communities included in the Employment and Economy LAA for the Project (also referred to as the socio-economic LAA as it mirrors the boundaries in other socio-economic assessments, e.g., Chapter 21, Infrastructure and Services Effects Assessment) and considered in this effects assessment, are as follows (also refer to Figure 24.3-1):[5]

- The Tahltan communities of Tlēgōhīn[6] (Telegraph Creek; which includes the Telegraph Creek 6 and 6A[7] and Guhthe Tah 12 reserves), Tatl'ah (the Dease Lake 9 reserve), and Łuwechōn (the Iskut 6 reserve);
- Tatl'ah (Dease Lake [unincorporated]);
- Bell II* (located in Kitimat-Stikine A);
- Bob Quinn Lake* (unincorporated settlement, located in Kitimat-Stikine D);
- Tatogga* (unincorporated settlement, located in Kitimat-Stikine D);
- Eddontenajon* (unincorporated settlement, located in Kitimat-Stikine D);
- Good Hope Lake* (located in the Stikine Region); and
- Jade City* (located in the Stikine Region).

Apart from Good Hope Lake and Jade City, the remaining LAA communities fall within Tahltan Territory.

The Tahltan Regional AOI, the Tahltan Consent Area, and the Tahltan Upper and Lower elevation AOIs, as well as the Tahltan Cumulative Effects AOI, are largely within the LAA.

24.3.1.3 Regional Assessment Area

The Employment and Economy RAA encompasses parts of the RDKS and overlaps with the Regional District of Bulkley-Nechako (RDBN) Electoral Area A. In the RDKS, the RAA includes the Electoral Areas of Kitimat-Stikine B, Kitimat-Stikine E, and Kitimat-Stikine C (Part 1). While the administrative boundaries of Kitimat-Stikine C (Part 1) do not fully align with the RAA, for census data collection, Kitimat-Stikine C (Part 1) is assumed to be part of the RAA.

In this chapter, the RAA refers to the areas within the RAA and excludes those areas (or communities) within the LAA boundary. The RAA includes the following places, which are considered in this effects assessment (also refer to Figure 24.3-1):[8]

- City of Terrace;
- Town of Smithers;

[5] Communities or local governments are marked with an asterisk (*) when community-level data from the 2021 Census of Population are not available. Instead, Census data for those communities are reported as part of the respective Electoral Areas which are indicated in the parentheses.

[6] Tahltan terms are from the Tāłtān Dictionary (TCG 2024 https://tahltan.org/taltan-dictionary/) unless otherwise indicated.

[7] "Designated Places" of Telegraph Creek 6 and Telegraph Creek 6A are together considered as a "Census subdivision" of the Telegraph Creek reserve.

[8] Communities or local governments are marked with an asterisk (*) when community-level data from the 2021 Census of Population are not available. Instead, Census data for those communities are reported as part of the respective Electoral Areas.

- District of Stewart;
- Village of Hazelton and District Municipality of New Hazelton, locally referred to as "The Hazeltons";[9]
- Nisga'a Nation Villages of Gitlaxt'aamiks, Gingolx, Gitwinksihlkw, and Laxgalts'ap;
- Kitwanga* (located in Kitimat-Stikine B);
- Gitanyow Nation communities of Gitanyow 3a*, Gitanyow 1, and Gitanyow 2* (located in Kitimat-Stikine B); and
- Meziadin Junction* (located in Kitimat-Stikine A).

The Gitanyow Nation, represented by the Gitanyow Hereditary Chiefs, has engaged with Skeena Resources to pursue an independent and separate Indigenous-led assessment process under the Gitanyow Wilp Sustainability Assessment Process; refer to Chapter 6, Gitanyow Nation, for additional information. As such, Gitanyow Nation Indigenous Knowledge and employment and economy information and statistics relevant to Gitanyow Nation are not integrated into this chapter.

The LAA and RAA entirely encompass the Tahltan Regional AOI, the Tahltan Consent Area, and the Tahltan Upper and Lower elevation AOIs, as well as Tahltan Cumulative Effects AOI.

24.3.1.4 Transportation Corridor Assessment Area

The Transportation Corridor Assessment Area (TCAA) includes the Eskay Creek Mine Access Road (Eskay Creek MAR), Highway 37 from Łuwechōn (Iskut) to Meziadin Junction, and the portion of Highway 37 south of Meziadin Junction within the Nass Area and the Nass Wildlife Area. The TCAA also includes Highway 37A west of Meziadin Junction to the port facilities located in the District of Stewart.

The TCAA will be used to transport Project-related concentrate, supplies, and personnel; however, no concentrate will be hauled south of Meziadin Junction. In addition to the use of Highway 37, Project activities related to the TCAA will also include the loading, unloading, handling, and storage of concentrate at the port facilities, up to and including the point at which the loading of concentrate onto a vessel is complete. The TCAA is located entirely within the RAA.

The portion of the TCAA where the Eskay Creek MAR extends from the Project Footprint and then turns to run along the Iskut River is located within the Tahltan Lower and Upper Elevation AOIs, as well as the Tahltan Consent Area, Regional AOI, and Cumulative Effects AOI. Highway 37 from Iskut to between Bowser Lake and Meziadin Lake falls within the Tahltan Cumulative Effects AOI. It lies within the Tahltan Regional AOI from approximately Bowser Lake to just south of K'ineskehne (Kinaskan Provincial Park). The Tahltan Consent Area's northeastern boundary runs along Highway 37 from north of Bob Quinn Lake to Ningunsaw Provincial Park.

The TCAA is not assessed within the Employment and Economy VC, since no interactions between the Project activities and the VC have been identified (refer to Section 24.5.1, Identification of Potential Interactions, Table 24.5-1, for an overview of potential interactions with Project activities).

[9] It is understood that a large percentage of the TSKLH members live in the Hazeltons (Seabridge Gold Inc. 2013b).

24.3.1.5 Tahltan Areas of Interest

Tahltan Nation spatial assessment boundaries, or AOIs, are described in section 4.5.1 of the Hybrid AIR (EAO 2023a) and include consideration of the Tahltan Consent Area described in the "*Declaration Act* Consent Decision-Making Agreement for Eskay Creek Project" (*Declaration Act* Agreement 2022).

As noted in section 4.2.9 of the Hybrid AIR, the AOIs were developed by the Tahltan Nation "through confidential Tahltan Knowledge and tools like the confidential Land Use and Occupancy Studies" (EAO 2023a, 44). As emphasized in section 4.2.9 of the Hybrid AIR, the AOIs are more than technical boundaries; they have cultural significance and meaning. For example, key features used to define the AOIs, such as place names,

> *record a history of relationship to the land, provide a map of how to interact with the land, and memorialize a cultural identity that is tied to the land…placenames tell a story, how a boy drowned in a lake, or a smokehouse collapsed, or a porcupine escaped in a rockpile. Other placenames indicate a point of navigational importance, such as Kiniskan (Kinaskan Lake), which means "raft crossing". Many names demonstrate an intimate knowledge of the flora and fauna of the country (section 4.2.9 of the Hybrid AIR; EAO 2023a, 43).*

The Tahltan AOIs are depicted on Figure 24.3-1. Each VC effects assessment chapter includes a discussion of the alignment of the Tahltan spatial assessment boundaries with the spatial boundaries defined for the effects assessment, including:

- **Project Footprint:** section 4.5.1 of the Hybrid AIR identifies the Project Footprint as "the area of land or water associated with the proposed sites for all physical structures and activities that comprise the Project" (EAO 2023a, 60). Per section 4.2.9 of the Hybrid AIR, the Project Footprint also includes "the access corridor(s), power infrastructure, and general area of the Project" (EAO 2023a, 44). This area is identical to the Project Footprint defined above.
- **Site-specific AOIs:** section 4.5.1 of the Hybrid AIR identifies the site-specific AOI as "an area within [which] effects are expected to occur at a scale or magnitude specific to the sensitivity of the value. Multiple AOIs can be found within the Regional AOI" (EAO 2023a, 61). "Value" refers to Tahltan Values (per section 4.3 of the Hybrid AIR). Section 4.2.9 of the Hybrid AIR further clarifies that "the Project Footprint and infrastructure as defined in the Process Order documents will be considered as site-specific AOIs", as well as sites identified within the Tahltan Consent Area and Transportation Corridor Assessment Footprint (EAO 2023a, 45).
- **Tahltan Landscape AOI:** section 4.5.1 of the Hybrid AIR identifies the Landscape AOI as "an area defined at a broader scale but still with effects expected to occur at a scale or magnitude specific to the sensitivity of the value" (EAO 2023a, 61). Section 4.2.9 of the Hybrid AIR lists some of the features considered in the development of the site-specific and landscape AOIs, including "Head Family Territories; Family Areas; Tahltan High Sensitivity Areas; Ethnographic and Tahltan History; Cultural Area(s); Sacred Area(s); Place Names; Settlement and Assembly Area(s); Harvesting and Gathering Area(s); Environmentally Sensitive Areas; Trade Area(s); and, Warfare/Boundary Area(s)" (EAO 2023a, 44). According to section 4.2.9 of the Hybrid AIR, the following are included as AOIs in Tahltan Territory, and are further described below: the Tahltan Consent Area, Lower Elevation Level AOI, and Upper Elevation Level AOI (EAO 2023a, 44).

- **Tahltan Consent Area:** the Tahltan Consent Area is described in section 4.3 of the *Declaration Act* Agreement as the area in which consent of the Tahltan Central Government (TCG) "is required for the Project to proceed" (*Declaration Act* Agreement 2022, 13). Section 4.5 of the *Declaration Act* Agreement further clarifies that "the Consent Area does not limit the geographic scope of Project effects" that will be subject to the effects assessments.
- **Tahltan Lower Elevation Level AOI:** as described in section 4.2.9 of the Hybrid AIR, the following lower elevation areas are included as AOIs (EAO 2023a, 44):
    - Lower elevation river valleys of the Iskut and Ningunsaw rivers north and south of the consent area, including its tributaries;
    - The Unuk River lower elevation valley from the mouth of Ketchum Creek and downstream to the Tahltan Nation's border; and
    - The lower elevation river valleys of the Bell Irving River, including its tributaries.
- **Tahltan Upper Elevation Level AOI:** as described in section 4.2.9 of the Hybrid AIR, the following upper elevation areas are included as AOIs: the upper elevation areas of the Oweegee and Snowslide ranges; the Bell Irving headwaters; the Skeena Mountain Ranges east of the Bob Quinn Lake Upper More and Forrest Kerr creeks drainages, the Jekili River, and the Zippa Mountain Range (EAO 2023a, 44).
- **Tahltan Regional AOI:** section 4.5.1 of the Hybrid AIR identifies the Tahltan Regional AOI as "the broadest spatial extent over which project-specific related effects of [the Project] are to be assessed against Tahltan Values […]. However, when considering cumulative effects, the AOI may expand to capture all the relevant Tahltan Values and resource development pressures" (EAO 2023a, 61). Multiple AOIs, including the site-specific and landscape AOIs, can be found within the Regional AOI. Section 4.2.9 of the Hybrid AIR lists some of the features considered in the development of the Regional AOI, including "Clan Area(s); Head Family Territories; Sacred Area(s); Place Names; and, Ethnographic and Tahltan History" (EAO 2023a, 44).
- **Tahltan Cumulative Effects AOI:** as identified in section 4.5.7 of the Hybrid AIR (EAO 2023a, 47).

24.3.2 Temporal Boundaries

The Employment and Economy VC assessment considers four Project phases:

- **Construction phase:** 2 years, this phase is preceded by engineering and procurement activities in Year -3;
- **Operations phase:** 13 years;
- **Reclamation and Closure phase:** 3 years; and
- **Post-closure phase:** the timeframe will be in accordance with permit conditions.

Refer to Chapter 1, Project Overview, for a detailed description of Project phases and activities.

The Construction, Operations, Reclamation and Closure, and Post-closure phases are considered for each potential effect on the Employment and Economy VC. The transition from one phase to another is likely to result in changes to employment and economy, for example, as a result of changes in the number of jobs,

changes in economic benefits such as gross domestic product (GDP) contributions and tax revenue, and changes in other potential effects.

Per section 4 of the Hybrid AIR's discussion of time frames that should be considered by the Tahltan Risk Assessment, this chapter considers the outlined approach of backcasting and forecasting across one to three generations (short-term) and across four to seven generations (long-term) as a means of applying a perspective consistent with the Tahltan Continuum of ancient, contemporary, and future knowledge; understandings and practices, as grounded in Tahltan's past; and present and future interconnection to the land. For example, Section 24.4.2.1, Historical Overview, provides a historical context that situates the Employment and Economy VC in relation to a past time scale, which is consistent with a backcasting approach, while Section 24.8, Tahltan Sustainability Requirements and Tahltan Risk Assessment Factors for Understanding Potential Effects to Current and Future Generations, takes a forecasting approach of multiple generations.

24.3.3 Administrative and Technical Boundaries

The LAA and RAA cover a large part of the RDKS, Stikine Region (Figure 24.3-1), and RDBN Electoral Area A; however, in some instances, the LAA and RAA boundaries do not align with the administrative boundaries for which relevant quantitative or qualitative information might be available. For example, the LAA and RAA do not comprise the entirety of the RDKS or the Stikine Region. As such, for the purposes of data and information collection, administrative boundaries are utilized that are based on Census Subdivisions (for communities and Electoral Areas), Census Divisions for Regional Districts (e.g., RDKS), or provincial boundaries (i.e., the Province of BC). Additionally, information on land use designations presented in this chapter may not always follow the LAA and/or RAA boundaries. For example, the collection of information on recreational activities or tourism might only be available for a specific community and surrounding areas, or for a regional or provincial park. In cases where additional boundaries are introduced in the assessment of effects, those boundaries are described.

Indigenous Knowledge for this assessment was primarily derived from public sources that did not focus on areas associated with the Project. Instead, the Indigenous Knowledge-associated information broadly covers the territories and activities of the Engaged Indigenous Nations, providing a general basis for understanding Project-related effects on employment and economy, as informed by these sources.

24.4 Existing Conditions and Future Trends

This section describes and, where possible, quantifies the characteristics of the existing conditions of the Employment and Economy VC in the LAA and RAA.

24.4.1 Information Sources

24.4.1.1 Project-specific Studies

This section details the reports, field studies, and other data collection methods that informed the characterization of conditions related to the Employment and Economy VC.

Regional Socio-economic Baseline Report

The Regional Socio-economic Baseline Report (Appendix 21-1) provides a regional overview of current and historical social and economic conditions in northwestern BC. Topics relevant to the Employment and Economy VC covered in the report are:

- An overview of LAA and RAA communities;
- Population and demographic characteristics of the RAA communities;
- Labour force characteristics, including employment and unemployment rates, occupations, and income levels based on the 2016 Census of Population and with a focus on the RAA communities;
- An overview of education, training, and skills for the regional and provincial labour force; and
- Information on contemporary land and resource use in the region as it pertains to the level of economic activity associated with various land use activities (agriculture, tourism, agriculture, forestry, etc.).

No fieldwork was undertaken to develop the Regional Socio-economic Baseline Report (Appendix 21-1).

Tahltan Socio-economic Baseline Report

The Tahltan Socio-economic Baseline Report (Appendix 21-2), prepared by Falkirk Environmental Consultants Ltd. in collaboration with Newcrest Mining Ltd., Skeena Resources, and the TCG, provides an overview and baseline of Tahltan-specific social and economic conditions in Tahltan Territory (Appendix 21-2, Tahltan Socio-economic Baseline Report). Topics relevant to the Employment and Economy VC covered in the report are:

- Population and demographic characteristics of the Tahltan Nation and Tahltan communities;
- Labour force characteristics, including employment and unemployment rates and income levels based on the 2016 Census of Population and other sources;
- An overview of training and capacity-building;
- Information on economic development, including an overview of the Tahltan Nation Development Corporation (TNDC); and
- Economic information associated with land use activities, with a focus on fisheries, forestry, hunting and trapping, tourism and outfitting, and mining.

Skeena Resources and Newcrest Mining Ltd. collaborated with the TCG, with support from Falkirk Environmental Consultants Ltd., to develop a Tahltan Nation Social Community Survey (the Tahltan Survey). Relevant to the Employment and Economy VC, investigated topics included land access, food security, quality of life, housing, perceptions of mining and industry in Tahltan Territory, employment status, educational attainment, Tahltan practices, and business ownership. The Tahltan Survey is described in the Tahltan Socio-economic Baseline Report (Appendix 21-2).

Additionally, as part of the Tahltan Socio-economic Baseline Report (Appendix 21-2), key informant interviews were conducted in the first quarter of 2021 with members of the administrative team of the TCG, members of Band leadership, and community administrative staff. Employment and Economy VC-related topics included in these interviews included food security and health, education, successes of the Tahltan Nation; and current social, economic, and cultural issues impacting Tahltan Territory and Tahltan Nation

members. The methodology and results of these studies are included in the Tahltan Socio-economic Baseline Report (Appendix 21-2).

Over 300 respondents participated in the Tahltan Survey, with 63% of them living in the Tahltan Territory. Of those who participated in the survey, over 80% of respondents were a Tahltan Nation member or Associate member, and nearly 14% identified as non-Tahltan, but living in the Tahltan Territory. A response rate was not calculated because of the way the survey was administered to increase accessibility (e.g., survey links were shared via a variety of means accessible to an unknown number of individuals). The survey included 100 quantitative and qualitative questions delivered via Survey Monkey, space was provided to allow for additional responses, and open-ended questions were asked where appropriate. An option to opt out from responding or selecting “not applicable” was provided for each question to ensure respondents’ privacy, comfort, and confidentiality. The survey link was delivered to TCG e-mails, posted on Facebook pages, and communicated verbally and via posters. Tablets were provided in communities to remove technology barriers. The survey was also delivered verbally to those lacking the literacy to complete surveys independently, and one-on-one supports for survey respondents were provided as needed.

Key informants were chosen based on their roles in community, government, and health care within the Tahltan Territory. In total, 12 key informant interviews were completed with individuals occupying key roles in the TCG and employed in the mining and resource sectors. The interviewees were all Tahltan, of diverse genders and ages, and those who lived and worked in the Territory or in nearby communities. Respondents answered all or some questions depending on their roles and positionality; however, the identities of key informants were kept confidential to protect their privacy.

The Tahltan Socio-economic Baseline Report recognizes further that, and in regard to, the conducted Tahltan Survey and the key informant interviews, "answers are subjective and experiential, and differ among age groups, genders and sexualities, home community, financial status, education, and other positionalities. This subjectivity adds valuable nuance to desktop and census research and contributes to a better cultural understanding of lived experience for Tahltan people and non-Tahltan alike in Tahltan Territory” (Appendix 21-2, Tahltan Socio-economic Baseline Report).

Socio-economic Baseline Addendum

In September 2023, the Socio-economic Baseline Addendum (Appendix 21-4) was developed by Tahltan ERM Environmental Management (TEEM) to:

- Refine information to focus on the LAA and RAA communities and regions, and to prepare socio-economic and land use maps.
- Update the socio-economic data to include the most recent 2021 Census of Population data and updates from other sources such as Statistics Canada, BC Stats, and the RDKS. This included the collection of data disaggregated by gender or other identify factors and Indigenous data, as available.
- Align data and information to consistently cover LAA and RAA communities and relevant socio-economic topics and data requirements outlined in the Hybrid AIR (EAO 2023a).

Economic Benefits Modelling

TEEM completed economic benefits modelling for the proposed Project to help Skeena Resources approximate the anticipated economic benefits of the Project on GDP, employment, income, and

government tax revenue. Economic benefits modelling estimated the total direct, indirect, and induced benefits of the proposed Project activities benefitting the Tahltan Nation, the RDKS, BC, other provinces and territories, and Canada. The results of the modelling, including a detailed description of the methodology, assumptions, data and information gaps, and model limitations are provided in Appendix 24-1, Economic Benefits Modelling Results. The modelling results inform the effects assessment in Section 24.5, Potential Effects and Mitigation, and provide an approximation of the potential future trends in employment, income, GDP, and tax revenue.

Employment and Economy Interviews in the Local Assessment Area and Regional Assessment Area

In February and March 2024, TEEM undertook interviews with community representatives in the LAA and RAA to collect information relevant to the Employment and Economy VC in order to address requirements of the Hybrid AIR (EAO 2023a). The interviews focused on local businesses' availability and capacity, economic conditions experienced by diverse subgroups, gendered expectations, and economic concerns and aspirations of residents. In relation to the Employment and Economy VC, five interviewees from communities and organizations agreed to participate. The results of those interviews are incorporated in the existing conditions sections of this chapter.

Diverse Subgroups Existing Conditions Supplement

In October 2023, TEEM facilitated a workshop with Skeena Resources, subject matter experts, and environmental assessment practitioners to consider the analytical framework for GBA Plus. Results from this workshop informed the development of the Diverse Subgroups Existing Conditions Supplement (Appendix 20-3), which identifies potential effects pathways for disproportionate effects of the Project on diverse subgroups and describes related existing conditions. The content of this Diverse Subgroups Existing Conditions Supplement supports the integration of GBA Plus in the description of existing conditions and assessment of potential effects of the Project on human-focused VCs, including the Employment and Economy VC, as applicable.

24.4.1.2 Indigenous Knowledge

Indigenous Knowledge was also considered in the development of this EAC Application. Specifically, for the Tahltan Nation, TSKLH, and MNBC, public sources were identified and submitted to the respective Nations to solicit their approval for use in this EAC Application. In some instances, further information was received from these groups and used to support this EAC Application, based on specific permission to do so. The sources include:

- Ethnographic and academic sources, including some Tahltan-authored graduate theses;
- The TCG's official website, online dictionary (TCG 2024), and newsletters;
- Indigenous Knowledge contributed by the TCG to the Hybrid AIR (EAO 2023a) and received in the context of a joint Indigenous Knowledge workshop presented by Tahltan Heritage Resources Environmental Assessment Team (THREAT) and Skeena Resources on 12 April 2024 (THREAT 2024);
- Tahltan Knowledge shared with Skeena Resources by the TCG in accordance with the protocol and agreement entered into by both parties;
- Policy and governance materials produced by the TCG and its predecessor organizations;

- Correspondence and supporting documentation, including the 2021 report "Tsetsaut Skii km Lax Ha: Review of Ethnographic and Historical Sources" (Ministry of Attorney General 2021) by the BC Attorney General's office, received from TSKLH;
- Correspondence received from MNBC; and
- Previous environmental assessment applications, which, in addition to synthesizing some of the above sources, also include publicly released information from non-public studies (e.g., country food studies in advance of previous projects) that inform the current work.

The Gitanyow Nation is working directly with Skeena Resources to apply the Wilp Sustainability Assessment Process to the Project. For this reason, Gitanyow Indigenous Knowledge is not incorporated into this environmental assessment; instead, key materials and outcomes developed during the Wilp Sustainability Assessment Process will be provided to the EAO.

For the Nisga'a Nation, environmental, economic, social, and cultural assessments consistent with the requirements of Chapter 10, paragraphs 8(e) and 8(f) of the Nisga'a Treaty (1999) have been carried out and are provided in Chapter 5, Nisga'a Nation. Associated and relevant Indigenous Knowledge for the Nisga'a Nation has been drawn from these assessments and can be consulted in relation to the paragraphs 8(e) and 8(f) assessments in that chapter for additional details.

24.4.1.3 Other Data Sources

In preparation of this chapter, TEEM conducted a desktop review of existing data sources. The main data sources included:

- Statistics Canada 2021 Census of Population and various data tables compiled by Statistics Canada;
- BC Stats, Work BC, and other Government of BC websites;
- Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC); and
- Websites for communities, Regional Districts, news articles, and other sources for region-/Indigenous Nation-/community-specific information and statistics on past or current activities.
- Other chapters prepared as part of this EAC Application:
    - Chapter 21, Infrastructure and Services Effects Assessment;
    - Chapter 22, Non-traditional Land and Resource Use Effects Assessment;
    - Chapter 26, Current and Future Use of Land and Resources for Traditional Purposes Effects Assessment;
    - Chapter 4, Tahltan Application Information Requirements;
    - Chapter 5, Nisga'a Nation;
    - Chapter 7, Tsetsaut Skii km Lax Ha; and
    - Chapter 8, Métis Nation British Columbia.

24.4.1.4 Approach to Research

The information on employment and economy presented in this chapter was compiled considering the following:

- This section uses the most recent employment and economy data from publicly available sources. The date can vary by source and, therefore, there are different reference years for different topics/indicators. The sources presented in this chapter were those that were available at the time of writing this chapter.
- Existing conditions reference data collected from the 2021 Census of Population for all communities and Electoral Areas defined as part of the LAA and RAA, and at a provincial level (BC). Where certain community-level 2021 Census of Population data were not available, Census data for those communities were reported as part of the respective Electoral Areas.
- Data and information were also collected from other public sources such as BC Stats, Statistics Canada, the RDKS, and other websites to describe existing conditions in industries related to economic significance of land use, economic activity, and economic well-being.
- References to other studies conducted as part of this application have also been incorporated, namely Regional Socio-economic Baseline Report (Appendix 21-1), the Tahltan Socio-economic Baseline Report (Appendix 21-2), the Socio-economic Baseline Addendum (Appendix 21-4), the Indigenous Knowledge Database (Confidential), the Diverse Subgroups Existing Conditions Supplement (Appendix 20-3), and interviews conducted with representatives from the LAA and RAA communities (referenced throughout).
- Where possible, information has been aggregated at the LAA and RAA levels. Where data aggregation was not possible, or when necessary, specific communities are referenced in text. Appendices to the EAC Application and listed in this chapter include community-specific data.
- Information and data are presented in tables, figures, and maps to allow for visual scans and cross-referencing.
- Indigenous Knowledge has been assembled and is used according to the Engaged Indigenous Nations' chosen approach to the environmental assessment and only with the approval of those groups.

Data Limitations

Data limitations relate to the extent and quality of available information through the public sources and include the following:

- Census data are suppressed for confidentiality reasons for small communities (e.g., Statistics Canada suppresses estimates of income data for areas where the population in private households is less than 250, or where the number of private households is less than 40).
- In some cases, very small communities are not recognized as Census Subdivisions but as place names. For this reason, 2021 Census of Population data are not available for those communities. However, Census data for those communities are reported as part of the respective Electoral Areas (i.e., the corresponding Census Subdivision). Electoral Areas represent the rural areas surrounding communities. In the case of very small communities, Census data for Electoral Areas and communities are combined.
- For the 2021 Census of Population, a short-form questionnaire was used to enumerate all usual residents of 75 percent (%) of private dwellings, while a long-form questionnaire, which also included

the questions from the short-form questionnaire, was used to enumerate a 25% sample of private households in Canada. The long-form questionnaire was administered to a random sample of households. Results from the long-form questionnaire were randomly rounded to 0 or 5. This rounding creates notable discrepancies in statistics for communalities with low populations. These discrepancies in statistics may cause the sum of numbers to not add up to the expected total or result in inconsistent percentage estimates for total men+ and women+.[10]

- Additional limitations can be related to how the information is presented, as some data and/or information may not be available at the community-level but only at regional level or for a specific sub-region or territory (e.g., the Tahltan Nation or Tahltan Territory).
- In some cases, information on individual or community choices, preferences, or aspirations is limited or not available through public sources. This affects topics such as prevalent economic concerns or economic aspirations, working conditions in communities, or gender-specific expectations. There is also limited disaggregation of data by gender or subpopulations at the LAA/RAA level.

24.4.2 Regional and Historical Overview

24.4.2.1 Historical Overview

In the past, Indigenous people in the areas surrounding the Project had an approach to land use that focused on a sustainable use of plants, animals, and other resources to support their communities. Communities followed a seasonal round based on regional availability of resources (Albright 1982, 1984; Boas 1895; Duff 1981; Emmons 1911; MacLachlan 1981; Stone 2012; see also Chapter 5, Nisga'a Nation). Trade was an important element in forming social, cultural, and economic relationships. Historically, Indigenous coastal people travelled inland both to participate in Tahltan cultural events and to trade coastal goods, like hooligan (eulachon) and seaweed, for interior goods, such as furs and hides, as well as obsidian (Albright 1982, 1984). The Tahltan, in turn, served as intermediaries in trade networks extending to Indigenous people further inland (Asp 2004; Prime Resources Group 1993; MacLachlan 1981; Tahltan [First] Nation and International Institute for Sustainable Development [IISD] 2004; Teit 1956). The Tahltan note that extraction of obsidian for trade, as well as other earth materials, is the basis for their historical roots with mining (Tahltan [First] Nation and IISD 2004).

The arrival of European traders on the coast altered these networks, introducing items such as metal, and creating additional demand for and involvement in procurement of furs by Indigenous people in the interior (Albright 1982; MacLachlan 1981). However, both Tahltan people in the interior and their coastal neighbours defended their existing trade networks, by quickly driving out early Hudson's Bay Company explorers and traders who attempted to enter the region from the east or via the coast. The defence of trade arrangements between Indigenous people significantly forestalled efforts by the Hudson's Bay Company to establish interior posts in the region (Albright 1982; Asp 2004; Brown and Cross 2003; Tahltan Tribal Council 1987).

European presence in the interior eventually increased, notably from the mid-nineteenth century onward, when gold discoveries in the Cassiar and Stikine regions attracted miners in substantial numbers (Emmons 1911; Tahltan [First] Nation and IISD 2004). Concurrently, the Hudson's Bay Company were able to build a stronger presence in the interior. These changes created a demand for guides, packers, and provisioners,

[10] "Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

leading some Indigenous people to enter wage employment, typically in combination with traditional economic activities (Adlam 1985; Albright 1982). Even before the region became a thoroughfare for miners travelling to the Yukon during the 1898 Klondike gold rush, big game hunters discovered its potential, creating the foundation for the guide outfitting industry (Adlam 1985; MacLachlan 1981; Stone 2012; Tahltan [First] Nation and IISD 2004).

In the 20th century, guide outfitting continued to be an important activity, although, for much of this period, guide outfitting businesses were settler owned, as were the region's trading posts and stores. The fur trade also continued to be an important element of the region's economy (Albright 1982; McIlwraith 2007; Sheppard 1983). Prospecting and mining continued throughout the early 20th century, including in areas where the historic underground Eskay Creek Mine is located, along with multiple other gold, silver, and copper mining projects. These industries continued to require services from packers, guides, camp hands and other support staff, and these roles were often filled by Indigenous people. However, Indigenous people also continued to pursue traditional land-based economic activities (Adlam 1985; Albright 1982; Sheppard 1983).

In the mid-20th century, increased presence of missionaries created colonial educational institutions. These institutions, alongside trading posts and other services, encouraged a shift to semi-permanent and then permanent Indigenous communities such as Telegraph Creek and Iskut (MacLachlan 1981; Sheppard 1983). Women and children were often more consistently present in the communities, while men maintained a degree of seasonal mobility, both to undertake traditional harvesting and to pursue wage labour opportunities (Higgins 1982; Sheppard 1983).

Construction of the Alaska Highway improved the accessibility of the region during this time frame, and large-scale mining became established with the opening of the Cassiar asbestos mine in the 1950s (Albright 1982). The completion of the Stewart-Cassiar Highway in the 1970s further opened the area for mineral exploration and mining, forestry, tourism, and guide outfitting (McIlwraith 2007; Sheppard 1983). These industries continue to be mainstays of the region's economy today.

The Cassiar mine, metals exploration, and extraction efforts have been criticized for not providing substantive employment and economic benefit to local and Indigenous communities, both by academic writers observing community and industry dynamics in the 1980s (e.g., Sheppard 1983) and by the Tahltan themselves in a 2003 symposium on the mining industry's past and future relationship with the Tahltan people (Tahltan [First] Nation and IISD 2004). The extent to which mines like the Cassiar operation contributed to Indigenous employment and supported Indigenous communities by sharing access to goods and service was also questioned. Among other concerns, the 2003 symposium noted ongoing issues with the need for Indigenous involvement and employment through all stages of the mine lifecycle, including closure, and noted issues with a lack of support for substance use associated with elevated income levels among Indigenous people employed by the mines.

In recent decades, a focus on training and employment opportunities in mining, as well as the development of local businesses and partnerships, has changed the way in which mining and other sectors affect economic conditions for residents of the region, including more substantive efforts to enhance opportunities for Indigenous people and communities (e.g., IDM Mining 2017a, TCG 2022b, 2022c). For many Indigenous people, continued engagement with traditional economic activities is also an important objective, as a means to both harvest food resources and continue meaningful involvement in cultural values and practices (Brown and Cross 2003).

24.4.2.2 Regional Overview

The LAA and RAA overlap, partly or completely, with the administrative boundaries of the Stikine Region and RDKS, and with the RDBN Electoral Area A located in the RAA (Figure 24.3-1). The LAA and RAA also overlap Tahltan Territory and TSKLH Territory; however, members of other Indigenous Nations also live in the region, and its history and economy reflect their presence and influence.

The Stikine Region (located in the north part of the LAA and RAA; Figure 24.3-1) is not incorporated as part of a regional district or municipality due to its historically low population (424 residents in total in 2021). Economic activity in the Stikine Region includes mineral mining, construction work associated with large development projects, and land use activities such as wilderness tourism, trapping, and commercial fishing (Government of BC 2023a). The Red Chris gold and copper mine is one of the key employers in the Stikine Region. Another mineral exploration project in this region is the Silvertip silver-zinc-lead mineral exploration project. The remoteness of the area and challenges for access influence exploration and mining in the Stikine Region, with high metal prices leading to increased resource development activities.

The RDKS (which entails both the LAA and RAA; Figure 24.3-1) is the second largest regional district in BC, and the City of Terrace is its major urban centre, providing access to goods and services for other communities in the RAA. The primary industries in the RDKS include agriculture (mostly in the south of the regional district) and forestry; mineral exploration and mining; electricity generation, including hydroelectric, geothermal, and liquefied natural gas; construction; manufacturing; and tourism-related industries (Statistics Canada 2023a). There are three operating mines in the RDKS that include the Brucejack, Red Chris, and Premier Gold mines. The Brucejack mine and the Red Chris mine are located within Tahltan Territory. There are several projects within the regional district in various stages of development, as described in Section 24.7, Cumulative Effects Assessment. Other large sectors that provide notable employment are those that provide public services such as public administration, education, health care, and social services.

RDBN Electoral Area A (located in the southern part of the RAA; Figure 24.3-1) is the rural area surrounding Smithers, the second largest community in the RAA. Forestry, mineral exploration, and mining, as well as agriculture and tourism are important for RDBN Electoral Area A's economy. The area is also known for world-class steelhead fishing and nearby fishing lodges (RDBN 2023).

Tahltan Territory (located within the LAA and RAA) has mining potential and diverse wildlife habitat. The economy of the Tahltan Nation focuses on generating economic growth and security through business establishment and expansion, particularly in mining, forestry, and tourism (e.g., IDM Mining 2017a; TCG 2021a, 2021b; see also Appendix 21-2, Tahltan Socio-economic Baseline Report). Key sectors include mining, with active relationships between Tahltan businesses and regional industries; forestry, managed by Tahltan Forestry Ltd. with 75,000 cubic metres (m^3) of annual cut licence (TCG 2022d); and guide outfitting, with agreements ensuring royalties and fees (TCG 2023b). Additionally, hunting, trapping, fishing, and plant gathering contribute to tourism-related employment, and the TCG is actively working to grow and diversify the tourism industry, including initiatives like the Tahltan Signage Project and youth engagement in guide outfitting (TCG 2023b).

24.4.3 Characterization of Existing Conditions

This section provides an overview of the existing conditions for the LAA and RAA. Where possible, information is aggregated at the LAA and RAA level; however, for select topics where statistics aggregation

is challenging or not beneficial (e.g., median income and tax revenue) community-relevant detail is presented. Additionally, community-specific detail is provided in the Regional Socio-economic Baseline Report (Appendix 21-1), the Tahltan Socio-economic Baseline Report (Appendix 21-2), and the Socio-economic Baseline Addendum (Appendix 21-4).

24.4.3.1 Demographics

In 2021, the total population of the LAA and RAA was 36,343, representing 0.7% of the provincial population, and showing a 2.1% increase in population from 2016. Of the total, there were 1,826 residents in the LAA, representing an increase of 0.4% from 1,819 in 2016; the RAA population was 34,517 in 2021, representing an increase of 2.2% from 33,774 in 2016. In comparison, population growth on a provincial level was 7.6% over the same period (2016 to 2021). The gender split comprised 51.4% men+ and 48.6% women+ in the LAA, and 50.5% men+ and 49.5% women+ in the RAA (Table 24.4-1), which is different from the overall provincial composition of 49.1% men+ and 50.9% women+. Population and population change from 2016 to 2021 is provided in Table 24.4-1. As described in Chapter 21, Infrastructure and Services Effects Assessment, and in consideration of future trends, the population in the LAA and RAA is projected to grow over the next 20 years (Statistics Canada 2022a).

Statistics on the Indigenous population in the LAA and RAA includes First Nation members or Citizens, and MNBC members. Overall, based on the available statistics from 2021, about 34.3% of the LAA population is First Nation, and 1.4% is Métis, represented by MNBC. This compares to the 3.7% First Nations and 2.0% Métis population for BC. In the RAA, 18.8% of the total population is First Nation, 3.4% is Métis, and 0.6% belong to other groups[11] (Table 24.4-2). For comparison, First Nations represented 19.5% of the LAA and RAA population in 2021, as compared to 24.9% in 2016, while Métis comprised 3.3% of the LAA and RAA population in 2021, as compared to 3.0% in 2016 (Statistics Canada 2017). As such, while the proportion of First Nation members increased from 2016 and 2021, it remained relatively stable for Métis. Regarding future trends, the Indigenous population is projected to grow at a higher pace than the non-Indigenous population.

Table 24.4-1: Population Estimates in the Local Assessment Area and Regional Assessment Area, 2021

Population by Assessment Area	Population in 2021	Population in 2016	Population Percentage Change 2016–2021	Men+ (2021)	Women+ (2021)
LAA	1,826	1,819	0.4%	51.4%	48.6%
RAA	34,517	33,774	2.2%	50.5%	49.5%
Total	**36,343**	**35,593**	**2.1%**	**50.6%**	**49.4%**

Source: Statistics Canada (2023a)

Notes:

LAA = Local Assessment Area; RAA = Regional Assessment Area

% = percent

"Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

[11] 'Other' grouping can include Inuk (Inuit) or multiple responses.

Table 24.4-2: Indigenous Population in the Local Assessment Area and Regional Assessment Area, 2021[1]

Area	Gender	First Nations	Métis	Other[4]	First Nations %	Métis %	Other %
LAA[2]	Total	625	25	0	34.3%	1.4%	0.0%
	Men+[3]	360	10	0	38.7%	1.1%	0.0%
	Women+	305	25	0	34.7%	2.8%	0.0%
RAA	Total	6,480	1,170	190	18.8%	3.4%	0.6%
	Men+	3,135	605	75	18.0%	3.5%	0.5%
	Women+	3,345	555	120	19.6%	3.2%	0.7%
Total	**Total**	**7,105**	**1,195**	**190**	**19.5%**	**3.3%**	**0.5%**
	Men+	**3,495**	**615**	**75**	**19.0%**	**3.3%**	**0.5%**
	Women+	**3,650**	**580**	**120**	**20.3%**	**3.2%**	**0.7%**

Source: Statistics Canada (2023a)

Notes:

LAA = Local Assessment Area; RAA = Regional Assessment Area

% = percent

[1] Indigenous identity for the population in private households is based on the 25% sample data, and statistics are randomly rounded to 0 or 5. For this reason, the sum of numbers may not add up to the expected total. The estimates in this table mirror the estimates shown in the 2021 Census of Population for each community, and the totals have not been adjusted.

[2] For the LAA, information on Indigenous identity is not available for Telegraph Creek 6A, Good Hope Lake and Kitimat-Stikine A.

[3] "Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

[4] The "Other" category includes multiple responses or Indigenous responses not included elsewhere.

CIRNAC reports that, as of August 2023, the Tahltan Nation had 2,094 registered members, including 156 males and 131 females living on Tahltan Nation reserves; and Nisga'a Nation Villages had a registered population of 6,095, including 1,091 males and 958 females living in Nisga'a Nation Villages (CIRNAC 2023; see Appendix 21-4, Socio-economic Baseline Addendum, for details). It should be noted that the actual population of Indigenous Nations might be different from what is reported by CIRNAC. For example, according to the Tahltan Nation's website (TCG 2023a), the Tahltan Nation reports that there are 5,000 members, while the Nisga'a Nation reports that there are more than 6,838 individuals who live in the Nisga'a Villages of Gingolx, Laxgalts'ap, Gitwinksihlkw, and G'tlaxt'aamiks (Nisga'a Lisims Government [NLG] n.d.).

Visible minority populations in the LAA and RAA include people of South Asian, Chinese, Black, Filipino, Latin American, Korean, and Japanese descent. Information about visible minorities in the LAA and RAA is provided in Table 24.4-3. Overall, in 2021, visible minorities represented 6.0% of the LAA and RAA population, as compared to 4.6% in 2016 (Statistics Canada 2017, 2023a). As a reference or point of comparison for the visible minority populations in the LAA and RAA, in BC, 34.4% of the total population identified as visible minority in 2021, as compared to 30.3% in 2016. As such, it appears that the visible minority population in the LAA and RAA, and in BC overall, is growing, both in numbers and as a percentage of the total population (Statistics Canada 2017, 2023a).

Table 24.4-3: Visible Minorities in the Local Assessment Area and Regional Assessment Area, 2021[1]

	Gender	Total Visible Minority	% of Total Population	South Asian	Chinese	Black	Filipino	Latin American	Korean	Japanese	Other
LAA	Total	50	2.7%	0	20	0	0	0	0	0	0
	Men+[2]	10	1.1%	0	0	0	0	0	0	0	0
	Women+	20	2.3%	0	20	0	0	0	0	0	0
RAA	Total	2,125	6.2%	940	175	150	360	85	95	110	60
	Men+	1,130	6.5%	590	80	80	150	10	40	60	35
	Women+	995	5.8%	355	95	70	215	45	45	40	0
Total	**Total**	**2,175**	**6.0%**	**940**	**195**	**150**	**360**	**85**	**95**	**110**	**60**
	Men+	**1,140**	**6.2%**	**590**	**80**	**80**	**150**	**10**	**40**	**60**	**35**
	Women+	**1,015**	**5.7%**	**355**	**115**	**70**	**215**	**45**	**45**	**40**	**0**

Source: Statistics Canada (2023a)

Notes:

LAA = Local Assessment Area; RAA = Regional Assessment Area

% = percent

[1] Visible minority population in private households is based on the 25% sample data, and statistics are randomly rounded to 0 or 5. For this reason, the sum of numbers may not add up to the expected total. The estimates in this table mirror the estimates shown in the 2021 Census of Population (Statistics Canada 2023a) for each community, and the totals have not been adjusted. The 2021 Census of Population did not report visible minorities in the District of Stewart and Village of Hazelton.

[2] "Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

24.4.3.2 Education

Educational attainment statistics are gathered in relation to the highest certificate, diploma, or degree that is obtained by a person aged 15 years or older and living in a private household. Educational attainment for the population aged 15 years and over in private households is provided in Table 24.4-4. Overall, a higher percentage of the population in the LAA has no certificate, diploma, or degree, as compared to the RAA and to BC. In the LAA, 32.4% of men+ and 25.2% of women+, had no certificate, diploma, or degree. In the RAA, the percentage of the population with no certificate, diploma, or degree was 19.9% of men+ and 16.9% of women+, compared to 14.3% and 12.7%, respectively, for BC (Statistics Canada 2023a). In the LAA, a high school diploma (as the highest level of educational attainment) was held by 28.8% of men+ and 37.4% of women+; in the RAA, this is 29.4% and 32.5%, respectively. In BC, a high school diploma was held by 29.8% of men+ and 29.2% of women+ (Statistics Canada 2023a). Post-secondary education was held by 38.7% of men+ and 37.4% of women+ in the LAA; and in the RAA, this is 50.8% and 50.8%, respectively, compared to 55.9% and 58.1%, respectively, for BC (Statistics Canada 2023a). Gender-based trends in the LAA, RAA, and BC follow a similar pattern: men+ are more likely to have an apprenticeship or trades certificate or diploma or a doctorate, while women+ are more likely to have a high school diploma or equivalency certificate or a college or a university degree (excluding doctorate degrees).

Table 24.4-4: Highest Certificate, Diploma or Degree for the Population Aged 15 Years and Over in Private Households in the Local Assessment Area and Regional Assessment Area, 2021[1]

Characteristic	LAA			RAA			Total		
	Total	Men+2	Women+	Total	Men+	Women+	Total	Men+	Women+
Total	1,080	555	535	27,880	14,075	13,790	28,960	14,630	14,325
No certificate, diploma, or degree	320	180	135	5,115	2,795	2,335	5,435	2,975	2,470
High (secondary) school diploma or equivalency certificate	345	160	200	8,620	4,135	4,480	8,965	4,295	4,680
Post-secondary certificate, diploma, or degree	440	240	200	14,135	7,145	7,000	14,575	7,385	7,200
Post-secondary certificate or diploma below bachelor level	315	190	135	9,130	5,025	4,110	9,445	5,215	4,245
Apprenticeship or trades certificate or diploma	110	85	15	3,245	2,615	610	3,355	2,700	625
Non-apprenticeship trades certificate or diploma	55	45	10	1,225	840	370	1,280	885	380
Apprenticeship certificate	40	45	0	2,015	1,775	230	2,055	1,820	230
College, CEGEP, or other non-university certificate or diploma	175	50	105	5,100	2,080	3,015	5,275	2,130	3,120
University certificate or diploma below bachelor level	15	0	15	800	325	470	815	325	485
Bachelor's degree or higher	125	50	60	5,025	2,125	2,885	5,150	2,175	2,945
Bachelor's degree	85	35	40	3,255	1,320	1,950	3,340	1,355	1,990
University certificate or diploma above bachelor level	10	0	10	345	165	190	355	165	200
Degree in medicine, dentistry, veterinary medicine, or optometry	0	0	0	205	115	80	205	115	80
Master's degree	20	10	10	1,085	465	605	1,105	475	615
Earned doctorate	0	10	0	105	55	40	105	65	40

Source: Statistics Canada (2023a)

Notes:

CEGEP = College of General and Professional Teaching; LAA = Local Assessment Area; RAA = Regional Assessment Area

% = percent

[1] Population aged 15 years and over by highest level of education is based on the 25% sample data, and statistics are randomly rounded to 0 or 5. For this reason, the sum of numbers may not add up to the expected total. The estimates in this table mirror the estimates shown in the 2021 Census of Population (Statistics Canada 2023a) for each community, and the totals have not been adjusted.

[2] "Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

In 2016, 23.5% of the LAA and RAA population had no certificate, diploma, or degree; 28.5% of the population had a high school diploma or equivalent, and 48.0% had a post-secondary degree. While in 2021, 18.8% of the LAA and RAA population had no certificate, diploma, or degree; 31.0% had a high school diploma or equivalent, and 50.3% had a post-secondary degree. In consideration of the above statistics and limited ability to determine trend, future changes related to educational attainment are challenging to predict (Statistics Canada 2017, 2023a).

Common barriers to education in more remote communities in BC include limited in-community training and a lack of access to educational and training facilities, lack of personal and public transportation options, lack of financial means, concerns over discrimination and racism, not wanting to be away from their home community or family, and a lack of motivation (BC Gov News n.d.; McKeown et al. 2018; Pathways to Education n.d.).

Available information from the Engaged Indigenous Nations indicates a strong and sustained interest in overcoming a number of the mentioned challenges, and efforts include strategic programming to equip participants for roles relevant to the region's industries, as well as for Indigenous and other government roles. For example, the TCG has worked with Contact North BC to provide remote learning options for post-secondary courses in Tahltan communities (e.g., TCG 2022b) and organizes an array of training opportunities in ecology and safety for their Guardians Program employees (e.g., TCG 2021c).

Gender-based Analysis Plus Highlight

Education data for men+ and women+ are discussed above, as are common barriers to education in remote BC communities and a high-level summary of actions proposed by Engaged Indigenous Nations to address educational barriers. Supplementary information for diverse subgroups, including women, Indigenous people, and residents from rural and remote communities is presented below.

Indigenous individuals living in non-reserve communities within the areas of the socio-economic RAA with data available (Bulkley-Nechako Electoral Area A, Kitimat-Stikine, Stikine Region, Terrace, and Smithers) have notably lower educational attainment than non-Indigenous individuals living in the same areas (Appendix 20-3, Diverse Subgroups Existing Conditions Supplement). For the total population of Indigenous respondents (i.e., not disaggregated by gender or specific Indigenous identity), rates of "no certificate, diploma, or degree" as the highest level of educational attainment were more than double the rates for non-Indigenous respondents in most communities. Similarly, for most geographies within the RAA with data available, non-Indigenous respondents had nearly quadruple the rates of achieving a bachelor's degree or higher. For the overall population of the RAA, women typically have higher levels of educational attainment than men, except for attainment of apprenticeship or trades certificates and diplomas. This holds true for Indigenous women and men, although there are still large gaps in attainment between Indigenous and non-Indigenous women (Appendix 20-3, Diverse Subgroups Existing Conditions Supplement). The discrepancies in educational attainment are attributed to the legacy of residential schools, inadequate funding, and culturally irrelevant curricula, particularly for students on reserve (Layton 2023).

Additionally, GBA Plus Workshop participants noted that accessing education is challenging for rural and remote residents due to transportation barriers (e.g., lack of public transit, no access to a car), which make it difficult to access larger communities where education and training facilities are available. The NLG 2019 "Labour Market Gaps Research: Overview and Preliminary Recommendations" report echoes comments from workshop participants, as employers and respondents alike noted that barriers to hiring Indigenous employees include a lack of driver's licence (which may contribute to inability to

access training) and lack of training (NLG 2019). However, this report also notes that despite interest in skill development reported by Indigenous employees, most employers reported they did not offer programs for career progression and/or advancement opportunities, or retention strategies specifically tailored to Indigenous employees (NLG 2019).

According to interviews conducted in the LAA and RAA, as described in Section 24.4.1, Information Sources, there are a number of programs to provide skills training for women and Indigenous people in the region. While there are strong local programs to promote inclusion, interviewees based in Terrace said that uptake is an issue (i.e., simply because a program exists does not mean it will be attended; City of Terrace, pers. comm., 2024). Anxiety and poor social skills, especially among young people, often influence an individuals' ability to leverage opportunities (Terrace WorkBC Centre, pers. comm., 2024).

24.4.3.3 Labour Force and Employment

Table 24.4-5 shows the demographic composition of labour force in the LAA and RAA in 2021. In 2021, the LAA had 630 workers in the labour force,[12] with an average participation rate[13] of 58.1% (60.4% for men+ and 55.1% for women+). In the RAA there was a labour force of 18,680 workers, with an average labour force participation rate of 67.0% (70.0% for men+ and 63.1% for women+). This compares to the overall participation rate of 63.3% for BC, which is 67.3% for men+ and 59.4% for women+ (Table 24.4-5; Statistics Canada 2023a).

Table 24.4-5: Labour Force in the Local Assessment Area and Regional Assessment Area, 2021[1]

Category	LAA			RAA			Total		
	Total	Men+[2]	Women+	Total	Men+	Women+	Total	Men+	Women+
In the labour force	630	335	295	18,680	9,990	8,700	19,310	10,325	8,995
Participation Rate	58.1%	60.4%	55.1%	67.0%	71.0%	63.1%	66.7%	70.6%	62.8%
Employment Rate	53.9%	56.8%	52.3%	61.3%	64.6%	58.0%	61.0%	64.3%	57.8%
Unemployment Rate	7.9%	6.0%	6.8%	8.5%	9.0%	7.9%	8.5%	8.9%	7.8%

Source: Statistics Canada (2023a)

Notes:

LAA = Local Assessment Area; RAA = Regional Assessment Area

% = percent

[1] Population aged 15 years and over by labour force status is based on the 25% sample data, and statistics are randomly rounded to 0 or 5. For this reason, the sum of numbers may not add up to the expected total. The estimates in this table mirror the estimates shown in the 2021 Census of Population (Statistics Canada 2023a) for each community, and the totals have not been adjusted. Labour force refers to the population 15 years of age and over who were either employed or unemployed during the week of 2 May to 8 May 2021, while participation rate informs on the percentage of that group relative to the entire population 15 years of age and over. Unemployment rate informs on the proportion of the labour force that was unemployed during the same period.

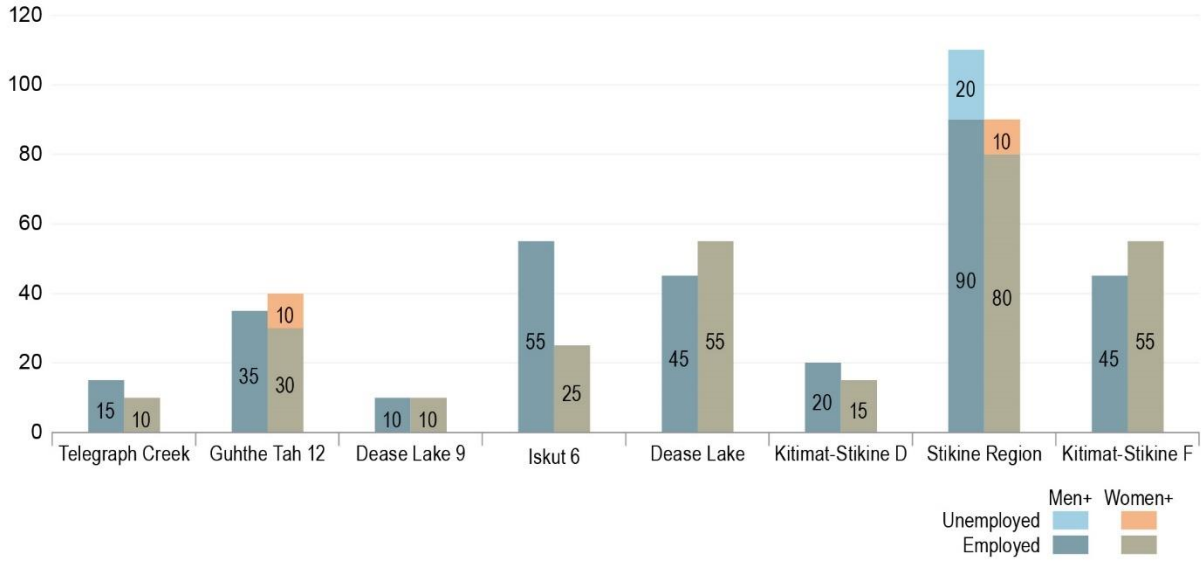
[2] "Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

[12] Labour force refers to population 15 years of age and over who were either employed or unemployed during the week of 2 to 8 May 2021.

[13] Participation rate is the labour force as a percentage of the entire population 15 years of age and over.

While participation rates in the LAA in 2021 fell below provincial averages, those in the RAA exceeded the provincial averages for total, men+ and women+ (Table 24.4-5). In comparison, in 2016, 65.9% of the LAA and RAA population and 63.9% of BC population participated in the labour force (Statistics Canada 2017).

Fifty residents were unemployed in the LAA in 2021, with an overall unemployment rate of 7.9%. Due to census sampling methods, small population sizes, and random rounding applied to census statistics, the total unemployment rate was calculated at 6.0% for men+ and 6.8% for women+. Another 1,595 residents were unemployed in the RAA, and the area had an unemployment rate of 8.5% (9.0% for men+ and 7.9% for women+). This compares to the overall unemployment rate of 8.4% for BC (8.2% for men+ and 8.6% for women+). Overall, high participation rates, with unemployment rates exceeding the provincial average, indicate that residents of the LAA and RAA communities have the desire to work. Notwithstanding, within the LAA and RAA, there are insufficient employment opportunities and/or a mismatch of existing skills for the available jobs. The number of employed and unemployed LAA and RAA community members by gender is provided on Figures 24.4-1 and 24.4-2.



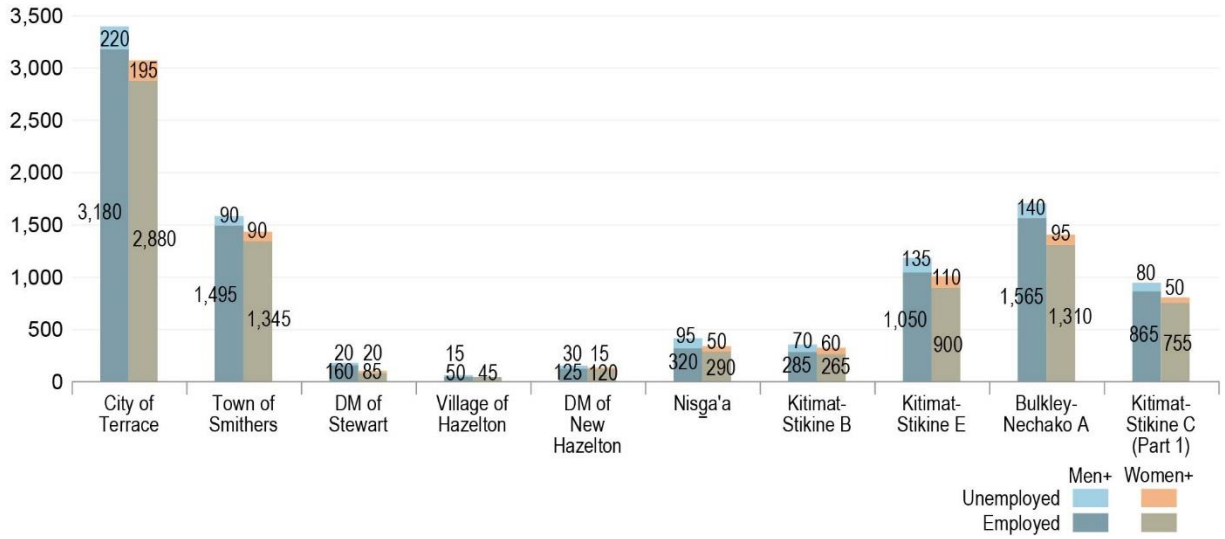
Source: Statistics Canada (2023a)

Notes:

"Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

Communities missing from these charts had no data for this indicator and are thus not included. Information on the number of employed and unemployed people is based on the 25% sample data from the 2021 Census of Population, and thus, estimates are randomly rounded to 0 or 5. ***Unemployed*** *refers to persons who, during the week of Sunday 2 May 2021 to Saturday 8 May 2021, were without paid work or without self-employment work.* ***Employed*** *refers to those who, during the same reference period, had a labour force status of "employed".*

Figure 24.4-1: Number of Employed and Unemployed by Community / Electoral Area, 2021 (Local Assessment Area)



Source: Statistics Canada (2023a)

Notes:

DM = District Municipality

"Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

Communities missing from these charts had no data for this indicator and are thus not included. Information on the number of employed and unemployed people is based on the 25% sample data from the 2021 Census of Population, and thus, estimates are randomly rounded to 0 or 5. ***Unemployed*** *refers to persons who, during the week of Sunday 2 May 2021 to Saturday 8 May 2021, were without paid work or without self-employment work.* ***Employed*** *refers to those who, during the same reference period, had a labour force status of "employed".*

Figure 24.4-2: Number of Employed and Unemployed by Community Electoral Area, 2021 (Regional Assessment Area)

By industry and for the LAA and RAA, unemployment rates are available for the North Coast and Nechako economic regions. Available data suggests that the unemployment rate in forestry and logging (and supporting activities) varied from a low of 1.6% in 2016 to a high of 2.4% in 2017. In 2021, the unemployment rate in forestry and logging was 1.9%. For construction, the unemployment rate reached 5.0% in 2014, falling to 3.6% in 2021. Similar statistics were not available for mining, nor for oil and gas extraction (Statistics Canada 2023a).

In 2016, the unemployment rate in the LAA and RAA was 12.4%, while in 2021, the unemployment rate was 8.5% (Statistics Canada 2017, 2023a). While short-term forecasts (e.g., less than 1 year) can provide insights into future unemployment, it is challenging to predict long-term trends in unemployment in the LAA and RAA. The rates are expected to both rise and fall depending on the economic activity, labour demand versus labour supply, and other conditions (Ercolao 2024).

The mobility status for the labour force is defined as the status of a person with regard to their place of residence on the reference day in relation to their place of residence on the same date 5 years earlier. When looking at the mobility status of the labour force in 2016 as compared to 2021, of those in the labour

force in the LAA and RAA,[14] 55.9% were non-movers, with the remaining 16.6% representing non-migrants movers and 27.5% representing migrants movers in 2021[15] (Statistics Canada 2023f).

Major industries in the LAA include public administration (21.4%), mining or other natural resources (16.8%), construction (12.2%), and retail (10.7%). In the RAA, health care and social assistance (14.2%), retail trade (11.7%), construction (10.3%), and educational services (8.2%) had the highest share of labour force by industry, while manufacturing comprised 4.9%, and mining, quarrying, and oil and gas extraction comprised 2.9% of the RAA's labour forces. This compares with BC's overall trends of employment being focused within health care and social services (12.0%), retail trade (11.3%), professional and scientific occupations (9.0%), and construction (8.8%).

There are broad gender differences in the labour force, where men+ are more likely to be employed in mining and other natural resources, construction, and transportation and warehousing, while women+ are documented as working more in education, health care and social assistance, and public administration (Statistics Canada 2023a; see also Appendix 21-4, Socio-economic Baseline Addendum Report).

In consideration of most common occupations, 29.8% of labour force within the LAA was associated with trades, transport, and equipment operator occupations (mostly held by men+), and 16.8% with occupation in education; law; and social, community, and government services (majority held by women+). In the RAA, 23.8% of the labour force was associated with trades, transport, and equipment operator occupations (also with most employment held by men+) and 22.2% with sales and services occupations (with a slight majority of employment by women+). Provincially, most common occupations include sales and services (25.1%); trades, transport, and equipment operator occupations (17.7%); and business, finance, and administration (16.8%; Statistics Canada 2023a; see also Appendix 21-4, Socio-economic Baseline Addendum Report).

By industry, in 2020 (a reference year used in the 2021 Census of Population),[16] the LAA had 40 people who did not work (were unutilized), who had skills in the public sector, health care and social work, administrative and support services, waste management services, and remediation services (Figure 24.4-3). The RAA had 715 people who did not work in 2020; this included 20 unemployed workers who had skills in mining and 70 unemployed workers with skills in construction, with the remaining unemployed people in other industries (Figure 24.4-3; Statistics Canada 2023g).[17] In addition to this, there was also a sizable portion of the labour force that was underutilized (workers who worked part-year or part-time) in 2020 in the LAA and RAA. In total, and associated with all industries, the LAA and RAA had (Figure 24.4-3):

- 345 men+ and 410 women+ who did not work in 2020;
- 3,500 men+ and 3,675 women+ who worked part-year or part-time in 2020; and

14 Statistics for this indicator are only available at the regional district level, and as such, the presented statistics are based on data for the Stikine Region and the RDKS, but do not include RDBN Electoral Area A.

15 The connection between mobility and unemployment/labour force lies in the ability of individuals to move elsewhere in response to job opportunities, which can impact employment rates and labour market dynamics. For example, high mobility allows workers to relocate to areas with better job prospects, thereby reducing unemployment rates and balancing labour supply and demand across regions, while low mobility can lead to higher unemployment in areas with fewer job opportunities.

16 Collected as part of the 2021 Census of Population, refers to the 2020 calendar year to track the status of those in the labour force who did not work in 2020, who worked part-year or part-time in 2020, or who worked full-year or full-time in 2020.

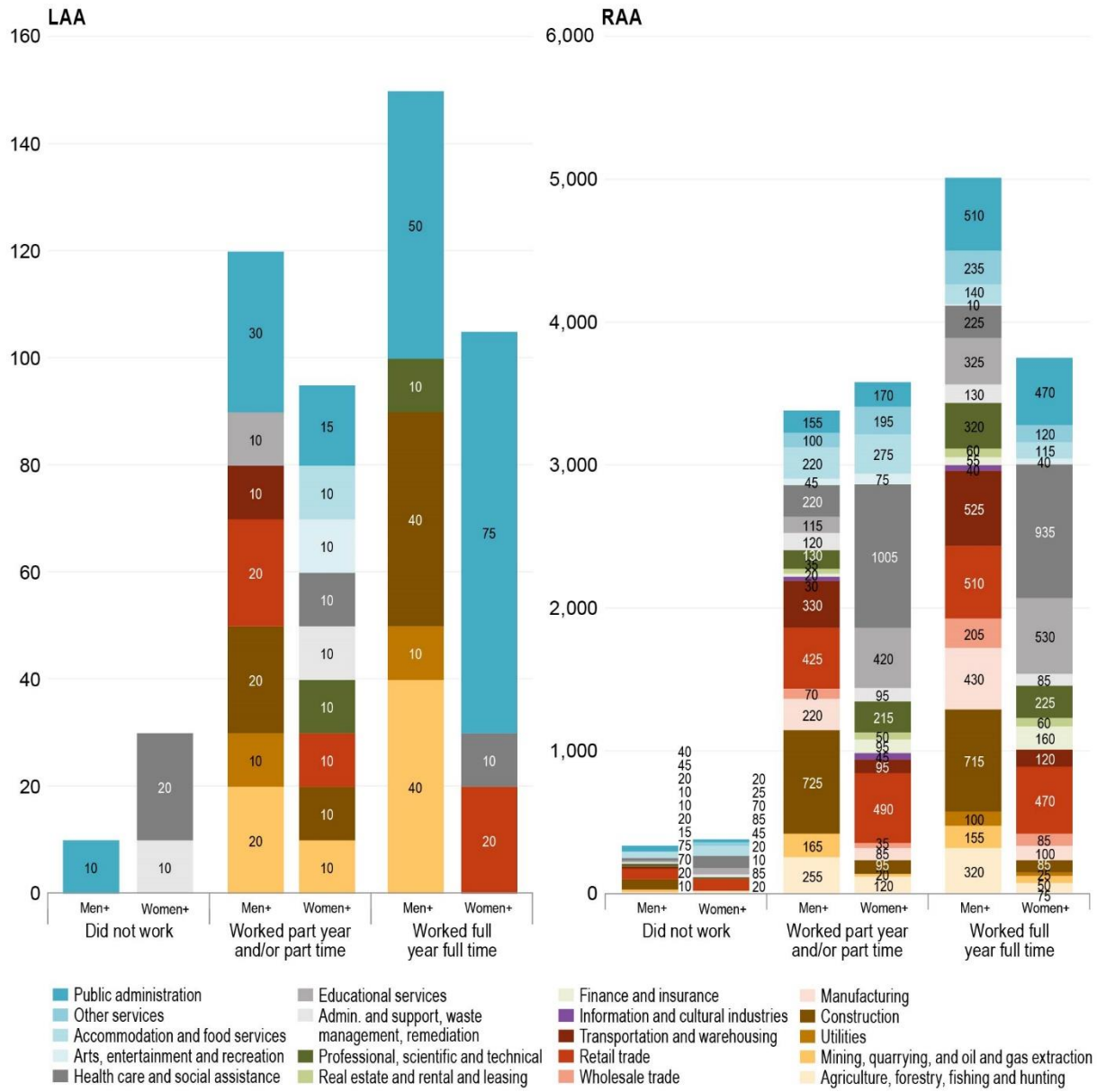
17 The status of "did not work" in 2020 shows the total number of people who did not work that year, while the number of unemployed people or the unemployment rate was measured during the week of 2 to 8 May 2021.

- 5,160 men+ and 3,855 women+ who worked full-year, full-time in 2020.

By educational attainment, those with no certificate or a high school diploma were more likely to be unemployed; however, there were records of people with a post-secondary education who were unemployed. In the LAA, there were also 10 unemployed people with an apprenticeship or a trade certificate. In the RAA, there were 120 unemployed people with an apprenticeship or trade certificate, 250 with a college or other degree, and 75 with a bachelor's degree or higher (Statistics Canada 2023g; Appendix 21-4, Socio-economic Baseline Addendum Report).

Factors that limit active or successful participation of residents in the labour force and resulting earning potential include a lack of well-paying jobs, lack of education and training, and the remoteness of small communities (Appendix 21-4, Socio-economic Baseline Addendum Report). Additional societal factors such as racism, discrimination, and poverty, and individual factors such as level of self-esteem or family stability, can also influence the opportunity for employment, as well as the salary that is offered (Indigenous Corporate Training Inc. 2019; Kaur 2024). Other issues that can influence and weaken the labour force in the LAA and RAA are socio-economic problems such as the lack of adequate housing, poor quality education, and the increase of homelessness and addiction (Terrace WorkBC Centre, pers. comm., 2024). Intergenerational trauma is an important societal factor that, in addition to other barriers to education and employment, can also influence the successful participation of Indigenous people in the labour market.

Regarding future trends, public administration, health care, social assistance, education, mining or other natural resources, construction, and retail will likely remain as important industries in the LAA and RAA. However, considering the potential projects described in Section 24.7.2, Potential Cumulative Effects and Mitigation, it is possible that a larger share of the LAA and RAA workforce and economic activity could be focused on mining and natural gas developments. The Labour Market Outlook prepared for BC in 2023 suggests that the construction industry will add 7,000 new jobs in specialty trade contractors between 2023 and 2033, but that no additional jobs will be created in heavy and civil engineering construction; all other jobs created in the industry will come from replacement of exiting workers as current workers retire. The construction industry is also forecasted to grow by 0.5% per year (2023 to 2033), compared to the overall growth rate of 1.2% for all industries. For mining, 1,500 jobs will be created in BC between 2023 and 2033, and another 700 new jobs will be created in industries that support mining operations. The estimated annual growth rate for mining in BC is 0.9% (Government of BC 2023g). The Labour Market Outlook for BC does not specifically address or forecast the expected labour shortages. The Province of BC has rolled out plans in 2023 (e.g., StrongerBC future skills grant) to tackle labour shortages with a new skills training plan that provides grants to cover tuition fees for in demand jobs. Other measures of this plan include rapid response training, re-education to re-train or train-up for new jobs, connecting schools and education programs to work opportunities, streamlining and improving recognition of foreign credential, and reducing barriers to training and employment for Indigenous people (Government of BC 2024a). "Canada Starts Here: The BC Jobs Plan" provides further provisions to create jobs in every BC community and to provide suitable training and skills for the jobs of tomorrow (Government of BC 2011a).



Source: Statistics Canada (2023h)

Notes:

LAA = Local Assessment Area; RAA = Regional Assessment Area

"Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

Labour force aged 15 years and over by industry–25% sample data. Data are not available for all communities. Work activity during the reference year refers to whether or not a person 15 years or over worked during the reference year. For those who did work, this refers to the number of weeks in which the person worked for pay or in self-employment during the reference year at all jobs held, even if only for a few hours, and whether these weeks were mostly full-time (30 hours or more per week) or mostly part-time (less than 30 hours per week). The statistics in this figure are provided in a table layout in Appendix 21-4, Socio-economic Baseline Addendum Report.

Figure 24.4-3: Work Status by Gender and Industry in the Local Assessment Area and Regional Assessment Area, 2020

Gender-based Analysis Plus Highlight

Labour force and employment data for men+, women+, and Indigenous people living on reserve are discussed above. Supplementary information for diverse subgroups, including women, Indigenous women, single parents and lone caregivers, low-income households, and Indigenous youth is as described below.

Career choice remains a highly gendered issue: while the percentage of women in natural resource extraction and trades occupations is increasing in BC, men continue to dominate natural resources and trades-focused occupations. By contrast, women generally occupy positions in healthcare, education, and public administration.

A wide variety of factors drive the gender gap in natural resources and trades-focused occupations. As noted in Section 24.4.3.2, Education, women are generally less likely to pursue employment in mining or resource-related industries as they often lack relevant skills and have constrained ability to access training. Participants of the GBA Plus Workshop (see Appendix 20-3, Diverse Subgroups Existing Conditions Supplement), noted that some women in the LAA and RAA experience socio-cultural barriers to employment, such as being engaged in full-time domestic labour (e.g. childrearing and caring for elderly relatives). GBA Plus Workshop participants conveyed a view that women are often offered undesirable positions when trying to join the labour force, including positions that involve rotational and/or contract work (Appendix 20-3, Diverse Subgroups Existing Conditions Supplement). In the case of single parents and/or low-income families pursuing full-time employment, additional barriers include the inability to afford childcare.

GBA Plus Workshop participants noted that within domestic roles, some Indigenous women in caregiving roles may be influenced by different opinions concerning industrial development. Participants noted that Indigenous Elders are more likely to have negative views concerning land-based developments, while youth are more often in favour of developments. Participants further noted that Indigenous women taking care of older relatives may be influenced by less favourable views on industrial development (Appendix 20-3, Diverse Subgroups Existing Conditions Supplement).

Mining industry in BC is male dominated, with discrimination and harassment of women and gender-diverse employees being widely documented (Hoogeveen et al. 2021). Gender-based violence and harassment in resource extraction industries are also commonly recognized as a barrier to women's employment (Mining Industry Human Resources Council 2016), with these experiences being especially prevalent for Indigenous women (Stienstra et al. 2017; Koutouki et al. 2018; Native Women's Association of Canada 2008). GBA Plus Workshop participants also discussed gender-based violence, harassment, and tokenism affecting women employed in mining, both within the workplace and the household. Participants also mentioned that women in communities near mining operations who are not directly employed by projects have had similar experiences (Appendix 20-3, Diverse Subgroups Existing Conditions Supplement). Based on national data, Indigenous women from 25 to 34 years old are more likely to have experienced gender-based violence, as compared to non-Indigenous women. This may further discourage young Indigenous women from applying for jobs in mining, despite the overall elevated interest of this age group in the industry, as compared to other age groups (Women and Gender Equality Canada 2023).

24.4.3.4 Working Conditions and Economic Concerns

Working conditions can include work organization, work activities, training, skills, employability, health and safety, well-being, working time, compensation, and work-life balance. While working conditions are generally different for different industries and workplaces, some working conditions are highly regulated in Canada. For example, the Government of BC, through the *Employment Standards Act* (RSBC 1996, c 113), sets employment standards for payment, compensation, paid time off, and working conditions for most workplaces. At the same time, the government promotes open communication, fair treatment, and work-life balance for employees (Government of BC 2023b). The BC Human Rights Code and BC Human Rights Tribunal define and protect the basic rights of everyone in BC, prohibit discrimination in hiring and on-the-job harassment, and require equal pay regardless of gender. The BC Labour Relations Code guides union activities in workplaces and shapes labour relations, while WorkSafeBC sets health and standard requirements (WorkBC 2023). Compensation is typically determined by a mix of skills, experiences, demand, industry, and other factors; at the time of writing this chapter, the minimum wage in BC was $17.40 per hour (implemented at that value on 1 June 2024).

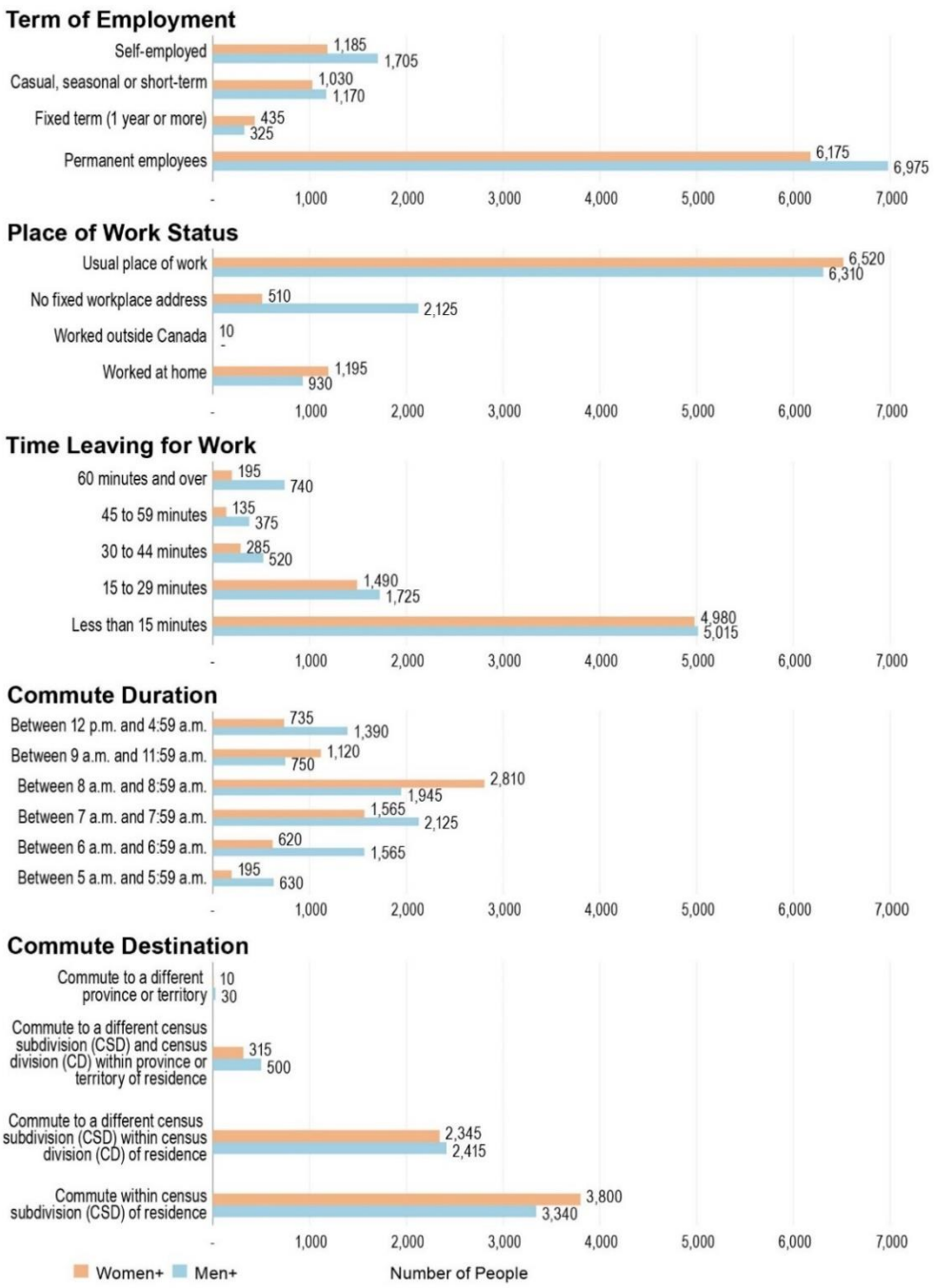
Figure 24.4-4 provides information on the types of employment held by workers residing in the LAA and RAA, as well as working conditions (e.g., location of employment, duration of travel). As shown by type, most employment in the LAA and RAA includes permanent employment, and women+ are more likely to be on a fixed 1-year contract. The data show that men+ are more likely to have no fixed workplace address, which is often associated with employment in industries that require worker mobility, such as construction, forestry, or transportation, whereas women+ are more likely to work from home. Most employed people require less than 30 minutes to get to work, although men+ are more likely to require more time and are more likely to have to start the commute or workday by 6:00 am. The data show that many workers commute and work outside of their community of residence (Statistics Canada 2023a).

Differences in gender-driven expectations associated with work and working conditions in the LAA and RAA are expected to be similar to those experienced in the rest of BC and Canada, with both men+ and women+ participating in the labour force; however, surrogate mothers, birth parents, and primary parents are finding that their employment is contingent on and impacted by childbearing, childcare-related obligations, and/or parent-driven distribution of such responsibilities.

While improvements are constantly made to working conditions, both via the regulatory process at the provincial and federal level, and through health and safety and human resource policies introduced at a company level, the differences in working conditions in different industries and businesses make it challenging to comprehensively describe the working environment and aspects of terms and conditions of employment for residents in the LAA and RAA.

Gender-based Analysis Plus Highlight

Working conditions and economic concerns data for men+ and women+ are described above. Interviews conducted in the LAA and RAA also referenced a higher number of men+ in seasonal employment, as well as in employment outside of their community of residence. Where men in natural resources and/or trades employment are required to do shift or rotational work (e.g., fly-in/fly-out operations), women are often left to handle family responsibilities, reinforcing traditional gender roles (City of Terrace, pers. comm. 2024).



Source: Statistics Canada (2023a)

Notes:

CD = census division; CSD = census subdivision; LAA = Local Assessment Area; RAA = Regional Assessment Area

"Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

Labour force aged 15 years and over by industry—25% sample data. Data are not available for all communities.

Figure 24.4-4: Work by Type, Location, Time Leaving for Work, Commute Duration, and Commute Destination in the Local Assessment Area and Regional Assessment Area (Measured as the Number of Residents in Each Category), 2021

24.4.3.5 Income and Wages

Economic well-being can be measured by the level of income residents earn and wage equality. In the LAA, the median total income for 2020 statistics is only available for Iskut 6 and the Stikine Region. In the RAA, the median total income for 2020 is available for most communities, except for the Village of Hazelton (for community-level details refer to Appendix 21-4, Socio-economic Baseline Addendum Report). Based on the available information, the median total income in the LAA was $37,035 ($45,367 for men+ and $34,684 for women+), while in the RAA it was $43,799 ($52,688 for men+ and $37,943 for women+).[18] The median total income for BC is $40,800 ($47,200 for men+ and $36,000 for women+), which exceeds the LAA median but falls below the median total income in the RAA (Statistics Canada 2023a).

The median employment income[19] for full-year, full-time workers in 2020 is provided on Figure 24.4-5. Women+ tended to earn lower incomes compared to men+; this is the case in the LAA, RAA (except for the District Municipality of New Hazelton [part of the RAA]), and in BC. Men+ in several communities and Electoral Areas had incomes above the provincial median, while incomes for women+ were generally at or below the provincial median. Women+ were more likely to have wages in an income category below $60,000, and men+ were more likely to be in an income group above $60,000. This generalization was documented for residents in the LAA, RAA, and BC (Statistics Canada 2023a; Appendix 21-4, Socio-economic Baseline Addendum).

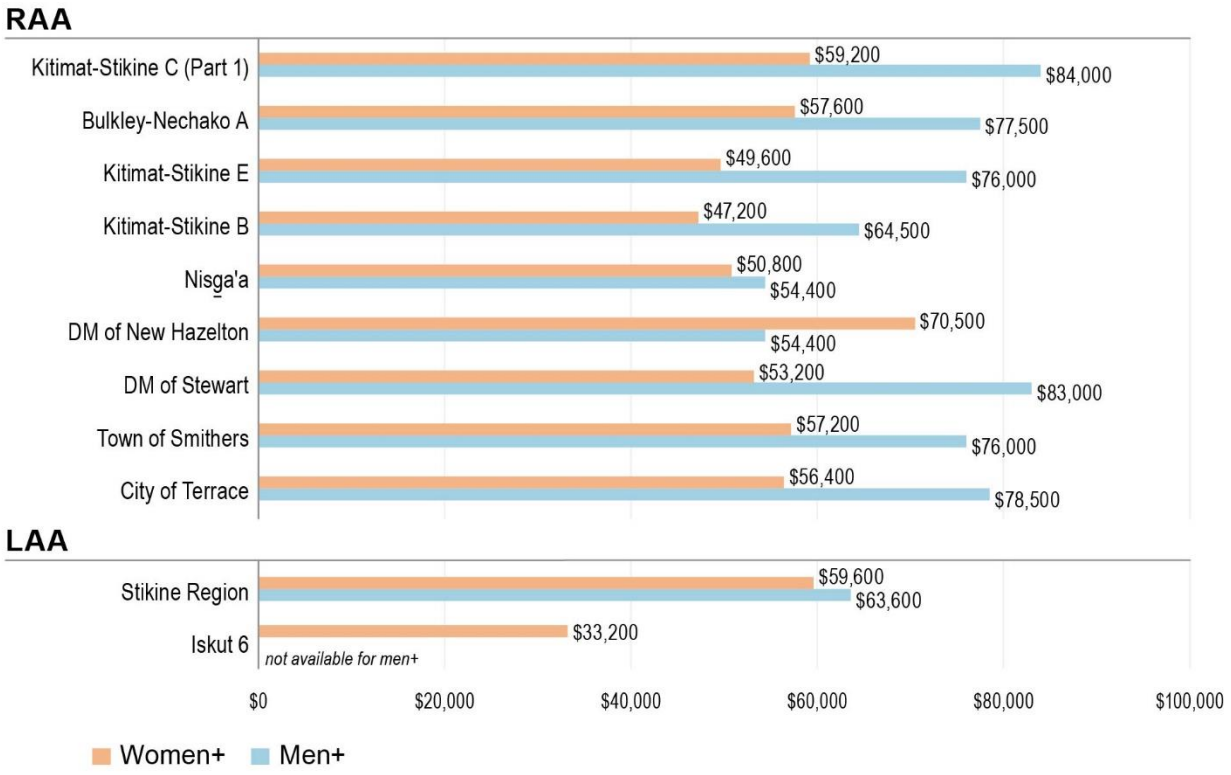
The gender income gap can be attributed to several interacting variables, including educational attainment, income lost due to maternity leave, household responsibilities (e.g., childcare), occupational preferences, and community economic structures. For example, the data indicate that women+ are less likely to work in a reference year or work fulltime in the LAA, RAA, and BC; men+ are more likely to be employed in industries or occupations that offer salaries that are more than $60,000 (Statistics Canada 2023a; Appendix 21-4, Socio-economic Baseline Addendum).

In BC, the average wages in mining and quarrying are estimated at $93,388 for hourly employees and $117,582 for salaried employees; for the construction sector, wages are respectively $71,227 and $88,695, respectively; while in logging, average wages are estimated at $78,579 for hourly employees and $90,416 for salaried employees[20] (Statistics Canada 2023d).

[18] Calculated based on a weighted average for communities.

[19] Statistics Canada defines employment income as “all income received as wages, salaries and commissions from paid employment and net self-employment income from farm or non-farm unincorporated business and/or professional practice during the reference period.”

[20] For employees in mining and quarrying, this is calculated by using average weekly earnings of $1,791/week for hourly employees and $2,255/week for salaried employees; for the construction sector, average weekly wages are respectively $1,366/week for hourly employees and $1,701/week for salaried employees; for logging, average weekly wages are estimated at $1,507/week for hourly employees and $1,734/week for salaried employees.



Source: Statistics Canada (2023a)

Notes:

DM = District Municipality; LAA = Local Assessment Area; RAA = Regional Assessment Area

$ = dollar

$ amounts given in Canadian dollar (CDN).

"Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

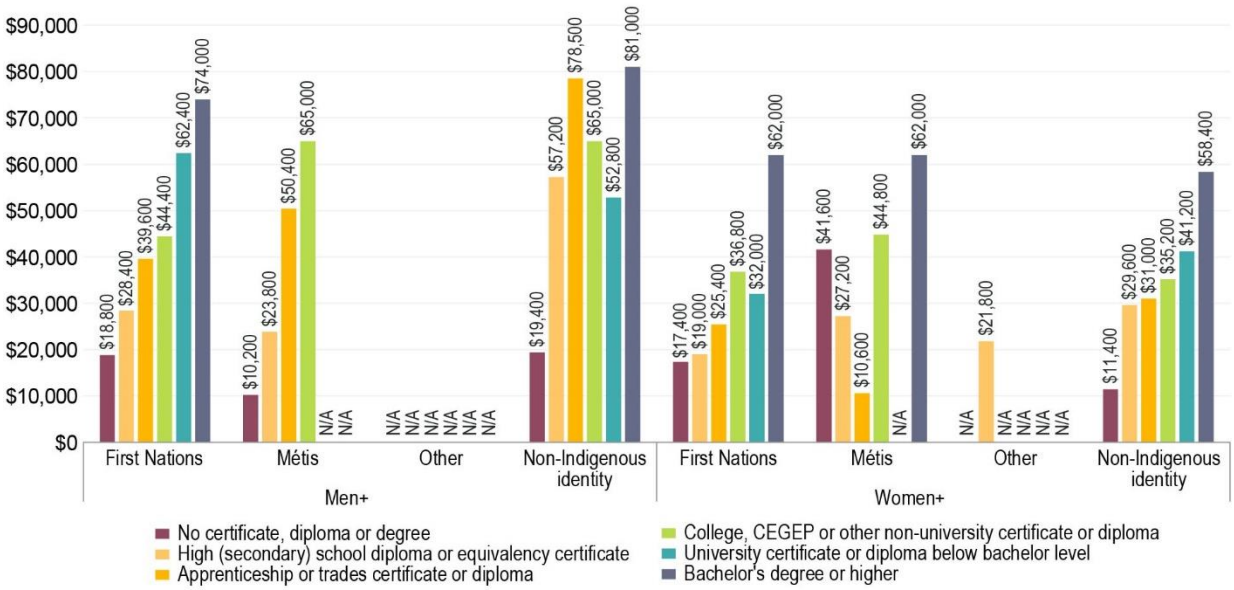
Income statistics are based on a 100% sample of private households. Data are not available for all communities. Income statistics are suppressed by Statistics Canada Income data for areas where the population in private households is less than 250 or where the number of private households is less than 40. In the LAA, at a community-level, income statistics was only available for Iskut 6 and Stikine Region. For the RAA, income statistics were not available for the Village of Hazelton.

Figure 24.4-5: Median Employment Income for Full-year, Full-time Workers in 2020 ($)

The median employment income by educational attainment and gender for Indigenous and non-Indigenous populations in the RDKS is provided on Figure 24.4-6.[21] The results show that First Nations men+ have a higher median employment income with university certificate or diploma (below bachelor's degree) education level, as compared to non-Indigenous men+. However, First Nations men+ have a lower median employment income at the remaining educational attainment levels (i.e., no diploma, high school education, apprenticeship or trades, and college). First Nations women+, compared to non-Indigenous women+, have a higher median employment income at the following education levels: no certificate or diploma, college degree, or a bachelor's degree or higher. In both cases, for First Nations and non-Indigenous populations, men+ tend to earn higher incomes at most levels of educational attainment. For First Nation members, the

[21] This type of data is available at the regional district level; it is not available for the LAA and RAA.

largest gender pay gap is for those with a university certificate or diploma below bachelor education level, at $30,400. For the non-Indigenous population, the largest gender pay gap of $47,500 is at an apprenticeship or trades level (Statistics Canada 2023e). For community-level details, see Appendix 21-4, Socio-economic Baseline Addendum Report.



Source: Statistics Canada (2023e)

Notes:

CEGP = College of General and Professional Teaching; N/A = (data) not available

$ = dollar

$ amounts given in Canadian dollar (CDN)

"Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

For population aged 15 years and over in private households, data are based on the short-form Census questionnaire that is based on the 25% of sampled households.

Figure 24.4-6: Median Employment Income by Indigenous Identity and Gender, and Highest Level of Education in the Regional District of Kitimat-Stikine ($), 2020

In northern BC, wages and salaries offered by small, local businesses are generally lower, and are influenced by the remoteness of the community, size of the business, the wages the small business can pay, and the supply versus demand for local workers. In BC, and for Canada as a whole, wages and salaries rarely keep up with changes in inflation (Barghiel 2024; Canadian Union of Public Employees 2022; Janzen and Freestone 2023). For example, while inflation increased by 2.8% in 2021 in BC, average base wages increased by 2.2%; this compares to a 3.4% inflation in Canada, but a 1.9% change in wages in Canada as a whole (Canadian Union of Public Employees 2022). The small changes in base wages compared to inflation are particularly common for hands-on, manual labour jobs such as those in retail and manufacturing.

Interviews conducted with representatives from communities in the LAA and RAA stressed that there are many jobs available. However, the quality of the available jobs is variable. In communities like the Hazeltons (RAA) for example, there are minimum wage jobs available in the service industry, however, few of them are high-paying jobs. While high-paying jobs are available in healthcare and government, these are often not

accessible to the local population due to skills and education gaps (Village of Hazelton, pers. comm., 2024). In the District of Stewart (RAA), job opportunities are available at nearby mines, but employment is contingent on having the requisite training or education (District of Stewart, pers. comm., 2024).

Gender-based Analysis Plus Highlight

Income and wage data for men+, women+, Indigenous people, and residents from rural and remote communities are discussed above. In consideration of the above and in addition, while data on income and wage inequity for disabled populations were not available, national data indicate that, as of 2019, there was a 21.4% pay gap between disabled and non-disabled individuals across Canada. Disabled individuals were also less likely to work full-time than non-disabled individuals (76.9%, compared to 84.5%) due to a variety of barriers (*The Daily* 2023a; Appendix 20-3, Diverse Subgroups Existing Conditions Supplement). However, a pay gap of 16.6% remained between disabled and non-disabled individuals working full-time, indicating that the pay gap is not entirely attributable to tenure of employment but rather to other determinants such as physical and mental health and applicable skills (*The Daily* 2023b).

Interviews conducted with representatives from communities in the LAA and RAA noted that positions in resource development tend to be well-paid, which contributes to income equality between men and women, as men tend to dominate employment in resource developments (City of Terrace, pers. comm., 2024).

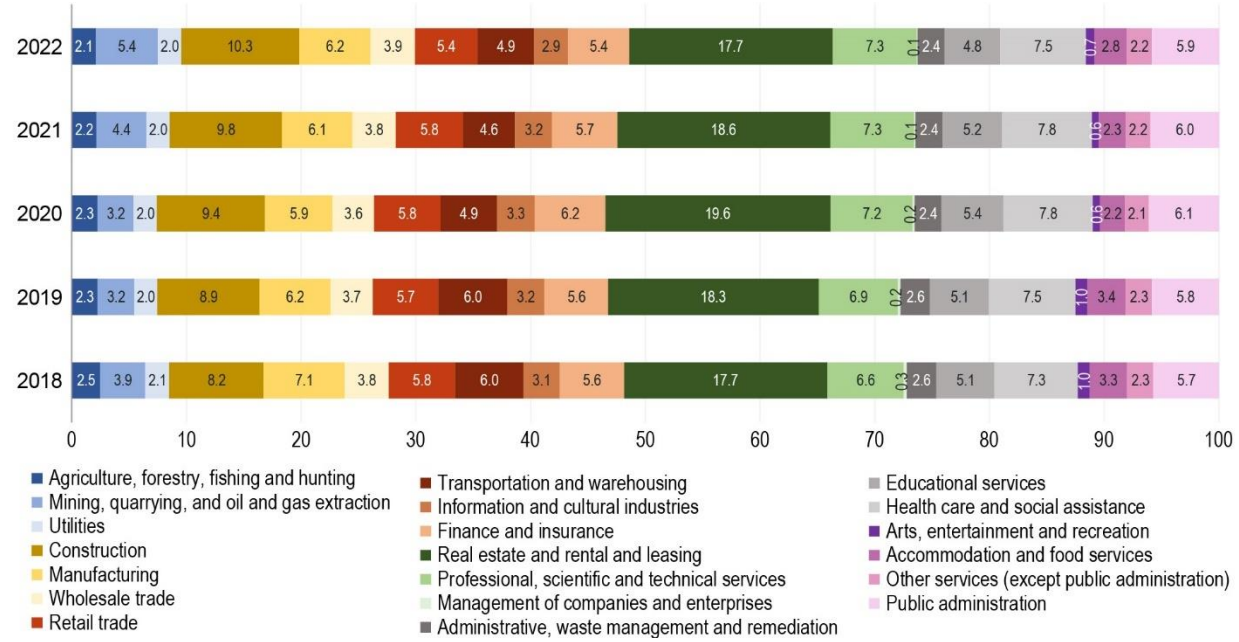
24.4.3.6 Economic Activity and Economic Significance of Land Use

This section describes the economic activities with a focus on resource-based industries such as mining, forestry and logging, hunting, trapping, fishing, plant gathering, outfitting, recreation, tourism, and agriculture in the LAA and RAA.

Gross Domestic Product

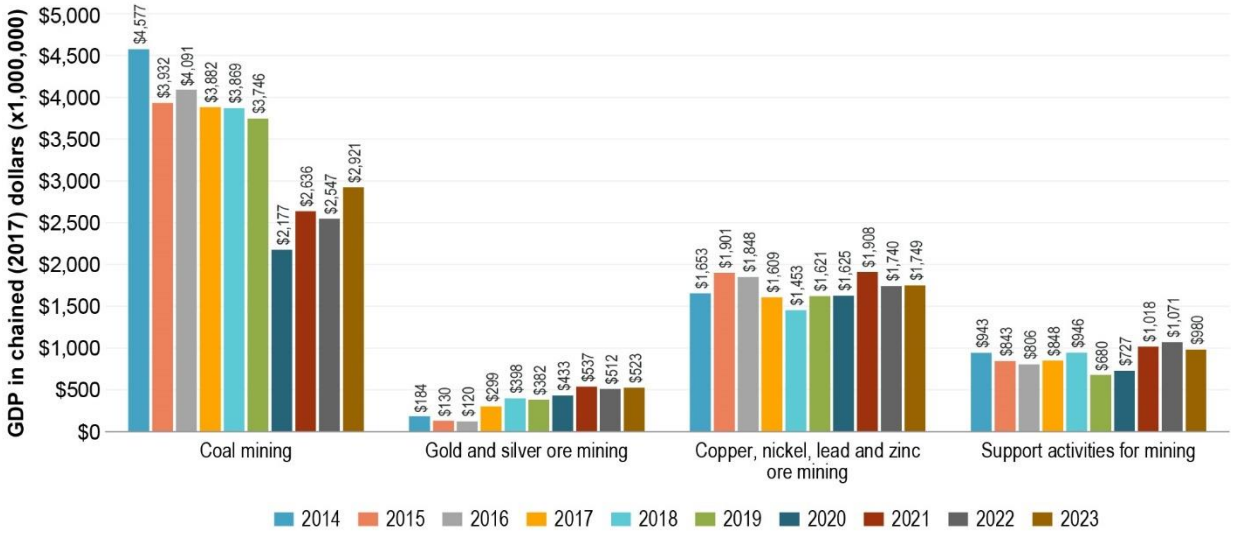
Information on GDP is available at the provincial level. In 2022, 26.05% of BC's GDP industries were goods-producing industries and the remaining 73.95% were service-producing industries. In 2022, agriculture, forestry, fishing, and hunting comprised 2.1% of the provincial GDP, while mining, quarrying, and oil and gas extraction represented 5.4%, and construction 10.3%. The percentage composition of BC's GDP from 2018 to 2022 is displayed on Figure 24.4-7 and shows the increasing importance of mining and construction in BC. Agriculture, forestry, entertainment, and recreation and accommodation sectors contributed a smaller share of GDP in 2022, compared to 2018 (Figure 24.4-7). These trends are likely to persist in BC's economy.

The most recent information on GDP for mining by commodity/resource shows that the GDP of gold and silver mining in BC has increased over the last 10 years, almost tripling in size (from 184 million in 2014 to 523 million in 2023), and that coal mining has decreased, while there is no detectable trend in GDP for copper and other metals mining and the supporting activities for mining (Figure 24.4-8).



Source: Statistics Canada (2023b)

Figure 24.4-7: British Columbia's Gross Domestic Product by Industry as a Percentage Share of Total for 2018 to 2022



Source: Statistics Canada (2023b)

Notes:

GDP = gross domestic product

$ = dollar (in Canadian dollar, CDN)

Chained dollars show the value of GDP adjusted for fluctuations in relative prices and the composition of output over time with 2017 as their reference year.

Figure 24.4-8: British Columbia's Gross Domestic Product in Chained (2017) Dollars for the Mining Industry in British Columbia, 2014 to 2023

Businesses

Although the LAA and RAA represent a large geographic area within BC, this region comprises about 1% of BC's businesses. Most of these enterprises are small businesses with fewer than 10 employees that focus on serving local residents (BC Stats 2023).

Table 24.4-6 shows the number of businesses in the RDKS by industry and size of businesses by the number of employees, showing that real estate (26.6%), construction (9.1%), and professional and scientific (8.0%) businesses are most common.[22] Furthermore, almost 73% of all businesses have no employees, and 22.3% have fewer than 20 employees.

Table 24.4-6: Number of Businesses by Industry and the Number of Employees, Regional District of Kitimat-Stikine, December 2022

Industries	Businesses With No (0) Employees	Businesses With Employees							Total, for All Sizes
		1 to 4	5 to 9	10 to 19	20 to 49	50 to 199	200 or more	Total With Employees	
Total, All Industries	3,753	690	263	198	157	71	11	**1,390**	**5,143**
Unclassified	257	58	20	11	1	1	0	**91**	**348**
Agriculture, Forestry, Fishing, and Hunting	250	49	12	13	3	0	0	**77**	**327**
Mining and Oil and Gas Extraction	22	7	0	3	2	1	1	**14**	**36**
Utilities	4	5	0	0	0	1	0	**6**	**10**
Construction	285	117	32	12	13	10	1	**185**	**470**
Manufacturing	60	12	6	5	2	3	1	**29**	**89**
Wholesale Trade	31	19	10	15	6	2	0	**52**	**83**
Retail Trade	182	52	57	29	27	8	0	**173**	**355**
Transportation and Warehousing	110	39	15	14	4	0	0	**72**	**182**
Information and Cultural Industries	17	5	2	3	2	1	0	**13**	**30**
Finance and Insurance	82	9	3	18	2	1	0	**33**	**115**
Real Estate and Rental and Leasing	1,307	45	7	6	5	0	0	**63**	**1,370**
Professional, Scientific, and Technical Services	300	67	18	13	11	5	0	**114**	**414**
Management of Companies and Enterprises	12	1	0	0	0	1	0	**2**	**14**
Administration and Support, Waste Management and Remediation	119	22	10	8	6	2	1	**49**	**168**
Educational Services	79	8	2	3	4	3	2	**22**	**101**
Health Care and Social Assistance	184	66	23	11	24	8	4	**136**	**320**
Arts, Entertainment, and Recreation	78	10	4	2	2	3	0	**21**	**99**
Accommodation and Food Services	91	37	16	18	23	5	0	**99**	**190**

[22] This dataset is not available at the community-level and thus this information cannot be provided for the LAA and RAA.

Industries	Businesses With No (0) Employees	Businesses With Employees							Total, for All Sizes
		1 to 4	5 to 9	10 to 19	20 to 49	50 to 199	200 or more	Total With Employees	
Other Services (excluding Public Administration)	282	62	25	13	10	2	0	**112**	**394**
Public Administration	1	0	1	1	10	14	1	**27**	**28**
As a % of total	73.0%	13.4%	5.1%	3.8%	3.1%	1.4%	0.2%	27.0%	100.0%

Source: BC Stats (2023)

Notes:
BC = British Columbia
% = percent

The Socio-economic Baseline Addendum Report (Appendix 21-4) provides information on the number of businesses by community. At the end of 2022, there were a total of 64 businesses in the LAA, and 1,677 businesses in the RAA. In the LAA, 56% were small businesses (i.e., businesses with fewer than 10 employees), while in the RAA small businesses comprised 72% of all businesses.

When looking at the Indigenous communities in the LAA, based on the available data for Telegraph Creek and Iskut 6, there were 10 businesses as of December 2022. Four businesses had fewer than 10 employees, 3 businesses had 10 to 19 employees, 1 business had 20 to 49 employees, and two businesses had 50 to 99 employees. The BC business counts in 2022 did not include Dease Lake, where TNDC is based, and which employed more than 500 people in 2022 (TNDC 2022).

On Nisga'a Lands, in the RAA, a total of 16 businesses were reported, including 9 businesses that had fewer than 10 employees, 1 business with 20 to 49 employees, 3 businesses with 50 to 99 employees, and 3 businesses with 100 to 199 employees (BC Stats 2023).

For the members of the Tahltan Nation and the Nisga'a Nation, there is a focus on generating economic growth and security through the establishment and expansion of their businesses (e.g., IDM Mining 2017a; TCG 2021a, 2021b; see also Chapter 8, Nisga'a Nation and Appendix 21-2, Tahltan Socio-economic Baseline Report). As such, these Nations' governments and/or economic development arms are active in building relationships between their businesses and the region's industries, including mining. In 2023, the Tahltan Nation and the Nisga'a Nation established the Treaty Creek Limited Partnership. Through the Treaty Creek Limited Partnership, the two Nations will collaborate to maximize employment and business opportunities with the KSM Project (TNDC 2023).

Employment and economy-focused interviews conducted with representatives of the LAA and RAA suggest that despite the relatively small size of businesses (in consideration of the number of employees) in the LAA and RAA, there are still many business opportunities and a number of successful local businesses. However, common concerns include the lack of resources to accomplish major projects, a sense of disconnection due to the wide geographical area that businesses cover, and a shortage of workers. This is exacerbated by a lack of housing and infrastructure and, in communities like Terrace, a lack of healthcare and other basic services, which reduce the appeal for potential employees to move to the community

(Terrace Chamber of Commerce, pers. comm., 2024). As a result, building capacity for businesses is often expensive due to the need to pull in resources from outside communities.

Furthermore, while several interviewees indicated that the business infrastructure in their communities is good, the ability of local businesses to provide supplies and services for existing and forthcoming projects is limited by their challenges in attracting and retaining staff. In Terrace, interviewees indicated that local companies were consistently getting out-bid by non-local companies, and that staff would often leave the community to work on larger projects that pay more.

Mining

Mining in the region, and in BC overall, is determined by the size of the measured and probable resource, by the remoteness and physical location of a project, as well as by prices of the extracted resources (i.e., metallurgical coal, gold, silver, and copper). Higher prices of the extracted resource lead to higher resource development and mining activity; however, when prices fall, and the financial feasibility of the development is reduced to a point where operations are no longer possible, developments are put on hold and mines are put under temporary care and maintenance, or they close permanently. Fluctuations in mining activities and their economic output in the last 10 years are shown on Figure 24.4-8.

Beyond economics, mine closures can be driven by environmental considerations, and local concerns may also exert an influence. For example, all jade mines in northwestern BC are required to close by 2030, including a jade mine located outside of Dease Lake (LAA; CBC News 2024). This decision on the part of the provincial government follows a hold on issuance of new jade placer mining permits that was initiated in 2020. Tahltan concerns regarding the disruptive environmental effects of jade mining in its territory have played a significant role in these changes (e.g., TCG 2021a; Appendix 21-2, Tahltan Socio-economic Baseline Report).

While the TCG has opposed jade mining and some coal and coalbed methane projects due to environmental concerns, the TCG has identified responsible mining as an important economic driver for the region. The TCG and TNDC are active in identifying and securing associated employment and economic opportunities for the Tahltan people within the mining sector (e.g., TCG 2020b, 2022b).

For residents, families, and workers in the LAA and RAA, there is also a combination of optimism and anxiety in relation to the economy and the mining industry. The optimism comes with new economic opportunities in the natural resources sector, while the apprehension is related to potential environmental effects of natural resource operations and concern about eventual decline of economic activity after the closure of the operations. In Hazelton for example, there are concerns about both the lack of industrial jobs as well as potential environmental effects of capital development projects, alongside reported opposition over a proposed pipeline project (Village of Hazelton, pers. comm., 2024). Tahltan communities have articulated concerns about immediate and long-term economic and environmental effects of mining, including in relation to mine development and mine closure (e.g., Tahltan [First] Nation and IISD 2004).

While it is estimated that the direct value of mining was $9.2 billion in BC in 2023 (based on its contributions to the GDP; Statistics Canada 2023b), the total economic activity generated from mining in BC is estimated closer to $18 billion (The Northern Miner Group 2024). It is, however, challenging to assess how much of this economic effect can be attributed to the mining activities in the LAA and RAA, or how much of the activity benefits businesses in the LAA and RAA.

As noted in Section 24.4.3.3, Labour Force and Employment, and based on available statistics, 70 people from the LAA and 390 people from the RAA worked full-time or part-time in the mining industry in 2020, representing about 2.1% of provincial employment in that industry; additional information and community-level detail is available in the Socio-economic Baseline Addendum Report (Appendix 21-4). As described in Section 24.4.2, Regional and Historical Overview, important mining operations in the LAA are the Brucejack Mine (gold-silver) and the Red Chris Mine (gold and copper). In 2021, the most recent year for which this information is available, the Brucejack Mine had 944 direct employees and 595 workers employed through contractors. Of those direct hires, 41.3% were from northwestern BC, and 27.6% self-identified as Indigenous (Newcrest 2022).[23] In 2020, the most recent year for which this information is available, approximately 500 people worked at the Red Chris Mine, including 137 members of the Tahltan Nation (Balcerzak 2020; TCG 2020a).

When looking at the number of paid Indigenous employees in mining in 2021 by worker characteristics (information is only available at the provincial level; Table 24.4-7), there are more than four times the number of Indigenous men+ employed in mining, quarrying, and oil and gas extraction, than the number of Indigenous women+. Similarly, a higher share of Indigenous workers employed in mining, quarrying, and oil and gas extraction had a high school diploma or less as the highest form of education, compared to other levels of educational attainment held by Indigenous workers in mining, quarrying, and oil and gas extraction. Indigenous women+ also tend to earn less in mining compared to Indigenous men+ ($69,116 for women+ compared to $95,957 for men+). Earnings are shown to increase with age and experience for workers from 15 to 44 years old, and then tend to decrease, possibly due to a reduced workload or worktime (Table 24.4-7).

Table 24.4-7: Number of Paid Indigenous Workers by Workers' Characteristics, Mining, Quarrying, and Oil and Gas Extraction in British Columbia, 2017 and 2021

Category	Number of Indigenous Workers				Average Annual Wages	
	2017		2021		2017 Average Wage of Indigenous Worker	2021 Average Wage of Indigenous Worker
	Number	Percentage of Total Workers of Each Category	Number	Percentage of Total Workers of Each Category		
Mining, Quarrying, and Oil and Gas Extraction						
Total	**1,980**	**1.6%**	**2,445**	**1.8%**	**$79,284**	**$91,017**
Gender						
Men+[1]	1,615	2.6%	1,995	3.0%	$83,827	$95,957
Women+	365	0.6%	450	0.7%	$59,184	$69,116
Education						
Secondary (high) school diploma and less	1,125	1.6%	1,405	1.9%	$71,953	$82,331
Trades certificate	485	3.6%	600	4.2%	$86,647	$102,937
College diploma	270	1.1%	320	1.2%	$84,978	$99,544
University degree and higher	95	0.5%	125	0.6%	$116,484	$105,960

[23] Other projects in the region that are in various stages of development are described in Section 24.7.2, Potential Cumulative Effects and Mitigation.

Category	Number of Indigenous Workers				Average Annual Wages	
	2017		2021		2017 Average Wage of Indigenous Worker	2021 Average Wage of Indigenous Worker
	Number	Percentage of Total Workers of Each Category	Number	Percentage of Total Workers of Each Category		
Age						
15 to 24 years old	165	0.7%	195	0.8%	$40,703	$43,072
25 to 34 years old	580	2.0%	715	2.2%	$76,874	$87,137
35 to 44 years old	525	2.2%	650	2.5%	$90,019	$104,694
45 years old and older	715	1.6%	885	1.7%	$81,705	$94,670
Type of Employment						
Full-time	1,900	2.0%	2,365	2.3%	$82,175	$93,617
Part-time	80	0.3%	80	0.2%	$10,600	$14,138

Source: Statistics Canada (2024)

Notes:

% = percent; $ = dollar (in Canadian dollars)

[1] "Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present. The percentages show the total of each group, e.g., men+ in mining, quarrying and oil and gas extraction as a percentage of all men in all industries.

Additional information is available for First Nations, Métis, and non-Indigenous workers employed in the mining industry by age, gender, and educational attainment (Table 24.4-8), indicating that 63.2% of First Nations and Métis workers in mining have a high school diploma, or an apprenticeship / trades certification, as compared to 52.5% for non-Indigenous workers, while 17.9% of First Nations and Métis workers in mining do not have a high school diploma, as compared to 7.5% for non-Indigenous workers (Table 24.4-8).

Table 24.4-8: Number of Income Recipients in 2020 in British Columbia in Mining, Quarrying, and Oil and Gas Extraction by Identity, Age and Educational Attainment

Category	First Nations		Métis		Non-Indigenous	
	Men+	Women+	Men+	Women+	Men+	Women+
Total - Highest Certificate, Diploma or Degree						
15 to 24 years	135	25	65	0	940	230
25 to 54 years	1,095	245	650	135	12,665	2,860
55 to 64 years	230	45	130	15	3,640	645
65 years and over	45	0	35	0	1,050	155
No Certificate, Diploma, or Degree						
15 to 24 years	40	0	0	0	135	20
25 to 54 years	210	25	85	0	805	30
55 to 64 years	70	15	20	0	445	60
65 years and over	30	0	15	0	145	20

Category	First Nations		Métis		Non-Indigenous	
	Men+	Women+	Men+	Women+	Men+	Women+
High (secondary) School Diploma or Equivalency Certificate						
15 to 24 years	65	20	35	0	440	115
25 to 54 years	415	95	235	55	3,715	710
55 to 64 years	65	10	45	0	1,045	230
65 years and over	0	0	0	0	280	55
Apprenticeship or Trades Certificate or Diploma						
15 to 24 years	20	0	0	0	150	25
25 to 54 years	325	10	200	0	3,630	165
55 to 64 years	45	0	45	0	855	25
65 years and over	10	0	0	0	180	15
College, CEGEP, or Other Non-university Certificate or Diploma						
15 to 24 years	0	0	0	0	130	0
25 to 54 years	115	70	90	30	1,875	595
55 to 64 years	35	10	0	0	690	185
65 years and over	0	0	0	0	145	30
University Certificate or Diploma below Bachelor Level						
15 to 24 years	0	0	0	0	0	0
25 to 54 years	10	0	0	0	200	130
55 to 64 years	15	0	0	0	45	25
65 years and over	0	0	0	0	0	0
Bachelor's Degree or Higher						
15 to 24 years	0	0	0	0	70	65
25 to 54 years	25	35	25	15	2,440	1,230
55 to 64 years	0	0	0	0	555	120
65 years and over	0	0	0	0	285	40

Source: Statistics Canada (2023i)

Notes:

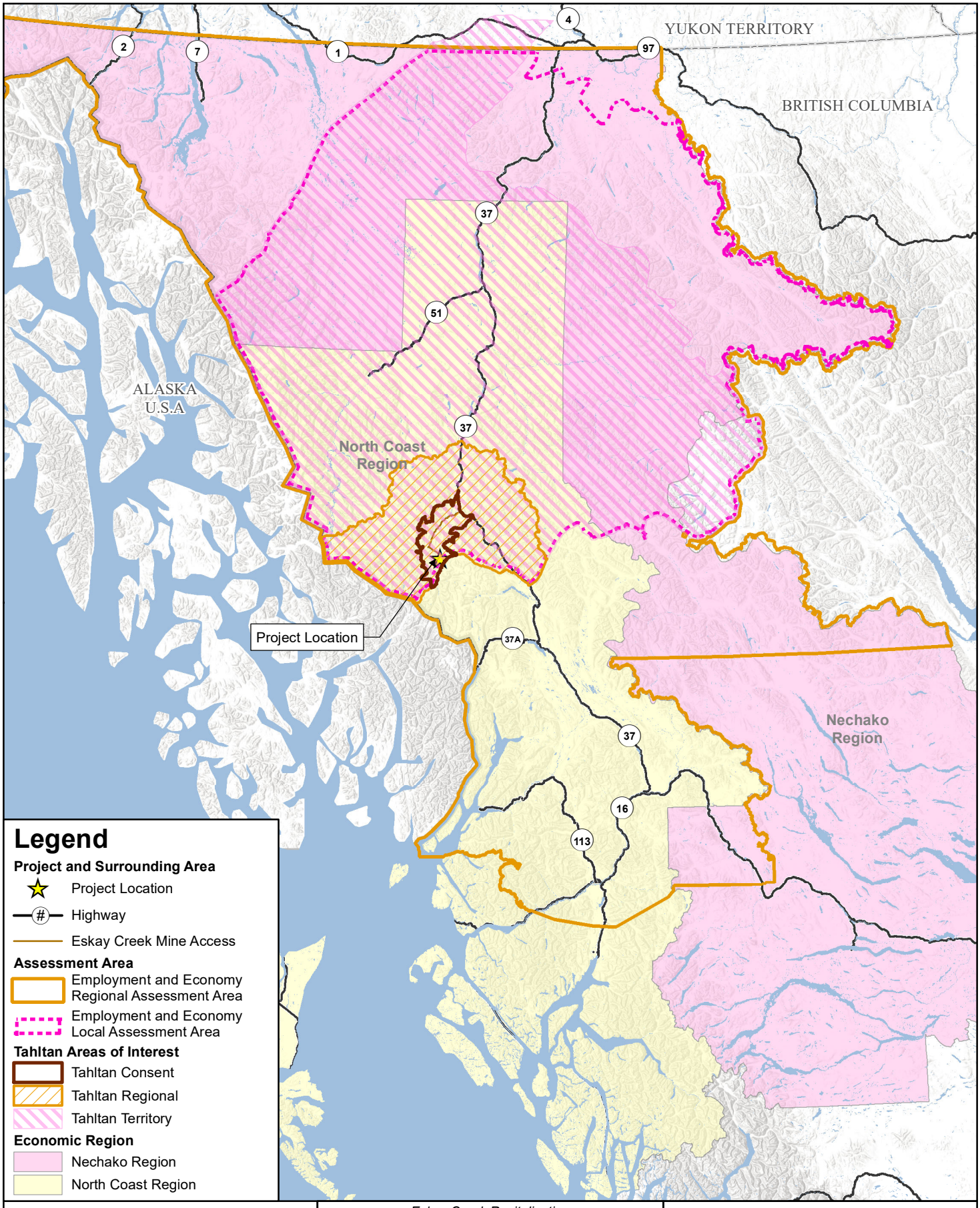
CEGEP = College of General and Professional Teaching

"Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

Mining in the LAA and RAA is expected to continue in the coming years. Potential future mining projects are identified in Section 24.7.2, Potential Cumulative Effects and Mitigation.

Forestry and Logging Operations

Forestry in every region of BC generates notable economic activity. Information on the economic significance of the forestry and logging operations is collected in BC for eight distinct economic regions. Relevant to the LAA and RAA, information on the forestry and logging industry is available for the North Coast and Nechako regions that cover the LAA and RAA, but also for some surrounding areas (Figure 24.4-9 shows how the LAA and RAA overlap with the North Coast and Nechako regions).



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Author: Michael.Stead
Filename: ESK-16-028b

SKEENA RESOURCES

Eskay Creek Revitalization

Figure 24.4-9: Location of the North Coast Region and Nechako Region Relative to the Employment and Economy Local and Regional Assessment Areas

Skeena Mining Division - NTS 104B09
British Columbia, Canada

Scale: 1:3,700,000
Coord. System: NAD 1983 UTM Zone 9N
0 50 100
Kilometres
N

In 2019, forestry and logging in the North Coast and Nechako regions contributed $651 million to the provincial GDP, supported 7,858 direct, indirect, and induced jobs, and resulted in a total labour income of $497 million. The total direct employment in the sector in the North Coast and Nechako is estimated at 6,400 jobs, suggesting that approximately 19% of jobs in the region were either in or supported by the forestry sector. Wood manufacturing represents a key sub-sector of the forestry sector, accounting for 65% of the GDP impact in 2019 in that sector. The forestry sector is also a large employer of Indigenous people, accounting for about 9% of jobs in the sector (PricewaterhouseCoopers LLP 2019).

In the LAA, Tahltan Forestry Ltd. (jointly owned by TNDC and NorthPac Forestry Group Ltd.) was established in 2019 to manage all forestry activities in Tahltan Territory. Tahltan Forestry Ltd. contributes to the local economy by managing a forest licence with an annual allowable cut of 75,000 m^3 and providing essential tree clearing and access services for various infrastructure projects, while also supporting Tahltan-member owned businesses like Wild Timber Industries Ltd (TCG 2022d). Statistics on the economic contributions, employment, or business size were not available.

In the RAA, Kitwanga Forest Products Sawmill located in Kitwanga, provided employment for 90 people in 2011—45 mill jobs and 45 jobs in logging, hauling, silviculture and support services and supplies. More recent data on employment and of economic significance were not available (Government of BC 2011b).

K'Alii Aks Timber Corporation, owned by the Nisga'a Nation (RAA), manages forestry operations in northern BC under a Nisga'a Public Lands Licence with annual allowable cut of 130,000 m^3 (NLG n.d.). Information on workforce size was not available.

The Wetzin'kwa Community Forest Corporation based in Smithers (RAA) manages forest tenure of 30,304 m^3 jointly with the Town of Smithers (RAA) and the Village of Telkwa (not part of the LAA or the RAA), in collaboration with the Office of the Wet'suwet'en (not part of the LAA or the RAA; Wetzin'kwa Community Forest Corporation n.d.). The Wetzin'kwa Community Forest contributes to the local economy of Smithers (RAA) by creating employment through local business contracts, and reinvesting profits into community non-profit groups (Black Press Media 2023). Specific detail on the number of employees and business size was not available.

Several other non-Indigenous forestry companies and mills operate within the RAA. NorthPac Forestry Group based in Terrace (RAA) that provides services from planning through to the delivery and sale of logs to domestic and overseas markets, manages an annual volume of approximately 1,000,000 m^3 in northwestern BC (NorthPac Forestry Group 2024). Information on employment and business size was not available for NorthPac Forestry Group. Seaton Forest Products Ltd., a small mill west of Smithers (RAA), has been operating since 2016, and employs approximately 25 people, with 75% of those employed being members of First Nations (Seaton n.d.). A pellet mill in Smithers (RAA), which opened in 2018 and is currently owned by Drax Group, employs 30 people (Kidd 2023), and supplies bioenergy pellets for renewable generation in Europe and Asia (Williams 2023). Terrace Community Forest LLP (RAA) generated $1 million profit in 2021, which was driven by a surge in lumber demand and increased log prices in Canada (Link 2021). More recent data on employment and business size was not available.

A combination of weak lumber market conditions and high operating costs in the forestry sector has been leading to generally reduced operations and mill closures across the Province (Williams 2023; CBC News 2023). For example, in September 2023, Skeena Sawmills, a mill and a pellet facility west of Terrace (RAA), was shut down due to continuing financial and operating challenges. In 2021, Skeena Sawmills had 190 employees (Elias 2023).

The future of the forestry and logging sector is uncertain. In 2024, BC Forestry Workers published "A Better Future for BC Forestry" (BC Forestry Workers 2024) to revitalize and guide sustainable development and use of the sector. A call for action was also issued to save the BC's forestry sector in a response to declining production and a loss of jobs driven by union strikes and provincial and federal policies (McGarrigle 2024).

Hunting, Trapping, Fishing, and Plant Gathering

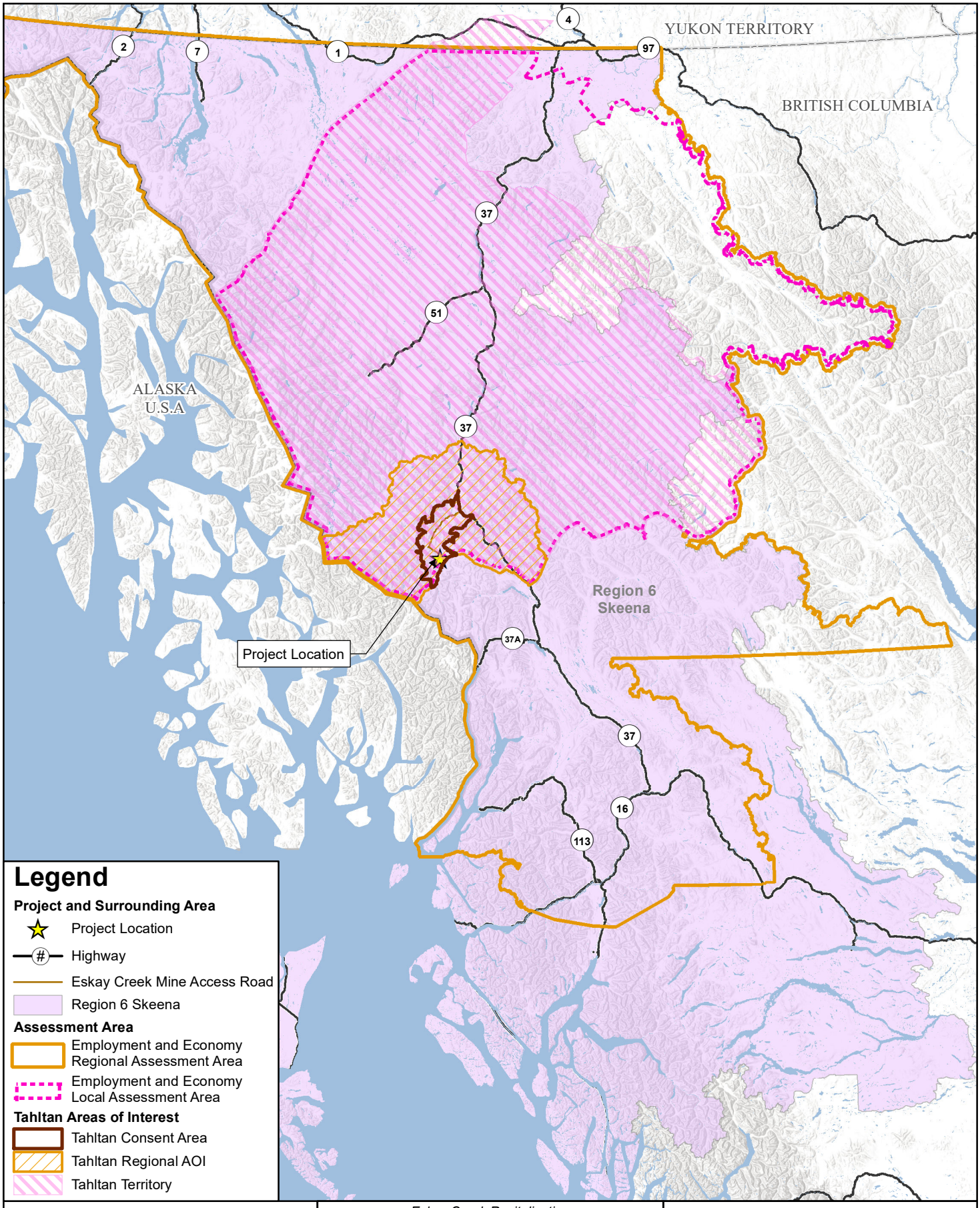
Hunting, trapping, and fishing are important activities in the LAA and the RAA for Indigenous people and non-Indigenous people, as well as for tourists visiting the region. Furthermore, foraging for certain plant products, notably mushrooms, contributes both to subsistence activities, as well as the commercial market for species such as pine mushrooms (AltaGas Renewable Energy Inc. 2011; Nature United 2024; Seabridge Gold Inc. 2013a; see also Chapter 5, Nisga'a Nation). While these activities can be driven by traditional, recreational, or commercial purposes, and have the potential to reduce the cost of living of participating households by substituting and supplementing store-bought food and other goods (e.g., furs), the full economic effect or economic significance of these activities is unknown. Licences for hunting and trapping and fishing are available and sold, however it is challenging to estimate the value of harvested game; trapped species for fur; fish caught; and gathered plants, berries, and mushrooms.

Moreover, as described in Chapter 26, Current Use of Land and Resources for Traditional Purposes Effects Assessment, Skeena Resources understands that traditional land use has and continues to be an important part of the traditional economy. For instance, a robust historical trade network existed in northwestern BC prior to colonial settlement; trade, barter, and the informal economy persist to support community well-being and food security among the Engaged Indigenous Nations. (For further details on the traditional economy and contribution of land use activities, see Chapter 26, Current Use of Land and Resources for Traditional Purposes Effects Assessment.) Focusing on the formal economy, the following subsections aim to describe the economic significance of hunting, trapping, fishing, and plant gathering in the LAA and RAA.

The following subsections aim to describe the economic significance of hunting, trapping, fishing, and plant gathering in the LAA and RAA.

Hunting and Trapping

The LAA and RAA are located within "Region 6 – Skeena" of the hunting and trapping regulations (Government of BC 2024b). Figure 24.4-10 shows how the LAA and RAA boundaries overlap with Region 6.



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Author: Michael.Stead
Filename: ESK-16-028c

SKEENA RESOURCES

Eskay Creek Revitalization

Figure 24.4-10: Location of the Region 6 – Skeena Relative to the Employment and Economy Local and Regional Assessment Areas

Skeena Mining Division - NTS 104B09
British Columbia, Canada

Scale: 1:3,700,000
Coord. System: NAD 1983 UTM Zone 9N
0 50 100
Kilometres
N

Hunting licences vary from $7.00 to $700.00, depending on the species being hunted, the age of the hunter, the residency status of the hunter, and the hunting area. Licences for non-BC residents are typically more costly than for BC residents; for example, a licence to hunt caribou is $20.00 for a BC resident and $230.00 for a non-resident. Species that are most frequently hunted in Region 6 are kedā[24] (moose), hodzih (caribou), isbā (mountain goats), debēhe (stone sheep), sas (black bear), and khoh (grizzly bear); other hunted species include mule deer[25], white-tailed deer, elk, ch'iyōne (wolf), dūsh chō (cougar), tīda tlī' (coyote), naghā (wolverine), nasdā (lynx), racoon, snowshoe hare, dih (grouse), kasbā'e (ptarmigan), common snipe, coots, tūdi (ducks), and ghanje (geese; Government of BC 2022c). Some activities, such as caribou hunting, can be subject to management plans and restrictions to protect the health and habitat of species, which limits the frequency and economic contribution of the activity (Bogstie 2020).

As discussed in Section 24.4.2.1, Historical Overview, guide outfitting has played a role in the region's economy since the 19th century, initially providing wage employment to Indigenous people, who subsequently have become more prominently involved as operators (McIlwraith 2007). The TCG has a guide outfitters agreement, the "Cooperation and Benefit Agreement", developed in draft form, under review as of September 2023 (TCG 2023b). Under this agreement, guide outfitting companies currently operating in Tahltan Territory will pay royalties and fees to the TCG. In return, the TCG deploys TCG Predator Management Technicians to protect wildlife from predators, trap or remove predators, such as wolves and grizzly bears. Currently, 28 Tahltan, other Indigenous and non-Indigenous outfitters operate in Tahltan Territory, which covers most of the LAA (TCG 2023b). The "Guide Outfitters Agreement" will also provide opportunities for Tahltan members to be trained and employed as TCG Predator Management Technicians.

The cost of outfitting activities depends on the duration, region, hunted species, and the residency status of the participant, and it encompasses a wide range of economic activities beyond outfitting, including travel to designated locations, accommodations, equipment, supplies, and consumables.

Trapping is managed through the provincial licensing system for trapline registration; additional information is provided in Chapter 22, Non-Traditional Land and Resource Use Effects Assessment, and in Chapter 26, Current and Future Use of Land and Resources for Traditional Purposes Effects Assessment. The economic importance of trapping has declined relative to its historic role (see Section 24.4.2.1, Historical Overview; McIlwraith 2007; Sheppard 1983).

Additional information on hunting and trapping activities is provided in Chapter 22, Non-traditional Land and Resource Use Effects Assessment.

Fishing

Fisheries in the RDKS (overlapping with the LAA and RAA) are managed by BC, or, in some cases, Fisheries and Oceans Canada in co-management arrangements with Indigenous Nations. Notably, the Tahltan were among the first groups to become involved with Fisheries and Oceans Canada's Aboriginal Fisheries Strategy, initiating co-management efforts of the Tūdeẓe chō's (Stikine River's) fisheries in the 1990s (Smith 1998). The RDKS offers salt water and freshwater fishing, including recreational, guided, sport, and commercial fishing. Steelhead and all five Pacific salmon species (i.e., gēs [Chinook], tl'ūga [coho], pink, dēk'āne [sockeye], and chum) are available in streams and lakes in this region; fishing for wild

[24] Tahltan terms are from the "Tā̀ltān Dictionary" (TCG 2024https://tahltan.org/taltan-dictionary/) unless otherwise indicated.

[25] Species lacking Tahltan names are ones for which Tahltan terms are not available.

Pacific salmon, halibut, lingcod, rockfish, and Dungeness crab is also available off coastal areas of this region.

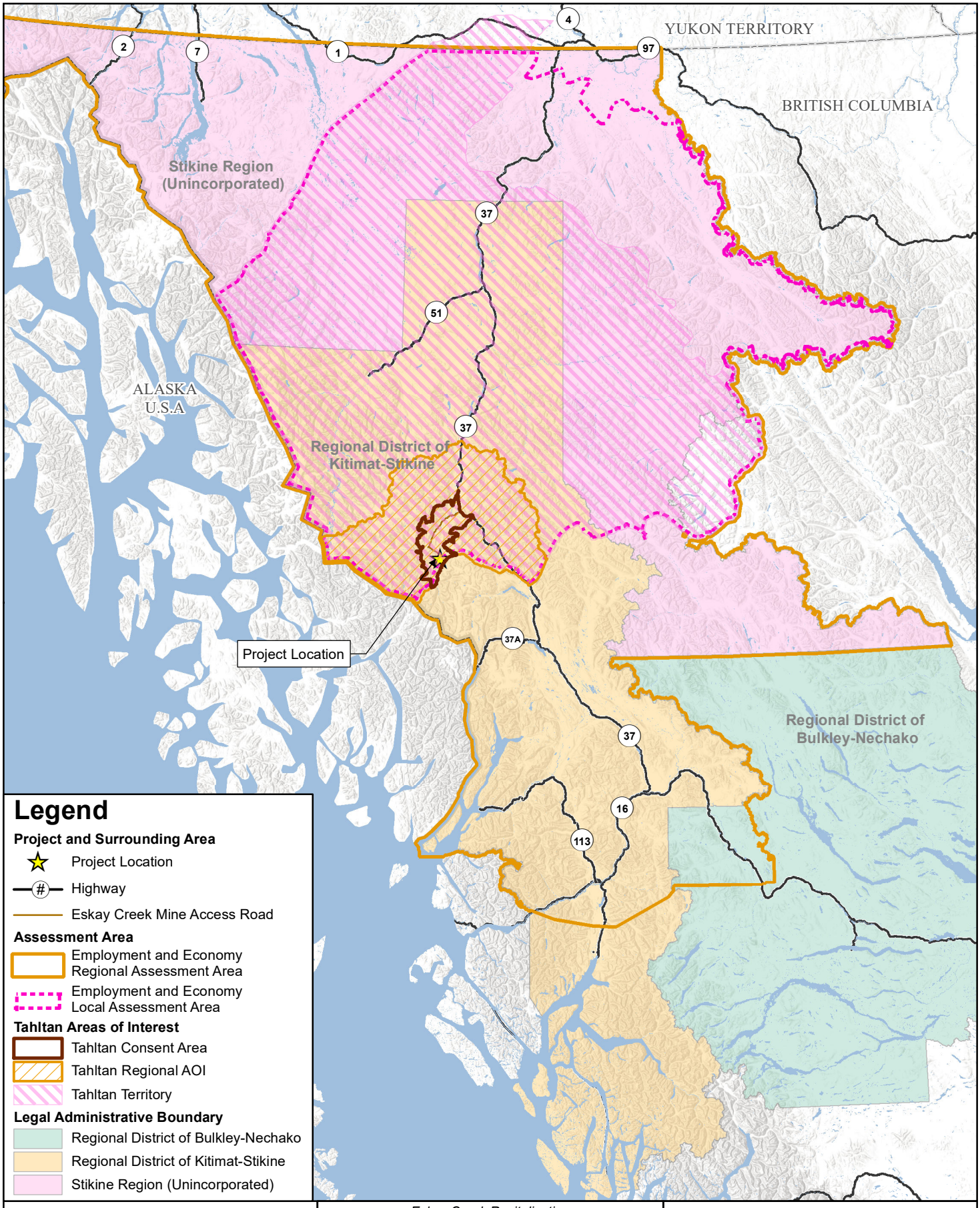
In the Stikine Region (part of the LAA) there is fishing at the Stikine River Park, which supports tsaba'e (rainbow trout, cutthroat, and bull trout) and tsinakayh (mountain whitefish), with lower reaches also containing Chinook, coho, and sockeye salmon. Subsistence, commercial, and recreational fishing are also popular seasonal activities across the Taku River Tlingit Territory, which overlaps with the Stikine Region (Figure 24.4-11). Subsistence fishing happens mainly in the Taku watershed, and a commercial fishery is located on the lower Taku River. Recreational (non-guided) fishing is concentrated around the lakes and rivers in the Atlin area. Specific information regarding the fishing industry's economic impact and the number of jobs within these areas in the LAA was not available.

Considering Tahltan's long-term economic and cultural relationship to salmon in general, and Chinook salmon specifically, the TCG has raised concerns regarding a decline of salmon in the Stikine River (e.g., Albright 1982, 1984; Appendix 21-2, Tahltan Socio-economic Baseline Report). Current Chinook salmon management measures include no commercial or assessment fishing, non-retention policies, full angling closure of the Tahltan River, and delays in United States subsistence sockeye and Canadian / United States commercial fisheries to reduce incidental Chinook catches (TCG 2023b). TCG has been actively reminding members that their harvest rights extend to fishing for food and for barter, but that it is illegal for members to sell salmon in any form (TCG 2021c). The economic impact of declining Chinook and other salmon populations, or restrictions on fishing activities, could potentially affect recreational and commercial fishing by imposing closures, delays, and non-retention measures, which could reduce fishing opportunities and associated revenues.

Within the RAA, the guided fishing industry in Terrace (RAA), particularly focused on the Lower Skeena River, has economic significance in the region. In 2016, guided fishing in the Lower Skeena region contributed to $16.5 million[26] in combined annual domestic output, $8.6 million in GDP, and $2.7 million in tax revenue. Specific to the Chinook fishery, the economic benefits in 2016 were estimated at $3.9 million in domestic output, $2.0 million in GDP, and $642,000 in tax revenue, creating 53 jobs per year. Skeena Angling Guides Association highlights the annual growth of the industry and the ongoing importance of guided fishing to the economic health of Terrace and the broader region (Big River Analytics n.d.).

Smithers in the RAA is popular for steelhead fishing and sports fisheries with several fishing lodges located along nearby rivers. One of the lodges is the Bulkley Basecamp, located about an hour's drive from Smithers (RAA) in the Bulkley River Canyon, which offers guided fishing between late August and early November (Chromer Sport Fishing n.d.). Specific information on the economic impact of and employment data on Smithers' fishing industry were not available.

[26] Includes spring steelhead, Chinook, summer steelhead, and salmon.



Skeena Resources Ltd.
Date: 05-Mar-2025
Figure: 24.4-11
Author: Michael.Stead
Filename: ESK-16-028a

SKEENA RESOURCES

Eskay Creek Revitalization

Figure 24.4-11: Regional District of Kitimat-Stikine, Stikine Region, and Regional District of Bulkley-Nechako Relative to the Employment and Economy Local and Regional Assessment Areas

Skeena Mining Division - NTS 104B09
British Columbia, Canada

Scale: 1:3,700,000
Coord. System: NAD 1983 UTM Zone 9N

0 50 100
Kilometres

N

For the Nisga'a Nation, fishing, hunting, and trapping are integral cultural practices and sources of sustenance, despite historical disruptions and modern challenges (Chapter 5, Nisga'a Nation). Fishing remains significant, with salmon, halibut, crab, and shellfish harvested seasonally; the eulachon harvest also remains an important economic activity for Nisga'a, and continues to contribute to Nisga'a subsistence, as well as trade with interior groups, while at the same time representing a central seasonal gathering event and cultural activity among Nisga'a Citizens (Chapter 5, Nisga'a Nation). Nisga'a Fisheries LP engages in the purchase, sale, and marketing of salmon per the Nisga'a Annual Fishing Plan, focusing on value-added processing for domestic and international markets (NLG n.d.). The enterprise recorded $270,871 in generated revenue in 2019, minimal activity in 2020, and no revenue or expenses in 2021 (NLG 2020, 2021). Information on employment was not available for Nisga'a Fisheries LP.

Plant Gathering

Indigenous people in the region have and continue to gather an array of berries, mushrooms, and other plant products for food, and for medicinal and utilitarian purposes (e.g., Albright 1984; Emmons 1911; TCC 2015; TCG 2019; see also Chapter 5, Nisga'a Nation, and Chapter 7, Tsetsaut Skii Km Lax Ha).

In recent decades, the marketability of foraged mushrooms, most notably pine mushrooms, has increased Indigenous and non-Indigenous people's participation in gathering mushrooms (AltaGas Renewable Energy Inc. 2011; Seabridge Gold Inc. 2013a).

The TCG has taken an interest in mushroom harvesting, both as an economic pursuit of some Tahltan members and as practised by non-residents. Specifically, members of its Guardian Program visiting harvesting areas, provide mushroom harvesters with information on sensitive areas to avoid, and issue on-the-spot licences (Nature United 2024). The NLG has also identified 10 mushroom species, including pine mushrooms, as non-timber forest products valued both culturally and for their saleability. As such, NLG has defined a Special Management Area for harvestable mushroom habitat located within Nisga'a Lands (NLG 2002); however, Nisga'a interests and activities as they relate to mushroom harvesting extend beyond this area to include the Nass Area and the Nass Wildlife Area, which are crossed by portions of Highway 37 associated with the TCAA (see also Chapter 5, Nisga'a Nation)

In addition to being culturally important practices, hunting, trapping, fishing, and plant gathering also generate wage employment through tourism-related activities, and particularly in the case of the Tahltan, through active management of the resources through the TCG's monitoring and guardianship programs (e.g., TCG 2021a, 2021c, 2022d).

The Tahltan Stewardship Initiative (TSI) guides Tahltan's stewardship responsibilities for land, water, air, wildlife, fish, and natural resources in Tahltan Territory. Under the TSI, the Tahltan Guardian Program introduced in 2015 will continue wildlife management in Tahltan Territory, including monitoring the effectiveness of hunting regulations, hunter activity, and wildlife-human interactions. The Tahltan Guardian Program will ensure the future ability to exercise the Tahltan's right to hunting, trapping, fishing, and plant gathering. Regarding future trends in hunting, trapping, fishing, and plant gathering in the LAA and RAA, and Tahltan's commitment to managing those activities, hunting, trapping, fishing, and plant gathering are expected to increase with growing Indigenous population, and to remain a part of traditional, sustenance, recreational, and commercial activities.

Gender-based Analysis Plus Highlight

Existing conditions data for hunting, trapping, fishing, and plant gathering specific to Indigenous people is presented above, including the cultural importance of these practices; information is also provided in Chapter 26, Current and Future Land and Resource Use for Traditional Purposes Effects Assessment.

Provincial statistics of off-reserve First Nations people reflect a gendered pattern of participation in outdoor activities, with First Nations men more likely to hunt, trap, and fish, compared to First Nations women (Statistics Canada 2015). Conversely, First Nations women are more likely to gather plants compared to First Nations men (Statistics Canada 2015). This provincial trend is supported by observations from the GBA Plus Workshop, where participants noted that Tahltan women in the LAA are more likely to engage in plant gathering, and Tahltan men are more likely to engage in hunting, fishing, and trapping (Appendix 20-3, Diverse Subgroups Existing Conditions Supplement).

Recreation and Tourism

In 2021, the BC tourism sector employed approximately 84,500 people and contributed more than $5.0 billion of the provincial GDP. That year, the Province had 16,650 tourism-related businesses, which generated $13.5 billion in revenue and paid $1.4 billion in provincial taxes. Of the $13.5 billion in revenue, 35.4% was spent on accommodation and food services, 24.1% on retail, 22.1% on transportation and related industries, 4.4% on recreational businesses, and 14% on other businesses (DestinationBC 2022). The total contribution of tourism to BC's GDP is estimated to exceed the individual contributions from forestry and logging ($1.5 billion), oil and gas ($4.5 billion), and agriculture and fishing ($3.3 billion). Most tourism-related businesses are small-to-medium size and locally owned, directly contributing to local and regional economic activity (Government of BC 2023e). Restrictions and challenges associated with conducting business during the coronavirus disease 2019 (COVID-19) pandemic had a substantial impact on the tourism industry in 2021, including impacting the size of domestic and international visits. The actual economic impact of tourism since the COVID-19 pandemic is expected to be much higher, as BC had close to 800,000 international visitors in 2021 and more than 4.2 million international visitors in 2022 (DestinationBC 2023).

Recreation and tourism in the RDKS (overlapping with the LAA and RAA) includes visits to provincial parks, canoeing or kayaking, RVing and camping, hiking and mountain biking, wildlife viewing, participating in Indigenous cultural tourism, guide outfitting, and undertaking a variety of winter sports. Tourism in the Stikine Region (part of the LAA) is centred on wilderness tourism in Tā Ch'ilā Provincial Park (Boya Lake) which is one of the most visited parks. Tourism activities in Smithers and RDBN Electoral Area A (part of the RAA) are very similar to those taking place in the RDKS and include winter sports and activities; hiking and biking; fishing and hunting; horse riding; water activities at lakes and rivers; and a wide range of cultural, art, and fairs-related activities. While recreation and tourism have notable economic significance to the region, related GDP and job benefits are challenging to estimate, as they span a variety of industries and businesses.

The RDKS (overlapping with the LAA and RAA) aims to increase tourism in the region, and efforts are being made to promote the region through marketing and pursuing business opportunities with the TV and film industry. Tourism marketing was identified as one of the five economic development strategic plans from 2018 to 2023 (RDKS 2018). For example, the RDKS (overlapping with the LAA and RAA) planned to promote hiking activities, local fishing opportunities, winter sports, and year-round leisure opportunities.

Additional initiatives include pursuing the film industry and TV shows to assist with promoting the region, targeting overseas markets, and investigating partnerships for regional activities (RDKS 2018).

Wilderness tourism is one of the main economic activities of the Stikine Region (part of the LAA) and includes cross-country mountain biking and hiking, canoeing, kayaking, snowmobiling, camping, and fishing. Several campsites and trails, including the Atlin Provincial Park and Recreation Area, are within a driving distance from Atlin (Government of BC n.d.). Popular places for visitors to stay are the Atlin Cabins and Houseboat Rentals on Atlin Lake, and the Vines and Puppies Hideaway near Jade City along the Stewart-Cassiar Highway 37.

Summer activities in RDBN Electoral Area A (part of the RAA) include hiking, boating, canoeing, rafting, kayaking, mountain biking, cycling, and fishing. The Babine Mountains Provincial Park (east of Smithers) offers hiking and fishing opportunities with a year-round cabin available on a first come, first serve basis. There are many ski areas and trail systems during the winter months near Smithers (part of the RAA), including the Hudson Bay Mountain Resort, Hankin Evelyn Backcountry, and the BV Nordic Centre (Visit Bulkley-Nechako n.d.).

The Tahltan Nation is also working toward growth and diversification of the regional tourism industry. For example, in November 2021, the TCG formed a Tourism Department, which is focused on increasing the Tahltan's involvement in tourism and exploring investment in tourism-related opportunities. Some of the TCG initiatives include the Tahltan Signage Project, connecting Tahltan youth with guide outfitting opportunities, and forging industry partnerships (TCG 2023b).

The Nisg̲a'a tourism industry, supported by initiatives like Coast Funds, promotes cultural tourism experiences in the Nass Valley, showcasing Nisg̲a'a culture, heritage, and sovereignty. The Nisg̲a'a Tourism Corporation offers Circle Tours featuring pre-packaged Indigenous cultural experiences, including visits to significant sites like the Hlgu Isgwit hot springs, which were recently upgraded with funding support. These tours not only benefit local entrepreneurs and businesses but also raise awareness of Nisg̲a'a Lands as a tourism destination, highlighting landmarks such as Memorial Lava Bed Park, the Nass River, Tseax River, and Fishery Bay. Additionally, the initiative contributes to preserving and promoting the Nisg̲a'a language and cultural values through road signs and informational brochures along the auto-tour route (Coast Funds 2023).

BC, including the LAA and RAA, is likely to continue to attract tourists, supporting the recreation and tourism industry in the region.

Agriculture, Livestock, and Productivity

The LAA had one farm located in the Stikine Region, estimated at under 1 acre with some poultry and honeybee production in 2021 (Statistics Canada 2023c). In RDKS Electoral Area D (the LAA), where the Project is situated, there is no agricultural activity.

Most agricultural activity in RDKS is within RDKS Electoral Area C (Part 1; located in the RAA) and RDKS Electoral Area B (located in the RAA). Tables 24.4-9 and 24.4-10 show farmland area by use of land, and the number of census farms by economic value for BC, the LAA, and the RAA.

Table 24.4-9: Farmland Area (Hectare) Classified by Use of Land, 2021

Use of Land	BC (ha)	LAA (ha)	RAA (ha)	Total LAA+RAA (ha)
In crops	557,009	0	10,319	10,319
Summer fallow	4,929	0	24	24
Tame or seeded pasture	177,696	0	5,519	5,519
Natural land for pasture	1,246,042	0	32,620	32,620
Woodlands and wetlands	219,911	0	7,573	7,573
Christmas trees grown for sale	1,272	0	27	27
All other land uses	78,871	1	1,647	1,647
Total farm area	**2,285,729**	**1**	**59,385**	**59,386**

Source: Government of BC (2023d); Statistics Canada (2023c)

Notes:
BC = British Columbia; LAA = Local Assessment Area; RAA = Regional Assessment Area
ha = hectare

Table 24.4-10: Number of Farms by Total Operating Revenues and the Total Value of Sales, 2021

Value of Sales	BC	LAA	RAA	Total LAA+RAA (ha)
Under $10,000	6,438	1	125	126
$10,000 to $24,999	2,504	0	53	53
$25,000 to $49,999	1,550	0	34	34
$50,000 to $99,999	1,405	0	23	23
$100,000 to $249,999	1,522	0	15	15
$250,000 to $499,999	788	0	9	9
$500,000 to $999,999	627	0	7	7
$1,000,000 to $1,999,999	512	0	3	3
$2,000,000 and over	495	0	2	2
Total farms	**15,841**	**1**	**271**	**272**
Total value of sales ($)	**4,795,494,785**	**345**	**24,868,333**	**24,868,678**

Source: Government of BC (2023d); Statistics Canada (2023c)

Notes:
BC = British Columbia; LAA = Local Assessment Area; RAA = Regional Assessment Area
$ = dollar; ha = hectare
$ amounts given in Canadian dollar (CDN)

RAA agricultural production includes crops such as oats, barley, potatoes, and mixed grains; field peas, alfalfa, tame hay, and fodder crops; forage seed to be harvested for seed; fruit, such as apples, pears, raspberries, cherries, and haskap berries; vegetables, including broccoli, tomatoes, kale, squash, zucchini, cauliflower, beets, brussels sprouts, cabbage, and other vegetables; and animal production, including sheep, lamb, chickens, pigs, horses, and goats (Statistics Canada 2023c).

In 2021, the total value of agricultural sales was $345 in the LAA and $24.9 million in the RAA. All together for the LAA and RAA, agricultural sales from these regions represent less than 0.5% of the total agricultural sales in BC in 2021, although the production land comprises 2.6% of all farm area in BC and accounts for 1.7% of all BC farms (Statistics Canada 2023c).

Specific information regarding agricultural activity within Tahltan Territory was not available. In late 2020, the Gitmaxmak'ay Nisga'a Society implemented a year-round hydroponic container farm, offering a variety of greens and herbs based on community preferences. Through a subscription-based distribution model, community members receive weekly produce boxes, with profits subsidizing free boxes for those in need and any surplus funds reinvested into other community initiatives (The Growcer Inc. n.d.). In 2022 and 2023, the Gitmaxmak'ay Nisga'a Society received $576,175 in Rural Economic Diversification and Infrastructure Program funding from the Government of BC to support the Gitmaxmak'ay Local Food Economy Upgrades and Diversification initiative (Government of BC 2023f).

Agricultural activity is encouraged in the LAA and RAA, and is likely to continue at the current level; however, agricultural subsidies, technological developments, weather driven agricultural challenges, changes in population, and other factors have the potential to either increase or decrease agricultural activity in the LAA and RAA.

24.4.3.7 Tax Revenue

Tax revenue is described for the Province of BC, for the RDKS, and for communities for which this information was available.

For the 2021/22 fiscal year, provincial revenue totalled $72.4 billion, exceeding the planned budget of $58.9 billion. The total revenue was a result of increases in all revenue streams including taxation, natural resources, and commercial Crown corporations net income. The Province also received higher federal government contributions related to management of the COVID-19 pandemic and disaster recovery, as well as for childcare. Taxpayer-supported capital spending on hospitals, schools, post-secondary institutions, transportation infrastructure, social housing and other projects totalled $6.0 billion. The Province received $4.47 billion in revenue from natural resources while revenue from taxation was $40.7 billion (Government of BC 2022a).

The RDKS's financial priorities are guided by the "2023–2027 Financial Plan Summary" (RDKS 2023b). In 2022, the total revenue for the region was $34.2 million; of this, revenue from "own sources" included $9.9 million and $10.5 million that was received in tax levy. The RDKS had a total expenditure of $24.7 million in 2022, resulting in a surplus of $9.5 million (RDKS 2023b). A summary of the RDKS's revenue and expenditures is provided in Tables 24.4-11 and 24.4-12. The RDKS and other regional districts in BC do not tax property owners; instead, property taxes are paid to municipalities.

At a local level, communities have revenue sources that include property taxation, and fees and charges for provision of public/community services. This revenue funds local government services such as general administration, planning, water, sewer, transportation, drainage, garbage collection, libraries, protective services, and parks and recreation. Government revenue and expenditures are available for the following communities only: New Hazelton (RAA), the District of Stewart (RAA), Smithers (RAA), and Terrace (RAA), as shown in Table 24.4-13; for these communities, revenue exceeded expenditures, resulting in an operating surplus.

Table 24.4-11: Actual Government Revenue Regional District of Kitimat-Stikine ($), 2022

Government Revenue in RDKS	$
Tax Levy	10,065,860
Tax Levy Parcel/Frontage Tax	460,950
Grant in Lieu	805,085
Grants	736,836
Investment Revenue	199,192
Revenue from Own Sources	9,885,488
Transfers from Other Functions	248,629
Transfers from Reserve/Internal Borrowing	2,427,442
Municipal Debenture Repayments	721,950
(Surplus) / Deficit	8,606,656
Total Revenue	**34,158,088**

Source: RDKS 2023b

Notes:
RDKS = Regional District of Kitimat-Stikine
$ = dollar
$ amounts given in Canadian dollar (CDN)

Table 24.4-12: Actual Government Expenditures in Regional District of Kitimat-Stikine ($), 2022

Category	$	Category	$
General Government	2,653,974	Hazelton District Library Grant in Aid	137,117
General Government Electoral Areas	85,434	Skeena Television Rebroadcasting	36,963
Feasibility Studies	132,248	Heritage Register	1,388
South Hazelton Fire Protection	47,051	Planning Services	932,617
Skeena Fire Protection	3,398,844	Planning Lakelse Watershed Initiatives	70,614
Dease Lake Fire Protection	68,137	Economic Development Commission	315,783
Hazelton Rural Fire Protection	42,392	Economic Development Telegraph Creek Port	24,637
Preparation for Emergencies	39,831	Noise, Nuisance, and Unsightly Premises	7,820
Regional 911 Emergency Services	722,711	House Numbering	14,390
Emergency Measures Program	179,384	Thornhill Community Centre	113,263
Thornhill Dog Control	260,117	Kitwanga Community Association Grant in Aid	31,200
Copperside Estates Street Lighting	7,113	Southwest Lakeview Grant in Aid	5,920
Gossan Creek Subdivision Street Lighting	516	Muller Bay Grant in Aid	23,300
Lakelse Lake Street Lighting	480	South Hazelton Parks and Recreation	11,029
South Hazelton Street Lighting	17,671	Terrace Area Recreation and Cemetery	896,094

Category	$	Category	$
Thornhill Street Lighting	112,089	Upper Skeena Recreation Centre	1,209,440
New Remo Street Lighting	382	Thornhill Parks and Recreation	53,954
Skeena Regional Transit	348,978	Thornhill Water System	751,728
Terrace Area Transit	199,285	Terrace Rural Water System	126,457
Hazeltons Area Transit	258,958	South Hazelton Water System	138,024
Terrace Area Solid Waste and Recyclable	7,261,024	Queensway Sewer Utility	129,714
Hazeltons/Stewart Solid Waste and Recyclable	2,663,685	Thornhill Core Sewer System	190,849
New Remo Dike	760	Municipal Debenture Repayments	721,951
Terrace Library Cost Share	237,194		
Total Expenditures		**24,682,510**	

Source: RDKS 2023b

Notes:
RDKS = Regional District of Kitimat-Stikine
$ = dollar
$ amounts given in Canadian dollar (CDN)

Table 24.4-13: Revenue and Expenditures for Local Governments ($), 2021

Category	New Hazelton ($)	District of Stewart ($)	Smithers ($)	Terrace ($)
Revenue				
Total Own Purpose Taxation and Grants in Lieu	643,570	2,328,792	7,892,136	17,698,982
Sale of Services	826,563	533,412	4,851,892	7,864,681
Federal Government Transfers	40,000	22,746	5,905,467	0
Provincial Government Transfers	609,138	1,754,994	1,547,362	1,120,984
Regional and Other Governments Transfers	92,365	20,352	1,035,989	2,973,574
Investment Income	17,808	9,720	205,979	-106,370
Income from Government Business Enterprise	0	0	0	1,658,784
Developer and Other Contributions/ Donations	0	0	1,045,662	106,000
Gain on Sale of Assets	476,038	762,889	4,334	0
Other Revenue	0	68,339	0	407,287
Total Revenue	**2,705,482**	**5,501,244**	**22,488,821**	**31,723,922**
Expenditures				
General Government	712,654	862,633	2,188,862	2,327,242
Protective Services	132,047	154,228	3,163,157	7,270,770
Solid Waste Management and Recycling	91,888	27,257	183,601	4,008,349
Health, Social Services and Housing	0	0	65,593	0
Development Services	52,500	505,008	1,103,643	2,197,718

Category	New Hazelton ($)	District of Stewart ($)	Smithers ($)	Terrace ($)
Transportation and Transit	594,591	1,131,922	1,855,292	5,282,543
Parks, Recreation and Culture	7,858	435,099	1,195,079	4,360,827
Water Services	25,024	150,707	518,335	915,410
Sewer Services	48,561	585,409	464,767	818,971
Other Services	0	0	2,129,875	92,413
Amortization	491,235	650,872	3,118,712	4,233,754
Loss on Disposition of Assets	0	0	0	67,236
Total Expenses	**2,156,358**	**4,503,135**	**15,986,916**	**31,575,233**

Source: Government of BC (2022b)

Note:
BC = British Columbia
$ = dollar
$ amounts given in Canadian dollar (CDN)

In general, First Nations do not collect taxes from any sources but may receive funding from the federal government or through provincial funding; Tribal Council grants or other grants, settlement compensations, and royalties; revenue sharing; or through earning revenue from economic development corporations or business ventures. For the 2022 fiscal year, the TCG received $1.2 million from the TNDC, $535,000 in Impact Benefit Agreements (IBAs; this included $220,000 from Newcrest, $85,000 from Silvertip, $190,000 from Pretium, and $40,000 from Seabridge), and $4.5 million from the provincial tax revenue [27] (TCG 2023b). The total revenue for the TCG in 2022 was $17.8 million, with expenses of $10.6 million, and a resulting surplus of $7.2 million for the year (TCG 2023b).

Under arrangements made between the Nisga'a Nation and the BC, the Nisga'a Nation collects taxes in the form of property taxes, with most of the revenue from this source remaining with the Nisga'a Nation (NLG n.d.). Other sources of revenue for the Nisga'a Nation include revenue generated from the development and extraction of natural resources within Nisga'a Lands, including forestry, mining, and hydroelectric projects; other income generated from commercial entities; and funding received from government sources, investment income, and other grants and contributions (NLG 2021). For the fiscal year 2020 (most recent year available), NLG's total revenue was $145.6 million.[28] NLG's total expenses for the fiscal year 2020 was $99.2 million, resulting in a surplus of $46.4 million for that year (NLG 2021).

[27] This included $2.07 million from Forest Kerr Hydroelectric Project, $1.08 million from Brucejack Mine, $1.0 million from Red Chris Mine, $0.3 million from McLymont Creek Hydroelectric Project, and $0.06 million from Skookum Creek Skookum Creek, based on revenue sharing agreements between the Tahltan Nation and the Province.

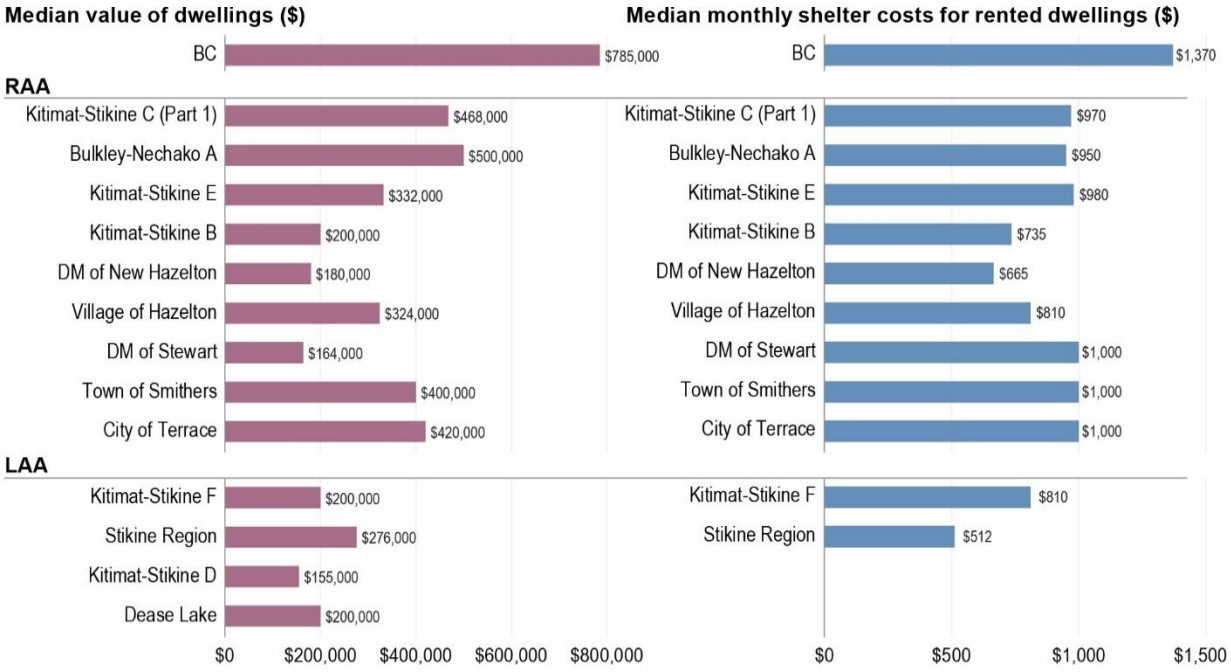
[28] This included $84.9 million in fiscal financing agreement and related funding, $26.2 million in investment income, $22.1 million in other revenue (e.g., contract revenue, Treaty Loan reimbursement, other grants and contributions, fish revenue, rental income, levies, fees, permits, and leases), $7.5 million in tax revenue (e.g., goods and services tax, federal personal income tax, provincial sales tax, provincial personal income tax, and property taxes), $2.8 million in funding from Indigenous Services Canada, $1.3 million in revenue from commercial entities, and $0.6 million in contribution from the NLG (Fisheries Conservation Trust).

24.4.3.8 Cost of Living

Cost of living includes considerations of the cost of housing, cost of food, and cost of other basic supplies (i.e., consumer price index / inflation); percentage of population characterized as living on a low-income; and other measures that can provide further insights (e.g., living wage).

Housing Cost

In the LAA, the median cost for dwellings[29] ranges from $155,000 to $276,000, depending on the community, while the median monthly rental cost ranges from $513 to $800, depending on the community. Both the median cost of dwellings and the median monthly rental costs are below the provincial medians of $785,000 (cost of dwellings) and $1,370 (rental cost). This lower cost of housing in the LAA is driven by the remoteness of the communities, small population base, and limited economic activities. In the RAA, the median cost for dwellings ranges from $164,000 in the District of Stewart, to $420,000 in Terrace, and to $500,000 in RDBN Electoral Area A; this median cost for dwellings is below the provincial median of $785,000. The median rental costs for housing or accommodations in the RAA range from $665 per month in the District of New Hazelton, to $1,000 per month in Terrace, Smithers, and the District of Stewart, all of which are below the provincial median of $1,370 per month (Figure 24.4-12).



Source: Statistics Canada 2023a

Notes:
BC = British Columbia; DM = District Municipality; LAA = Local Assessment Area; RAA = Regional Assessment Area
$ = dollar
$ amounts given in Canadian dollars (CDN)
Owner and Tenant households in non-farm, non-reserve private dwellings—25% sample data. Data were not available for all communities.

Figure 24.4-12: Median Value of Dwellings and Median Monthly Shelter Costs for Rented Dwellings ($)

[29] Statistics Canada defines dwellings as a set of living quarters.

From 2016 to 2021, the median cost of dwellings increased in the LAA and RAA, except for Kitimat-Stikine Electoral Area D (LAA) where the median value of dwellings decreased. The largest increases in the cost of dwellings occurred in the Village of Hazelton (RAA), where there was an increase of $198,757 in the median price (from $125,243 to $324,000), followed by Bulkley-Nechako Electoral Area A (RAA) which experienced an increase of $149,837 in the median price (from $350,163 to $500,000) and the Stikine Region (LAA), where there was an increase of $126,000 in the median price of dwellings (from $149,939 to $276,000). However, not all communities experienced similar increases in the cost of dwellings, with the cost remaining mostly unchanged in Kitimat-Stikine Electoral Area B (RAA), at around $200,000. Being driven mostly by demand and supply, the cost of housing can rise or fall more than inflation (Figure 24.4-12).

When looking at the median monthly cost of renting from 2016 to 2021, most communities in the LAA and RAA experienced an increase of $100 to $200 in their median monthly cost of renting, except for the Bulkley-Nechako Electoral Area A (RAA) where the median monthly cost of renting increased by $238 per month (from $712 in 2016 to $950 in 2021). In the Village of Hazelton (RAA) and the District of New Hazelton (RAA) the median monthly cost of renting increased by less than $40 per month from 2016 to 2021; the median monthly cost of renting was $665 in the District of New Hazelton and $810 in the Village of Hazelton in 2021. All LAA and RAA communities had a median monthly cost of renting at $1,000 or below. Overall, for BC, the median monthly rental cost increased by $334, from $1,036 in 2016 to $1,370 in 2021 (Figure 24.4-12).

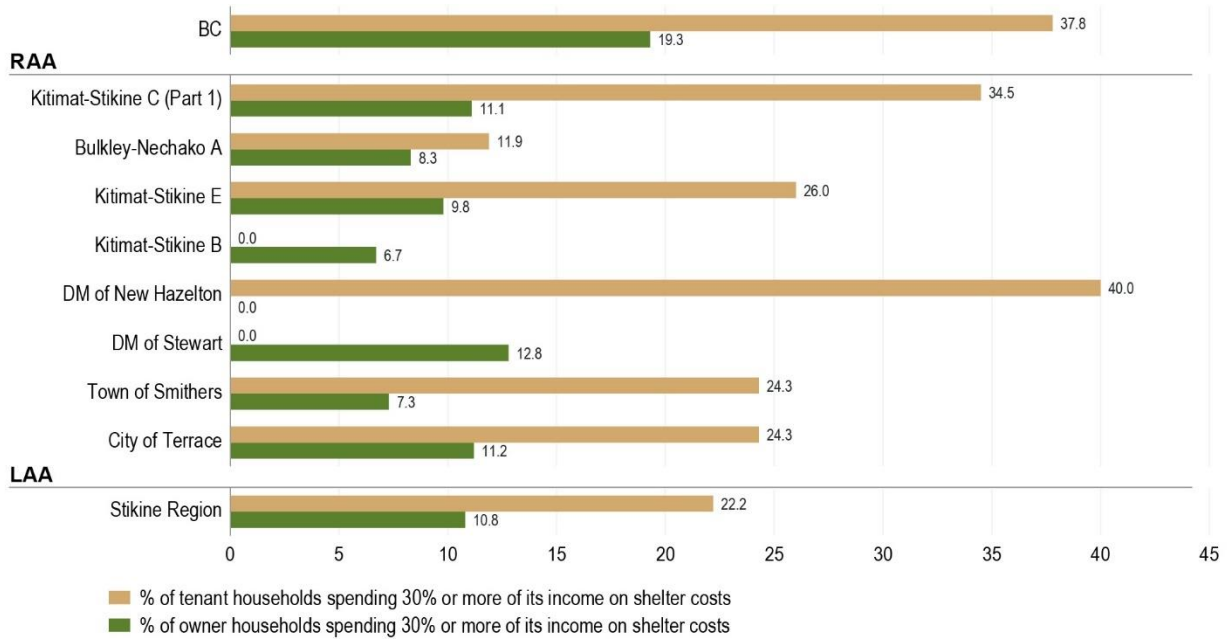
Housing characteristics for the LAA and RAA are described in Chapter 21, Infrastructure and Services Effects Assessment.

Housing Affordability

Affordability is defined as the proportion of the population spending more than 30% of their income on shelter costs. In 2021, in the Stikine Region (LAA), Terrace (RAA), the District of Stewart (RAA), and Kitimat-Stikine C Part 1 (RAA), more than 10% of *household owners* were spending 30% of their income on shelter costs;[30] in the remaining LAA and RAA communities less than 10% of household owners spent 30% of their income on shelter costs (Figure 24.4-12). Similarly, in the Stikine Region (LAA), Terrace (RAA), and Smithers (RAA), approximately 20% of *renter households* were spending 30% on shelter costs;[31] in the remaining LAA and RAA communities, less than 20% of renter households spent 30% on shelter costs. Provincially, 19.3% of owner households spent more than 30% of their income on shelter (Figure 24.4-13), suggesting that the LAA and RAA are more affordable than BC on average to own a dwelling. Regarding tenant household, provincially, 37.8% of tenant households spent more than 30% of their income on shelter (Figure 24.4-13), also suggesting that the LAA and RAA are more affordable than BC on average to rent a dwelling. However, in the LAA and RAA, tenant households are more likely to have a higher proportion of their population spending 30% of their income on shelter, as compared to owner households.

[30] Owner households in non-farm, non-reserve private dwellings, 25% sample data.

[31] Tenant households in non-farm, non-reserve private dwellings, 25% sample data.



Source: Statistics Canada 2023a

Notes:
BC = British Columbia; DM = District Municipality; LAA = Local Assessment Area; RAA = Regional Assessment Area
% = percent; $ = dollar
$ amounts given in Canadian dollar (CDN)
Owner and tenant households in non-farm, non-reserve private dwellings—25% sample data. Data were not available for all communities.

Figure 24.4-13: Households Spending 30% or More of its Income on Shelter Costs (%)

While current housing costs in the LAA and RAA may be more affordable compared to province-wide statistics, the cost of living in Tahltan communities (located in the LAA) can still be high due to transportation and heating costs. Older homes, predominant in the area, require consistent maintenance and can be expensive to heat and repair. Developing new housing, especially affordable options, is challenging due to factors such as construction costs, labour shortages, and difficulties accessing government funding programs (RDKS 2022).

Regional studies encompassing these communities suggest that housing affordability and availability present significant challenges, with a critical shortage of affordable rental housing and limited non-market housing options, which leads to reliance on less secure secondary rental markets and older housing stock in need of repairs (Sparc BC 2020). The lack of housing choices impacts the ability to attract and retain key workers and young professionals and forces many young adults living in the region to remain living at home or move away (Sparc BC 2020).

Housing availability and affordability pose significant challenges for the Nisga'a Nation, with issues such as overcrowding, dilapidated homes, and limited land for development exacerbating the situation. Additionally, food security concerns are prevalent, particularly for Nisga'a members living in the Nass Valley, where distance to shops and rising food costs are significant barriers (Chapter 5, Nisga'a Nation).

Lack of housing supply and housing affordability are common themes raised in interviews conducted for the Employment and Economy VC. Housing was listed as an issue for community members, where issues like homelessness and addiction are becoming more commonplace, and for businesses challenged to bring new workers to communities to fill labour gaps but not able to find adequate housing. Interviewees from Terrace, Hazelton, and the District of Stewart all mentioned that housing was a concern for people wanting to work in these communities (Terrace Chamber of Commerce, Village of Hazelton, District of Stewart, pers. comm., 2024); housing shortages or limitations contribute to labour shortages. Key informant interviews indicated that people in Terrace are also struggling to find housing because units are being rented by organizations for employee accommodation. Additionally, rising rent prices and the high cost of living has meant that some individuals in lower-income professions cannot afford to live in Terrace and are choosing to live in and commute from Kitimat, located 63 kilometres (km) south from Terrace, outside the RAA (City of Terrace, pers. comm., 2024). Interviewees indicated that despite the lack of housing, there is sufficient land and community infrastructure to build and accommodate new dwellings, and indicated a desire to see new housing developments to address needs, including in response to potential population in-migration associated with capital infrastructure projects (District of Stewart, pers. comm., 2024).

Gender-based Analysis Plus Highlight

Local data on housing affordability for diverse subgroups was not available. However, at the national level, Indigenous and gender-diverse populations are more likely to live in unsuitable housing[32] (Statistics Canada 2022b; Nelson et al. 2023). Additionally, national data from the 2021 Census of Population indicate that Indigenous people living off reserve are more likely than non-Indigenous populations to live in unsuitable housing, although not as likely as reserve residents (Statistics Canada 2022b).

Food Security

Food insecurity in BC is one of the key public health issues affecting individuals' physical, social, and mental health and overall well-being (B.C. Centre for Disease Control 2022). The average monthly cost of a nutritious food basket[33] for a reference family of four (consisting of a male adult, female adult, male child, and female child) in northern BC in 2022 was $1,300 (ranging from $1,104 in the northeast, to $1,247 in Northern Interior, to $1,571 in Northwest[34]); this is compared to $1,263 for BC, and $1,311 for Vancouver. Considering disposable income in 2022, and expenses on housing and food, single parents on income assistance or single young adults on disability assistance in northern BC did not have enough income to cover the necessities (B.C. Centre for Disease Control 2022).

Engaged Indigenous Nations note that harvesting activities are pursued for both economic reasons and as a means of practising, teaching, and learning their culture and history, and maintaining a sense of cultural and physical well-being (e.g., ERM Rescan 2014; MNBC and OPHO 2021; Rescan 2009; TCC 2015; TCG 2019, 2020c, 2021a; see also Chapter 5, Nisga'a Nation; Chapter 7, Tsetsaut Skii kim Lax Ha; Chapter 8, Métis Nation British Columbia; Chapter 20, Human Health Effects Assessment; and Chapter 26, Current

[32] Statistics Canada defines suitable housing as a dwelling that has enough bedrooms for the size and composition of the household.

[33] A predetermined basket that includes a mix of vegetables, fruit, protein, whole grain, and unsaturated fats.

[34] Investigation was done for BC's regional health authorities that include Fraser Health, Interior Health, Northern Health, Vancouver Coastal Health, and Island Health. Additional information on these health regions can be found at https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/partners/health-authorities/regional-health-authorities.

and Future Use of Land and Resources for Traditional Purposes Effects Assessment). The Tahltan Country Foods Baseline Report (Appendix 21-3) states that harvesting, sharing, and consumption of country foods are important for managing food costs, while other sources indicate that, in some instances, foraging may also generate income through sales (e.g., of harvested pine mushrooms; e.g., AltaGas Renewable Energy Inc. 2011).

The combined economic and cultural significance of Indigenous harvesting may therefore have tangible influences on individuals and households pursuing mixed economic practices, i.e., some households and individuals may try to balance their involvement in the wage economy to maintain ongoing access to the economic, cultural, and other benefits attached to traditional activities. As previously noted, some Tahltan members find benefit in the rotational shifts often associated with mine work, as the multiday breaks between rotations facilitates land-based activities including continued participation in the traditional economy (Appendix 21-2, Tahltan Socio-economic Baseline Report).

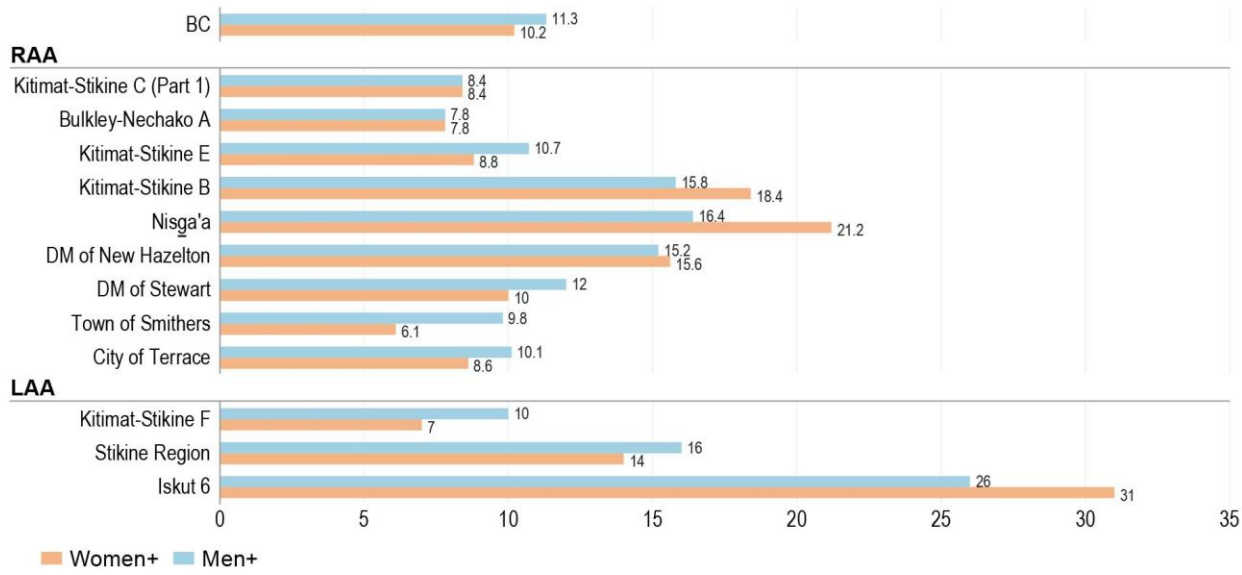
Gender-based Analysis Plus Highlight

Food security findings for single parents, low-income individuals, and disabled individuals are discussed above, as is the importance of harvesting activities in maintaining food security for Engaged Indigenous Nations. In addition, as described in Appendix 20-2, Existing Conditions for Community Health Addendum, female lone parents with children, households on social assistance, seniors relying solely on public pensions, and Indigenous people are more likely to be lower income and experience food insecurity compared to the general population. Indigenous people in BC were nearly two times more likely to experience household food insecurity than non-Indigenous people in BC, as of 2023 (Appendix 20-2, Existing Conditions for Community Health Addendum).

Low-income Households

The “low-income measure, after tax”, refers to a fixed percentage (50%) of median-adjusted after-tax income of private households, adjusted for different household sizes.[35] Based on the low-income measure for the LAA and RAA, approximately 16.7% of individuals in the LAA and 9.8% in the RAA were classified as low-income in 2021, compared to 10.8% for all of BC. In the LAA and RAA, as well as in BC as a whole and in other parts of Canada, women+ and seniors (both men+ and women+) are more likely to be in a low-income group. Data on low-income status by community and gender is available on Figure 24.4-14. Those in low-income groups often face barriers to access education and training, employment opportunities and transportation, and other challenges described as part of existing conditions—all impacting the employability and earning potential of residents in the LAA and RAA.

[35] The use of different household sizes reflects the fact that households’ needs increase, but at a decreasing rate, as the number of members increases. Additional information on this measure is provided in Appendix 21-4, Socio-economic Baseline Addendum.



Source: Statistics Canada 2023a

Notes:

BC = British Columbia; DM = District Municipality; LAA = Local Assessment Area; RAA = Regional Assessment Area

% = percent; $ = dollar

$ amounts given in Canadian dollar (CDN)

"Men+" includes men (and/or boys), as well as some non-binary persons. "Women+" includes women (and/or girls), as well as some non-binary persons. All references to men and women in the context of the 2021 Census should be understood as reflecting this data aggregation, even where the "+" symbol is not present.

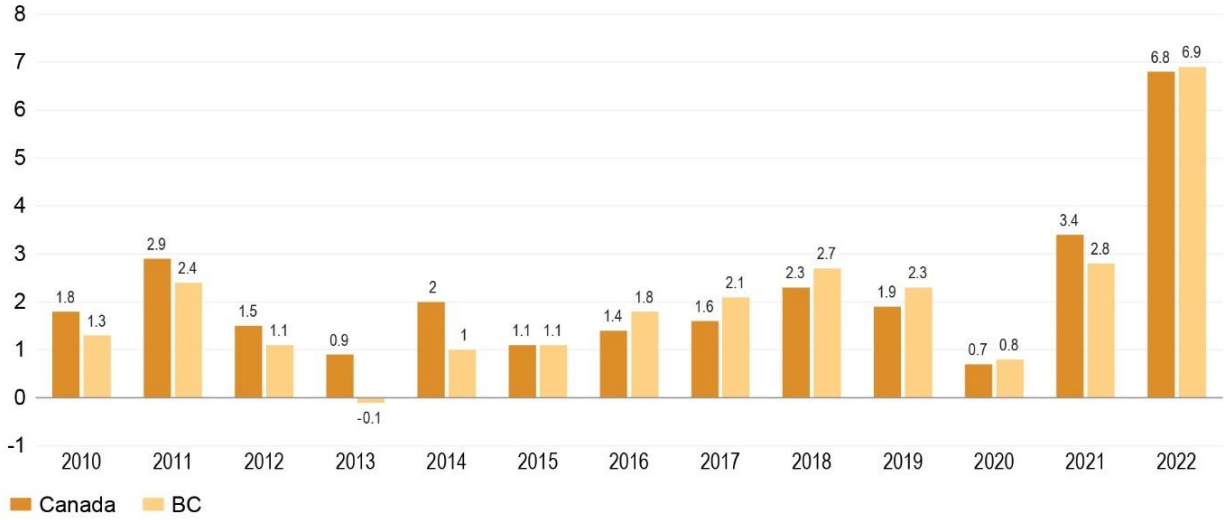
Based on 100% data. Data were not available for all communities.

Figure 24.4-14: Prevalence of Low Income Based on the Low-income Measure, After Tax (%), 2021

Living Wage

Publicly available information on the cost of living and living wages is available at a provincial (BC) level. Inflationary pressures in 2021 and 2022 attributed to the COVID-19 pandemic and related supply chain challenges resulted in higher consumer price indices in those years (Figure 24.4-15). This influenced and raised the cost of living for BC and Canada as a whole. Inflationary pressures impacted all service and goods-producing industries and resulted in higher costs of groceries, transportation, childcare, rent, and essential supplies. While the provincial minimum wage, at the time of writing this chapter, was $17.40 per hour, the estimated living wage in 2022 is $21.19 in Prince George and $22.69 in Prince Rupert (Living Wage for Families BC 2023).[36] In BC, a living wage is estimated at $22 per hour (Living Wage for Families BC 2023). Assuming a resident has a full-time job of 2,080 hours per year, they would have an income of $36,192 per year at minimum wage (using the 1 June 2024 rate) and a living wage of $45,760 per year at $22 per hour (Living Wage for Families BC 2023). In 2020, the median total income for women+ was around the minimum wage threshold of $36,192, while the median income for men+ was at, or slightly above, the living wage threshold of $45,760. About a half of the LAA and RAA residents fall below either the minimum or the living wage thresholds. Section 24.4.3.5, Income and Wages, also speaks to how wages fall behind inflation, putting additional strain on those already struggling financially.

[36] Living wage estimates were not available for the LAA and RAA communities.



Source: Government of BC 2023c

Note:
BC = British Columbia

Figure 24.4-15: Consumer Price Index, Annual Percentage Change for Canada and British Columbia

Cost of Living Summary

While the cost of living is generally lower in the LAA and RAA compared to BC, the size of communities, limited industry base, and limited employment opportunities reduce the earning potential for residents and results in lower-income levels. In general, with rising inflation, the cost of almost everything increases, including the cost of borrowing. Inflationary pressure on residents that may already experience low-income levels further impacts the ability of families to afford the costs of living, including paying mortgages or qualifying for a mortgage. The inflationary pressures disproportionately affect those in need.

While it is challenging to predict future trends in the cost of living, prices tend to rise rather than fall. On average, prices increase by 1% to 3% annually, however, as seen in recent years, shocks to the economy (e.g., the COVID-19 pandemic) can result in larger price increases. Additional economic activity can contribute to the rising cost of living. It is therefore the expectation that the cost of living will increase each year in BC, and in Canada as a whole.

24.4.4 Tahltan Knowledge-weaving Highlight: Ancient, Past and Existing Conditions and Barriers to Tahltan Relating to Employment and Economy

The Tahltan view of stewardship is set out in Section 4.1.1, Laws and Stewardship Principles, as arising from a relationship to the land described called Keyeh: "an interconnected whole made up of the relationships between humans, animals, spirits, mountains, waters, and weather systems." This reciprocal relationship is with the entirety of the land and to all the living things within it. In alignment with Keyeh, Chapter 4, Tahltan Application Information, presents information compiled by the Tahltan Central Government to provide an interconnected and holistic description of all Tahltan Values. While not assessed as a Tahltan Value, Chapter 4 includes a holistic discussion of Employment and Economy, broadly encompassing the Tahltan AOIs (defined in section 4.5.1 of the Hybrid AIR [EAO 2023a]). In contrast, the preceding sections (Sections 24.4.1 to 24.4.3) presented technical information compiled by Skeena Resources pertaining specifically to the Employment and Economy VC, organized within the spatial boundaries defined in section 10.3.1 of the Hybrid AIR (EAO 2023a). (Both sets of boundaries are described in Section 24.3.1, Spatial Boundaries, of this chapter.)

The following section provides highlights relevant to Employment and Economy drawn from the holistic description presented in Chapter 4, Tahltan Application Information, which covers the larger spatial scales contemplated by the Tahltan AOIs, and in some cases longer timeframes than those considered in the preceding sections (across the Tahltan Continuum, as described in Section 4.1.1, Laws and Stewardship Principles). This section was developed collaboratively by Tahltan Central Government and Skeena Resources.

As noted in Section 4.4.1, Rationales and Perspectives:

> The economy practiced by our Tahltan ancestors was based on sharing or reciprocity,
> as reflected in the words of an elder:
> 'If we take care of the land, the land will take care of us.'

Over thousands of years, Tahltan guarded their position in a coast-interior trade network which stretched from the Pacific coast to the boreal forests east of the Rocky Mountains. Tahltan were living traditionally in the region following the harvesting, gathering, and social seasonal patterns with the movement of wildlife, availability of plant communities, and the salmon and fish cycles influencing traditional ways. Tahltan were also mining, primarily obsidian, and trading with Indigenous neighbours. The landscapes were intact and only affected from natural disturbances and events

When prospectors and fur-traders arrived in the nineteenth century from the outside world, they brought with them a different kind of economy, based on extraction. The extraction economy is sometimes referred to as a "boom and bust" economy where it creates intense resource extraction and pressures. The bust occurs when market conditions change, resource deposits become exhausted, or other economic factors abruptly cease or reduce the economy, often with social, cultural, and environmental negative legacies still being addressed today.

Today, mining is the predominant form of economic activity in Tahltan Territory, and Tahltans have also come to rely on the industry for employment as compared to more traditional means of economy.

Unlike an economy of reciprocity, when an economy is even partially based on extraction, the benefits of economic development must be balanced against the obligation to maintain the health of the land (i.e., protecting the interconnected whole that is Keyeh), and the needs of the present generation must be balanced against the needs of future generations. One of the core principles the Tahltan Elders Council speaks of this important balance:

> 'Balance must be maintained between the needs of Tahltan people in the present and future generations. The benefits and risks of land and resource management must be shared equitably between Tahltan people and other beings, and between present and future generations. Any time something is taken from the land, the land must be treated in a way that it can heal.'

Current barriers to Tahltan pertaining to Employment and Economy primarily relate to declining populations in the Tahltan Territory, as high paid jobs in mining enable people to move away, and the rising cost of living exacerbating food security issues with community members.

24.5 Potential Effects and Mitigation

24.5.1 Identification of Potential Interactions

As described in greater detail in Chapter 1, Project Overview, the Project proposes to develop and operate an open-pit gold and silver mine at the past producing Eskay Creek Mine site. The estimated total annual production mill feed during Operations will be 3.0 million tonnes (Mt) in Years 1 to 5 and up to 3.6 Mt (i.e., approximately 10,000 tonnes [t] per day) in Years 6 to 12. The Project comprises construction of new infrastructure as well as modification and use of existing infrastructure.

Aspects of the Project of relevance to the Employment and Economy VC include:

- Provision of Project-related employment and income, and the resulting indirect[37] and induced[38] employment and income opportunities;
- Project contributions to economic activity in the region (GDP) and Project-related contract expenditures, which includes direct, indirect, and induced benefits;
- Project payment of municipal, provincial, and federal taxes, as well as contributions to tax revenue from Project spin-off activities;
- Project activities that can affect the economic significance of natural resources or on-land activities (e.g., hunting, trapping and fishing, tourism, and forestry); and
- Project spending on goods and services, as well as income paid to Project employees, which can collectively increase the demand for goods and services in the RAA.

[37] Indirect opportunities take place throughout the supply chain.

[38] Induced opportunities are a result of direct and indirect workers spending their income in industries such as housing, retail, transportation, etc.

A complete list and description of Project activities and components can be found in Chapter 1, Project Overview. This assessment chapter's focus is on Project activities and components relevant to the Employment and Economy VC that provide employment opportunities, including the procurement of goods and services, and that require the payment of taxes. These activities also include the overarching Construction, Operations, Reclamation and Closure, and Post-closure activities that may interact with (i.e., reduce) the economic value of land-based activities.

Table 24.5-1 provides a scoping matrix of Project activities by potential to interact with the Employment and Economy VC. A detailed description of Project activities and components pertaining to this table can be found in Chapter 2, Hybrid Environmental Assessment Process and Application Information Requirements. Table 24.5-1 was abbreviated from the standard version of this table found in other assessment chapters. Components and activities within each Project phase are aggregated to reflect that the Project's overall economic activity—rather than specific Project components/activities—is the means of interaction with the Employment and Economy VC. For example, the overall Construction phase of the Project, rather than specific Construction phase activities, will provide employment and contract opportunities, and contribute to government tax revenues. Overall activities can also impact the cost of living in the LAA and RAA or interact with land-based activities such as hunting or plant gathering. As such, non-procurement and employment components falling under each of the Project phases are aggregated in Table 24.5-1 under the following components (that are specific to this VC): overall Construction activities, overall Operations activities, overall Reclamation and Closure activities, and overall Post-closure activities.

Within this matrix, the potential for interaction (positive or negative) is assigned a symbol as follows:

- **Empty circle (○):** an interaction between Project activities and the VC is not expected.
- **Half-filled circle (◐):** an interaction between Project activities and the VC is possible.
- **Filled circle (●):** an interaction between Project activities and the VC is likely.

This evaluation considers any embedded controls (i.e., physical or procedural controls that are planned as part of the Project design). An example of an embedded control for Employment and Economy VC is the existence of a camp to house Project onsite workers to reduce the pressure and impact on LAA and RAA communities. Cells coded as *not expected* (empty circle) are considered to have no potential for an interaction with the VC and are scoped out of further assessment in the relevant assessment chapter. Interactions considered possible or likely are carried forward to the next step in the assessment.

Gender-based Analysis Plus Highlight

Interactions with the Employment and Economy VC are included in this stage of the assessment. Whether there was a possible or likely interaction with the VC relating to the population as a whole or only to a specific diverse subgroup, that interaction is carried forward to the next step in the assessment. The possible and likely interactions for changes to the Employment and Economy VC identified in Table 24.5-1 across Project phases may affect diverse subgroups disproportionately. This is considered further in Section 24.5.2, Identification of Potential Effects and Mitigation.

Table 24.5-1: Potential Interactions between Project Activities and the Employment and Economy Valued Component

Project Activities and Phase	Potential for Interaction with the Employment and Economy VC
Construction (2 Years)[1]	
Overall Construction activities	◐
Procurement of employment and labour, services, goods, and use of infrastructure in the region	●
Operations (13 Years)	
Overall Operations activities	◐
Procurement of employment and labour, services, goods, and use of infrastructure in the region	●
Reclamation and Closure (3 Years)	
Overall Reclamation and Closure activities	◐
Procurement of employment and labour, services, goods, and use of infrastructure in the region	●
Post-closure	
Overall Post-closure activities	◐
Procurement of employment and labour, services, goods, and use of infrastructure in the region	●

Notes:

VC = Valued Component

○ = interaction not expected

◐ = possible interaction

● = likely interaction

[1] This also includes Year -3 engineering and procurement activities. Engineering and procurement activities (Year -3) capture engineering/procurement that precede the Construction phase of the Project. Appendix 24-1, Economic Benefits Modelling Results, provides additional information on Year -3.

24.5.2 Identification of Potential Effects and Mitigation

The Project's potential effects on the Employment and Economy VC have been raised during engagement with Indigenous Nations, government agencies, local governments, the public, and other stakeholders, and have also been identified through best management practices, scientific literature, Tahltan and Indigenous Knowledge, and technical expertise/professional judgment. Chapter 10, Valued Component Effects Assessment Methods further suggests that the Project has the potential to affect employment and economy in the LAA and RAA.

The potential effects of the Project on the Employment and Economy VC are as follows:

- Changes in employment and income;
- Changes in Project expenditures, business opportunities, and GDP benefits;
- Changes in tax revenue;

- Changes to the economic significance of natural resource-based activities;[39] and
- Changes to the cost of living.[40]

All potential effects on the Employment and Economy VC from Project components and activities are described below. The discussions of potential effects assumes that all Project activities and components will occur within the designed scope of the Project. Any potential effects due to spills, equipment malfunctions, emergencies, or accidents are assessed in Chapter 29, Malfunctions and Accidents.

To further focus the assessment, Table 24.5-2 identifies and ranks the potential for each Project activity to result in an effect on a VC, as follows:

- **Empty circle (○):** no potential for an effect is anticipated.
- **Blue (●):** negligible to minor potential for an adverse effect is anticipated; implementation of best practices and standard mitigation and management measures are considered sufficient; this potential effect is well understood and well regulated and may be managed under another government process; no additional monitoring is required. These potential effects, and the mitigation measures to address them, will be briefly discussed, but will not be carried forward in the assessment.
- **Yellow (●):** there is moderate potential for an adverse effect requiring unique active management/ monitoring/mitigation; this potential effect warrants further consideration and will be carried forward in the assessment.
- **Red (●):** there is high potential for an adverse effect; this potential effect warrants further consideration and will be carried forward in the assessment.
- **Plus (+):** there is potential for a positive effect; this potential effect will be carried forward in the assessment.

Supporting rationale for assigned rankings is provided in the discussion of potential effects below.

As defined in Chapter 10, Valued Component Effects Assessment Methods, where potential for effects is marked with blue circles (i.e., negligible to minor potential for an adverse effect expected), they are presented in the remainder of this chapter, and the relevant mitigation measures are presented in Section 21.5.3, Mitigation Measures and Effectiveness. After the presentation of negligible-to-minor adverse effects and their mitigations, they are not considered further in the assessment. Where entire columns are coded either with blue circles or empty circles (indicating no potential for an effect anticipated or negligible-to-minor potential for adverse effects), the potential effect is scoped out of further assessment in this chapter.

[39] This potential effect considers potential impacts to forestry and logging operations; fishing, hunting, and trapping; outfitting; tourism and recreation; and agricultural activities.

[40] This potential effect also considers changes to housing cost / property values.

Table 24.5-2: Ranking Potential for Effects on the Employment and Economy Valued Component

Project Activity	Phase	Potential Effects				
		Changes in Employment and Income Levels	Changes in Project Expenditures, Business Opportunities and GDP Benefits	Changes in Tax Revenue	Changes to the Economic Significance of Natural Resource-based Activities	Changes to the Cost of Living
Overall Construction activities	Construction	○	○	○	●	○
Procurement of employment and labour, services, goods, and use of infrastructure in the region	Construction	+	+	+	○	●
Overall Operations activities	Operations	○	○	○	●	○
Procurement of employment and labour, services, goods, and use of infrastructure in the region	Operations	+	+	+	○	●
Overall Reclamation and Closure activities	Reclamation and Closure	○	○	○	●	○
Procurement of employment and labour, services, goods, and use of infrastructure in the region	Reclamation and Closure	●	●	●	○	●
Overall Post-closure activities	Post-closure	○	○	○	○	○
Procurement of employment and labour, services, goods, and use of infrastructure in the region	Post-closure	●	●	●	○	○

Notes:

GDP = gross domestic product

○ *= No potential for an effect anticipated, no further consideration is warranted in the assessment*

● *= Negligible to minor potential for an adverse effect; implementation of best practices, standard mitigation and management measures; no monitoring required; no further consideration is warranted in the assessment*

● *= Moderate potential for an adverse effect; may require unique active management, mitigation, and/or monitoring; warrants further consideration in the assessment*

● *= High potential for an adverse effect; warrants further consideration in the assessment*

\+ *= Potential for positive effect; warrants further consideration in the assessment*

Gender-based Analysis Plus Highlight

For human-focused VCs, the matrix approach presented in Table 24.5-3 is used to highlight effects where there is greater potential for diverse subgroups distinguished by a specific identity factor to be affected. The process for identifying these subgroups and the potential pathways for effects relevant to the human-focused VCs are described in Appendix 20-3, Diverse Subgroups Existing Conditions Supplement. In Table 24.5-3, the effects that are anticipated to be evenly distributed are distinguished from effects anticipated to be disproportionate across an identity factor. Effects anticipated to have an even distribution on the whole population are not carried further as part of GBA Plus but are considered for the entire population as part of the main effects assessment. For effects that are expected to be disproportionate, the effect pathway (i.e., the reasoning or known mechanism by which an effect may be more acutely felt by a diverse subgroup) is also described, and the effect is carried forward for GBA Plus consideration in the next step of the assessment.

Table 24.5-3: Ranking Potential for Employment and Economy Valued Component Effects on Diverse Subgroups

Identity Factor	Distribution of Effect[1]				
	Change in Employment and Income	Changes in Project Expenditures, Business Opportunities, and GDP Benefits	Changes in Tax Revenue	Changes to Economic Significance of Natural Resource-based Activities	Changes to the Cost of Living
Gender	Disproportionate	Even	Even	Even	Disproportionate
Indigeneity	Disproportionate	Even	Even	Disproportionate	Disproportionate
Age	Disproportionate	Even	Even	Even	Disproportionate
Ability	Disproportionate	Even	Even	Even	Disproportionate
Geography	Disproportionate	Even	Even	Even	Even
Family Structure	Disproportionate	Even	Even	Even	Disproportionate
Income and Employment	Disproportionate	Even	Even	Even	Disproportionate
Education and Skills	Disproportionate	Even	Even	Even	Even

Notes:

GDP = gross domestic product

*[1] **Even** = Effects may be experienced by any subgroup; **Disproportionate** = Effects could be experienced only by certain subgroups, or the effect could be more acute for certain subgroups*

Changes in employment and income may disproportionately affect diverse subgroups in the following ways:

- Women are less likely to access and benefit from employment opportunities associated with the Project due to challenges accessing or pursuing training, e.g., as a result of family or household-related responsibilities. A disproportionate lack of access to employment and related benefits can be exacerbated by concerns relating to risks of violence and harassment in the mining workplace, and for Indigenous women, by concerns over cultural barriers or mistreatment.

- Youth and disabled individuals (who are more likely to be un/underemployed) and people with lower levels of formal education and skills training are more likely to lack prerequisite skills and experience to qualify for and benefit from Project employment.
- Single parents and caregivers are often primary caregivers and income earners in a household. This can create challenges accessing employment opportunities that require being away from one's family for extended periods of time (e.g., rotational work associated with mining projects in remote areas).
- Rural populations (including Indigenous people living on reserve and in reserve-adjacent communities), youth, and disabled individuals, especially those without reliable private or public transportation or a driver's licence, can find it more challenging to access training and employment opportunities, limiting earning potential for those groups.
- 2SLGBTQQIA+ individuals are less likely to access and benefit from employment opportunities associated with the Project due to societal discrimination leading to unequal opportunities, exclusion, and economic disparities in these subpopulations.

Changes to the cost of living may disproportionately affect diverse subgroups in the following ways:

- Single parents and caregivers are more likely to be more susceptible to changes in the cost of living while depending on a single source of income. Single parents and caregivers are most often women, resulting in a gendered effect.
- Low-income individuals whose employment income or government transfers (i.e., pensions, disability benefits, employment insurance payments, or other form of payments) are rarely and inadequately adjusted for inflation are likely to be disproportionately affected by changes in the cost of living. Youth and disabled individuals are more likely to have lower income and lack access to stable housing, increasing susceptibility to disproportionate effects from any changes in the cost of living. Similarly, unemployed or underemployed individuals are likely to experience disproportionate difficulty adapting to changes in the cost of living.

Changes to economic significance of natural resource-based activities may disproportionately affect diverse subgroups in the following ways:

- Any changes to the economic significance of natural resource-based activities may disproportionately affect Indigenous populations. Chapter 5, Nisga'a Nation; Chapter 7, Tsetsaut Skii Km Lax Ha; Chapter 8, Métis Nation British Columbia; and Chapter 26, Current and Future Use of Land and Resources for Traditional Purposes Effects Assessment, describe existing conditions and importance of land use and natural resource-based activities and context for Engaged Indigenous Nations; see Section 24.4.1.2, Indigenous Knowledge, for information on the Gitanyow assessment and reporting process.

Disproportionate effects on diverse subgroups are not identified for changes in Project expenditures, business opportunities, and GDP benefits, given that these effects are largely anticipated at the level of communities rather than individuals. While there may be disproportionate benefits to business owners, identity factors for business owners in the region were not available in public sources. As such, no disproportionate effect can be attributed to such subgroups.

Disproportionate effects are not predicted for changes in tax revenue, given that this effect is expected at a government level, rather than an individual level.

While the Hybrid AIR (EAO 2023a) requires the consideration of potential effects to forestry and logging operations; outfitting; tourism and recreation; agricultural activities; and fishing, hunting, and trapping, only the effects to fishing, hunting, and trapping are considered in this assessment, while the following interactions are not expected to result in an effect and have been scoped out of further assessment for the Employment and Economy VC:

- Changes to the economic significance of agricultural activities are not anticipated, as there is no agricultural activity occurring in the vicinity of the Project.
- Changes to the economic significance of recreational and tourism activities are not anticipated as the Project is located in a remote location. Existing access arrangements past the security gate will be retained, and changes to road access are not anticipated. While recreation and tourism are of importance to the LAA and RAA, and the broader BC economy, the construction and operations of the Project is not expected to affect tourism-related revenue. The Project is not located in an ecological reserve or a provincial park, the area is not known to be frequented by recreational users, and there are no facilities like campgrounds nor lands subdivided for recreational purposes (e.g., cabin properties) in proximity. There is also an abundance of alternative recreational use areas in the LAA and RAA (Chapter 22, Non-traditional Land and Resource Use Effects Assessment).
- Changes to the economic significance of outfitting activities are not anticipated. The Project Footprint overlaps two guide outfitting certificate areas (601113 – Miller's Outdoor Ltd., and 610014 – Fraser River Outfitters Ltd.). Miller's Outdoor Ltd. (601113) offers backpacking, lake, and river boating as well as hunting, including mountain goat hunting in the Skeena Mountain Range. Fraser River Outfitters Ltd. (610014) offers archery and rifle tours specifically for hunting elk and/or black bear. While the Project / Assessment Footprint overlaps these guide outfitting operations, the land base lost for hunting will be low and there are other hunting locations within the licenced areas (refer to Chapter 22, Non-Traditional Land and Resource Use Effects Assessment, for additional information). The Eskay Creek Mine site is currently not accessible due to the to safety considerations associated with the historic Eskay Creek Mine and Eskay Creek Technical Sample Project (Technical Sample) activities. Access to the mine site will be controlled during all Project phases at the Eskay Creek Kilometre Marker (KM) 52.2 Mine Security Gate, which will be constructed to provide security coverage and manage access. Signage will also be implemented to warn road users of access restrictions. The restricted access to the mine site may affect access for guide outfitters and trapline holders. Based on the feedback received from one of the guide outfitters, guide outfitters have already been avoiding areas around the Project Footprint and nearby areas. The abundance of hunting areas and species outside the Project Footprint will ensure the continuation of outfitting activities, without an effect on the economic significance of this industry in this region (Chapter 22, Non-traditional Land and Resource Use Effects Assessment).
- Changes to the economic significance of forestry and logging are not anticipated. There are four active Occupant Licences to Cut that intersect the Project Footprint; however, three of those are held by Skeena Resources and exist for clearing associated with earlier phases of the Project (L51924, L51780, L52355), and one is held by KSM Mining ULC (L49608). There are also two pending Occupant Licences to Cut for Skeena Resources (L52490 for the utility corridor and L52414 for sections of the road) and one pending licence that is not an Occupant Licence to Cut, but a Forestry Licence to Cut (A99253) that is nearly concurrent with the road permit (L52414) but is a salvage area held by District Manager of Nadina Natural Resource District. As most of the cutting licences are associated with Skeena Resources, and as there are very few other licences (including no licence for commercial logging),

no loss of the economic significance of the forestry industry is expected as a result of the Project, based on current permitted/pending applications in the area.

Potential effects marked with yellow or red circles or a plus sign in the impact matrix (Table 24.5-2) are described in following sections, including the availability and nature of mitigation measures to avoid, minimize, control, restore onsite, compensate, or offset adverse effects, as well as to augment positive effects on VCs (as defined in Chapter 10, Valued Component Effects Assessment Methods). These potential effects are carried forward into Section 24.5.3, Mitigation Measures and Effectiveness, where the effectiveness of the mitigation measures is evaluated.

24.5.2.1 Changes in Employment and Income

This section describes the anticipated changes in employment and income as a result of the Project. Employment and income changes are anticipated to be beneficial (positive) during Project Construction and Operations as a result of increased employment opportunities and associated income. These benefits are anticipated to continue during the Reclamation and Closure phase, although at a lower level than during Construction and Operations, and mostly ceasing during the Post-closure phase. Anticipated changes to employment and income, as well as concerns and considerations around employment and income, including how benefits may be differently experienced, are described for each phase in the sections below.

The ability of diverse subgroups to participate and benefit from Project employment and income is considered in the GBA Plus highlight in this section, and specific concerns expressed around equitable employment (including training and human resource policies) are addressed through enhancement and mitigation measures described in Section 24.5.3, Mitigation Measures and Effectiveness.

The economic benefits modelling results for the Project (Appendix 24-1, Economic Benefits Modelling Results) provide information on the methodology used to estimate the direct, indirect, and induced benefits of the Project, as well as method limitations, definitions, assumptions, model inputs, and results.[41] It should be noted that the results of the economic modelling are presented for the RDKS (which covers parts of the LAA and RAA; Figure 24.4-10), the rest of BC, and the rest of Canada. While it was not possible to conduct economic modelling at the LAA and RAA level, a special modelling module was built to estimate the benefits specific to the Tahltan Nation (Appendix 24-1, Economic Benefits Modelling Results). In the model, employment for the Project is measured in person-years (PY), used as a measurement of workforce effort, where one PY is equivalent to 2,080 hours of effort. This measure standardizes part-time, full-time, contract, and other types of employment. Monetary benefits are estimated in 2023 CDN. The sections below include a high-level summary of the modelling results to support the effects assessment.

[41] The economic benefits model does not use economic multipliers, rather it incorporates econometric modules to allow for dynamic, non-linear simulations of the likely effects. Appendix 24-1, Economic Benefits Modelling Results report, describes detailed modelling methods and assumptions.

Construction

The Project will result in an increase in employment and income during Construction. This positive effect will come from direct Project contributions to employment and labour income, as well indirect and induced contributions. The following outlines employment at its peak during Construction (in Year -2):

- Direct employment: 102.8 PY for the Tahltan,[42] 191.2 PY in the rest of the RDKS, 429.0 PY in the rest of BC, and 226.0 PY in the rest of Canada (total of 949.0 direct PY in Year -2);[43]
- Indirect employment:[44] 12.0 PY for the Tahltan, 185.5 PY in the rest of the RDKS, 790.6 PY in the rest of BC, and 848.5 PY in the rest of Canada (total of 1,836.7 indirect PY in Year -2); and
- Induced employment:[45] 17.1 PY for the Tahltan, 143.3 PY in the rest of the RDKS, 306.6 PY in the rest of BC, and 433.5 PY in the rest of Canada (total of 900.5 induced PY in Year -2).

In Years -1 to -2, the Project will provide a total of 1,814.0 PY of direct employment, 2,115.9 PY of indirect employment, and 1,382.9 PY of induced employment; this is a total of 5,312.8 PY (Figure 24.5-1). Project contribution to indirect employment and induced employment does not necessarily mean creation of new jobs but can also relate to the Project's contributions to sustaining existing jobs in those industries.

Not only are new employment opportunities created through Project construction, but there is also a range of employment types, facilitating opportunities for LAA and RAA residents with different educational, training, and employment backgrounds. The provision of employment opportunities—directly and indirectly—will also increase the skill level of the local workforce through on-the-job training and work experience. This will contribute to building a skilled workforce in the LAA and RAA.

Chapter 1, Project Overview, provides additional information on direct workforce requirements by occupation and skill level. As shown for the Construction peak year (Year -2), the Construction phase would require the following of the 949.0 PY direct workforce:

- A total of 63 PY with TEER[46] 0, with skills in management responsibilities;
- A total of 52 PY with TEER 1, that requires completion of a university degree (bachelor's, master's, or doctorate); or previous experience and expertise in subject matter knowledge from a related occupation found in TEER 2 (when applicable);
- A total of 542 PY with TEER 2, that requires completion of a post-secondary education program of 2 to 3 years at community college, an institute of technology, or a College of General and Professional Teaching (CEGEP); completion of an apprenticeship training program of 2 to 5 years; or occupations with supervisory or significant safety (e.g. police officers and firefighters) responsibilities; or several years of experience in a related occupation from TEER 3 (when applicable);

[42] This refers to Tahltan members.

[43] Direct employment: direct Skeena Resources employees and onsite contractors.

[44] Indirect employment: employment created throughout the supply chain.

[45] Induced employment: employment created when direct and indirect workers spend wages in industries such as retail, recreation, and housing.

[46] TEER stands for Training, Education, Experience and Responsibilities, replacing the previous "Skill Level" category and showing the degree of training, education, experience, or responsibilities required at each TEER from 0 to 5 structure as described in bullet points. Additional information on TEER can be found here https://www.statcan.gc.ca/en/subjects/standard/noc/2021/introductionV1.

- A total of 222 PY with TEER 3, that requires completion of a post-secondary education program of less than 2 years at community college, an institute of technology, or a CEGEP; or completion of an apprenticeship training program of less than 2 years; or more than 6 months of on-the-job training, training courses, or specific work experience with some secondary school education; or several years of experience in a related occupation from TEER 4 (when applicable);
- A total of 55 PY with TEER 4, that requires completion of secondary school; or several weeks of on-the-job training with some secondary school education; or experience in a related occupation from TEER 5 (when applicable); and
- A total of 15 PY with TEER 5, with short work demonstration and no formal educational requirements.

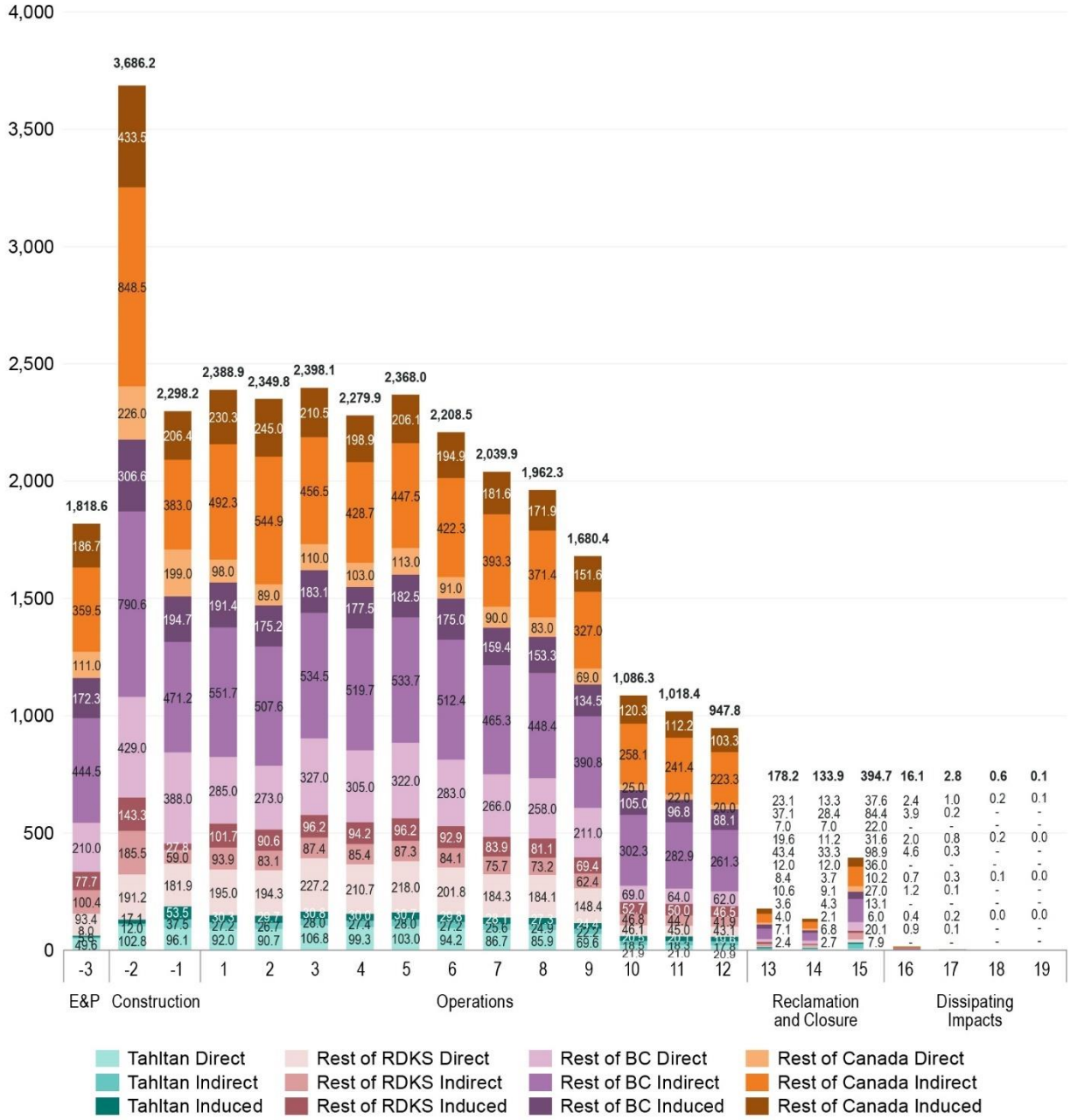
Similar information on skill levels is not available for indirect and induced employment.

While information is not available regarding the need for contract or permanent employment, Skeena Resources will hire workers on a full-time basis, as far as possible, with other position types (e.g., part-time, contract) offered on an as-needed basis and to provide flexibility in employment tenure.

Based on available information (Section 24.4.3.3, Labour Force and Employment), there is sufficient workforce within the LAA and RAA to meet Project needs during the Construction phase. This assessment considers the availability of labour, the number of unutilized and underutilized workers in 2021, and the short-term and changing nature of the construction industry. This also recognizes that the Construction phase will not only require jobs that are specifically related to construction activities, but also roles that require administrative, security, camp support, and engineering skills.

While some LAA and RAA residents may leave their current employment at LAA and RAA businesses for opportunities at the Project (e.g., due to the salary, nature of employment, and the term of employment), their departure will result in job vacancies for other residents, including those people who prefer to work in their own community. As such, employment opportunities at the Project may contribute to higher employment levels in the LAA and RAA communities.

Changes to employment and income for members of Engaged Indigenous Nations may depend on the type and number of employment opportunities. Existing conditions and information received through engagement suggests that training, mentoring, and skill building might be experienced differently by diverse subgroups. Indigenous people expressed concerns about whether and how employment opportunities will be accessible to them or other visible minorities, and noted that training, mentoring, and skill building in advance of Project commencement are important for improving the access to and qualification for Project employment. Potential pre-requisites for employment, such as a drug and alcohol testing and other human resource policies, were noted as potential barriers for some to qualify for available jobs. TCG has also expressed interest in training and skill building through provision of heavy equipment operator training and mentorship programs for post-secondary students delivered in the LAA/RAA as well as interest in retaining Indigenous employees in Project roles throughout various stages of the Project through building and utilizing transferable skills and providing on-the-job training. These concerns over equitable access to Project benefits are addressed in Section 24.5.3, Mitigation Measures and Effectiveness, through proposed enhancement measures.



Notes:

BC = British Columbia; RDKS = Regional District of Kitimat-Stikine; E&P = engineering and procurement activities preceding Project construction

The sum of the numbers may vary due to rounding.

Figure 24.5-1: Total Annual Employment Benefit—Direct, Indirect, and Induced—for Engineering and Procurement Activities, and Construction, Operations, and Reclamation and Closure Phases of the Project (Person-years of Employment)

There is also the potential that beneficial changes to employment and income are impacted by a shortage in skilled labour. However, in the construction and trades industry, the shortage in skilled labour appears to be decreasing; this is discussed in Section 24.4.3.3, Labour Force and Employment. For jobs that are challenging to staff in the short- or long-term, Skeena Resources may draw employees from the rest of BC, Canada, or internationally if needed, which may help to reduce emerging pressures on the LAA and RAA labour markets, should they arise.

Table 24.5-4 summarizes average Project wages for the Construction phase. Project wages (including benefits) are likely to exceed the median employment income in the LAA and RAA (Section 24.4.3.5, Income and Wages), although this will depend on job types. This higher income will increase the income levels earned by LAA and RAA residents and potentially improve the financial situation or financial stability of those directly employed with the Project or benefitting from indirect and induced employment opportunities. This higher income will also increase the size of disposable income, contributing to the economic activity in the region, and has the potential to improve the ability of LAA and RAA residents to save income for the future.

Changes to the cost of living, including potential inflationary pressures of the Project on the LAA and RAA economy, are considered in Section 24.5.2.5, Changes to the Cost of Living.

Table 24.5-4: Average Direct, Indirect, and Induced Wages during Project Construction (CDN $ 2023)

	Tahltan	Rest of RDKS	Rest of BC	Rest of Canada	Total
Direct	$113,697	$113,436	$113,183	$113,088	$113,268
Indirect	$60,703	$72,134	$95,088	$95,603	$92,653
Induced	$67,397	$67,356	$123,348	$88,398	$97,532

Notes:
BC = British Columbia; RDKS = Regional District of Kitimat-Stikine
$ = dollar; CDN = Canadian dollar
$ amounts given in CDN

Operations

During Operations, the beneficial effect of the Project on employment and income will continue.

The following outlines employment at its peak during Operations (Year 3):

- Direct employment: 106.8 PY for the Tahltan, 227.2 PY in the rest of the RDKS, 327.0 PY in the rest of BC, and 110.0 PY in the rest of Canada (total of 771.0 direct PY in Year 3);
- Indirect employment: 28.0 PY for the Tahltan, 87.4 PY in the rest of the RDKS, 534.5 PY in the rest of BC, and 456.5 PY in the rest of Canada (total of 1,106.4 indirect PY in Year 3); and
- Induced employment: 30.8 PY for the Tahltan, 96.2 PY in the rest of the RDKS, 183.1 PY in the rest of BC, and 210.5 PY in the rest of Canada (total of 520.6 induced PY in Year 3).

For Years 1 to 12, the Project will provide a total of 6,428.0 PY of direct employment, 11,075.1 PY of indirect employment, and 5,225.1 PY of induced employment. The total employment benefit is 22,728.2 PY (Figure 24.5-1).

The Project will also require a range of skills and experience to fulfill employment needs. Chapter 1, Project Overview, provides additional information on direct workforce requirements by occupation and skill level. As shown, for the peak year of Operations (Year 3), of the anticipated 771.0 PY of direct employment (this includes direct Skeena Resources hires and onsite contractors), the Operations phase would require the following:

- 2 PY with TEER 0;
- 36 PY with TEER 1;
- 322 PY with TEER 2;
- 385 PY with TEER 3;
- 6 PY with TEER 4; and
- 20 PY with TEER 5.

Similar information on skill levels is not available for indirect and induced employment.

While information is not available regarding the need for contract or permanent employment, Skeena Resources will hire workers on a full-time basis, as far as possible, with other position types (e.g., part-time, contract) offered on as needed basis and to provide flexibility in employment tenure.

The Project will create 106.8 PY of employment for the Tahltan and 227.2 PY of employment in the rest of the RDKS at peak operation (Year 3), with a gradually decreasing number of jobs as the Project progresses through Operations. Specific to the RDKS, direct employment will peak at 334 PY in Year 3, gradually decreasing to 218 PY of employment in Year 9, and then further decreasing to 64 PY in Year 12 (the last year of Project operating activities).

These available jobs will span a variety of skills including mining, mineral processing, site maintenance, administration, health and safety, and human resources. As shown by TEER classification, most of the jobs will be created in skills that require post-secondary education, trades or apprenticeship training, or the equivalent in experience and skills. Considering the available labour force in 2020 and in 2021 (Section 24.4.3.3, Labour Force and Employment), the LAA and RAA appears to have a sufficient workforce to meet Project needs. Where possible, Skeena Resources will identify skills transferable from Project Construction to Operations to retain the employment of residents from the LAA and RAA.

Similar to the Construction phase, there may be some residents that pursue employment with the Project during Operations, facilitating job vacancies (and opportunities) for other LAA and RAA residents searching for work, increasing overall employment levels in the LAA and RAA communities. However, there is also potential that beneficial changes to employment and income are influenced by skilled labour shortages.

Table 24.5-5 summarizes the anticipated average Project wages for Operations. As shown and compared to the Project wages described in Section 24.4.3.5, Income and Wages, Project wages (that include benefits) are likely to exceed the median employment income in the LAA and RAA; however, this will depend on job types and required skills and education.

Table 24.5-5: Average Direct, Indirect, and Induced Wages during Project Operations (CDN $ 2023)

	Tahltan	Rest of RDKS	Rest of BC	Rest of Canada	Total
Direct	$113,121	$113,654	$112,738	$111,518	$112,888
Indirect	$85,196	$87,262	$87,127	$87,813	$87,372
Induced	$67,397	$67,356	$131,766	$88,443	$98,357

Notes:
BC = British Columbia; RDKS = Regional District of Kitimat-Stikine
$ = dollar; CDN = Canadian dollar
$ amounts given in CDN

Gender-based Analysis Plus Highlight

Construction and Operations phases are anticipated to result in new employment opportunities, enabling a range of people with different education, training, and experience to benefit from employment at the Project. Operating workforce is often composed of largely male, non-Indigenous workers, with many workers from outside the region on a fly-in, fly-out rotational basis. As noted in the Appendix 20-3, Diverse Subgroups Existing Conditions Supplement, women, including Indigenous women, may be less likely to pursue training and access employment opportunities with the Project given the disproportionate domestic labour burden often experienced by female household members. The effect of domestic responsibilities on employment may be exacerbated for single mothers, who make up the majority of single parents at a national level. This potential disproportionate effect applies to both parents and caregivers, who may find it challenging to be away from dependants for long periods of time that are required as part of the rotational nature of remote mining projects.

For women in heterosexual relationships, tensions may be created at the household level if women earn more than their male partners. Concerns regarding violence and harassment in the mining industry, or previous experience with such behaviour, can be a deterrent to women being interested in employment with the Project. Studies on resource extraction in northern Canada have reported that resource wealth often flows disproportionately to men as opposed to women; this may be due to a lack of accessibility to engage in full-time work or fewer employment opportunities for women, resulting in financial dependence on men (Aalhus et al. 2018). Indigenous women benefit less from employment opportunities in resource extraction compared to non-Indigenous women (Manning et al. 2018). Consistent with Manning et al. (2018) research, GBA Plus Workshop participants raised concerns regarding violence and harassment in the mining workplace as a deterrent to women being interested in employment with the Project. Participants noted that fear or previous experiences of gender-based violence may deter women from engaging in formal employment and encourage them instead to continue working in the domestic sphere or in jobs that do not require shift work and/or living in temporary accommodations instead. Concerns were also raised regarding harassment women may face due to perceived tokenism, as men may assume that women gained employment solely due to their gender rather than because of their qualifications. Gender-based violence and harassment in mining, and other resource extraction industries, is commonly recognized as a barrier to women's employment (Mining Industry Human Resources Council 2016). Given these factors, the benefits of employment may not be distributed equally.

Indigenous workers of all genders may also be discouraged from applying for jobs due to experiences or expectations of discrimination and racism, lack of relevant skills or education, lack of funding, and not wanting to be away from family or their own community, which is required as part of rotational work. Tahltan members have expressed concerns regarding cultural sensitivity, well as fair and equitable treatment in a mining workplace.

The lack of public transportation in the region, lack of a driver's licence, and/or access to a vehicle may hinder LAA and RAA residents from seeking employment at the Project. This can also extend to the lack of financial means to cover travel or other expenses (e.g., childcare). This barrier was discussed by participants in the GBA Plus Workshop, who noted that obtaining a driver's licence can be challenging for those living in the LAA communities, as the closest examination centre for many is located in Dease Lake 9, with limited slots in communities and limited hours of operation. Youth may be reliant on adults who have driver's licences to transport them and/or help them access driver's licence exam offices. Workshop participants also noted that the relationship between barriers to mobility and employment income opportunities can be particularly stark for youth, as they may have less control over their schedules and household income due to their dependence on others to access such opportunities. As such, youth, residents of rural and remote communities, and low-income individuals may be less likely to access employment and income opportunities with the Project.

Reclamation and Closure

As the Project transitions from Operations to Reclamation and Closure, some employment and income benefits will continue, although there will be an overall decline in employment and income opportunities. While this decline in employment and income opportunities does not negate the benefits of the Project from prior phases, it is considered an adverse effect; compared to the Construction and Operations phases that will span a period of 15 years, most employment opportunities available during Project Operations will no longer be available during Reclamation and Closure. While the employment levels in the LAA and RAA will return to pre-Project conditions, they will be comparably lower than the benefits realized in the preceding 15-year period. Furthermore, this loss of employment has the potential to contribute to the unemployment levels in the LAA and RAA communities.

The following outlines employment at its peak during Reclamation and Closure (Year 15):

- Direct employment: 7.9 PY for the Tahltan, 13.1 PY in the rest of the RDKS, 36.0 PY in the rest of BC, and 22.0 PY in the rest of Canada (total of 79.0 direct PY in Year 15);
- Indirect employment: 20.1 PY for the Tahltan, 27.0 PY in the rest of the RDKS, 98.9 PY in the rest of BC, and 84.4 PY in the rest of Canada (total of 230.3 indirect PY in Year 15); and
- Induced employment: 6.0 PY for the Tahltan, 10.2 PY in the rest of the RDKS, 31.6 PY in the rest of BC, and 37.6 PY in the rest of Canada (total of 85.4 induced PY in Year 15).

For Years 13 to 15, the Project will provide a total of 130.0 PY of direct employment, 406.0 PY of indirect employment, and 706.8 PY of induced employment. The total employment benefit is 706.8 PY (Figure 24.5-1).

For the Reclamation and Closure peak year of activities (Year 15), of the 79.0 PY of direct employment, the Reclamation and Closure phase would require the following (this includes direct Skeena Resources hires and onsite contractors):

- 16 PY with TEER 0;
- 8 PY with TEER 1;
- 24 PY with TEER 2;
- 0 PY with TEER 3;
- 0 PY with TEER 4; and
- 31 PY with TEER 5.

There is sufficient labour force in the LAA and RAA to support Project employment during the Reclamation and Closure phase, particularly considering that the local labour force is considered sufficient for earlier phases where a larger and more varied workforce is required.

Table 24.5-6 summarizes the average anticipated Project wages for the Reclamation and Closure phase. Wages during this phase will remain high, at or exceeding wages currently available in the LAA and RAA.

Table 24.5-6: Average Direct, Indirect and Induced Wages during Project Reclamation and Closure (CDN $ 2023)

	Tahltan	Rest of RDKS	Rest of BC	Rest of Canada	Total
Direct	$85,392	$89,054	$90,614	$91,868	$90,187
Indirect	$94,223	$95,668	$93,789	$98,139	$95,641
Induced	$67,397	$67,348	$124,401	$88,923	$97,953

Notes:
BC = British Columbia; RDKS = Regional District of Kitimat-Stikine
$ = dollar; CDN = Canadian dollar
$ amounts given in CDN

The adverse effect of a decrease in employment and income at Reclamation and Closure will require active management, monitoring, and mitigation.

Gender-based Analysis Plus Highlight

The decrease in the employment and income benefit will likely result in disproportionate effects on various population subgroups, depending on the extent of jobs held by members of those groups during Project Operations. For example, for single parents or caregivers, or single income households, the loss of Project employment and income may imply the loss of the only source of income in a household, impacting the financial stability and food security of those households. Similar effects can be experienced by those who are already in low-income groups or who worked less than full-time.

Post-closure

With the transition from Reclamation and Closure to Post-closure, it is expected that most direct employment opportunities will be removed and that a total of eight jobs will be available at the Project (two jobs at TEER 0, four jobs at TEER 1, one job at TEER 2, and one job at TEER 5). Additional indirect and induced employment benefits will continue in Years 16 to 19 as a result of employment dissipating after the Reclamation and Closure phase. While this decrease in employment as the Project transitions from Reclamation and Closure to Post-closure will be low compared to the decrease in employment during the transition of the Project from Operations to Reclamation and Closure, an adverse effect is anticipated. The adverse effect of a decrease in employment and income at Project Post-closure is anticipated to be negligible to minor and is not carried forward in the assessment.

24.5.2.2 Changes in Project Expenditures, Business Opportunities and Gross Domestic Product Benefits

Project expenditures on the procurement of goods and services in the LAA and the RAA, and the Project's contribution to the provincial and national GDP, are considered a beneficial effect of the Project during Project Construction and Operations, and a decrease in this benefit is expected during Project Reclamation and Closure. Given that most benefits will be removed during the Reclamation and Closure phase, this effect is not predicted for the Post-closure. The positive effect on business contracting is expected to take place via:

- Direct contracts with the Project;
- Indirect activity that will take place throughout the entire supply chain; and
- Induced activity that will benefit businesses when workers directly hired by the Project and those working in the supply chain spend income on housing, groceries, transportation, clothing, recreation, and on other goods and services.

While beneficial changes in business opportunities and GDP are anticipated (described for each phase in the sections below), there are also concerns about and considerations of how these benefits may be experienced differently by diverse subgroups of population. This is described in the following sections.

The economic benefits modelling results for the Project (Appendix 24-1, Economic Benefits Modelling Results) provide information on Project expenditures, and the direct, indirect, and induced GDP benefits of the Project. The sections below include a high-level summary of those results to support the effects assessment.

Construction

During Construction, there will be an increase in the economies of the LAA and RAA because of expenditures by the Project. This positive effect will come from increased Project spending on contracts with LAA and RAA businesses, as well as businesses from other parts of BC and Canada. The Project will further contribute to the provincial and national GDP through direct, indirect, and induced economic activities.

Table 24.5-7 details the total Project expenditures for the various Project phases. As shown for Years -2 to -1, the projected total spend on labour and goods and services is $697.6 million and, of that, it is estimated that 8.0% will benefit the Tahltan Nation, while 8.8% will be spent in the rest of the RDKS.[47]

[47] Model methods and assumptions used to arrive at these estimates are detailed in Appendix 24-1, Economic Benefits Modelling Results.

For construction, the broad categories that will include business/procurement opportunities at the Project may include:

- Pre-stripping equipment and services;
- Concrete and high-voltage preparations;
- Building and installation of process and non-process infrastructure;
- Camp construction services;
- Dam, pond, and road construction services;
- Emergency, medical, and security services; and
- Services for other expansion activities.

Table 24.5-7: Total Project Expenditures and Sourcing by Phase (CDN $ Million 2023 and as Percentage of Total)

	Tahltan		Rest of RDKS		Rest of BC		Rest of Canada		Total for Canada	
Engineering and Procurement activities (Year -3)	$16.8	7.8%	$18.2	8.4%	$134.3	61.9%	$47.6	21.9%	$217.1	100%
Construction phase (Year -2 to -1)	$55.5	8.0%	$61.5	8.8%	$404.5	58.0%	$176.1	25.2%	$697.6	100%
Operations phase (Year 1 to Year 12)	$369.3	13.4%	$329.8	11.9%	$1,524.0	55.1%	$541.6	19.6%	$2,764.7	100%
Reclamation and Closure phase (Year 13 to Year 15)	$19.0	25.0%	$19.0	25.0%	$19.0	25.0%	$19.0	25.0%	$76.0	100%
Total	**$460.7**	**12.3%**	**$428.5**	**11.4%**	**$2,081.8**	**55.4%**	**$784.4**	**20.9%**	**$3,755.4**	**100%**

Notes:
BC = British Columbia; RDKS = Regional District of Kitimat-Stikine
% = percent; $ = dollar; CDN = Canadian dollar
$ amounts given in CDN

Businesses in the LAA and RAA communities, including Indigenous businesses, expressed interest in contracting opportunities that will be available at the Project and in building business capacity. At the same time, through engagement conducted for the Project, concerns were expressed that mining projects have been known to bypass communities proximal to mines for large, non-local companies that out-bid small, local companies, the latter of which have more limited resources to grow capacity and pay competitive wages. Lacking community infrastructure and services (i.e., housing and healthcare) were also noted as limiting factors to attracting and retaining skilled staff to improve the competitive advantage when bidding on large projects.

The Tahltan Nation expressed interest not only in having Tahltan businesses work as contractors for the Project, but also for Skeena Resources to support Tahltan entrepreneurs to support and diversify the Tahltan, LAA, and RAA economies. At the time of this assessment, Skeena Resources was collaborating with the Tahltan Nation to develop an IBA that included an approach for bidding provisions and advantages for Tahltan businesses (Skeena Resources 2024).

The concerns expressed around support for businesses, bidding and business opportunities, business capacity, economic development, and diversification, are addressed through enhancement and mitigation measures summarized in Section 24.5.3, Mitigation Measures and Effectiveness.

Regarding GDP benefits,[48] Years -1 to -2 are expected to result in $213.9 million in direct, $388.4 million in indirect, and $216.1 million in induced GDP benefits, for a total GDP benefit for the Construction phase of $818.4 million (Figure 24.5-2). Of this total GDP benefit, it is estimated that 4.3% will be realized within the Tahltan Nation, while 10.9% will be realized in the rest of the RDKS.

Operations

During Operations, there will be a continuation in the positive effect on the economies of the LAA and RAA as a result of expenditures by the Project. This positive effect will come from increased Project spending on contracts with LAA and RAA businesses, as well as businesses from other parts of BC and Canada. The Project will continue its contributions to the provincial and national GDP through the overall economic activities.

For Years 1 to 12, the projected total spend of the Project on labour and goods and services is $2,764.7 million; of that, 13.4% is expected to benefit the Tahltan Nation, while 11.9% will be spent in the rest of RDKS (Table 24.5-4). For Operations, the broad categories that will include procurement opportunities include:

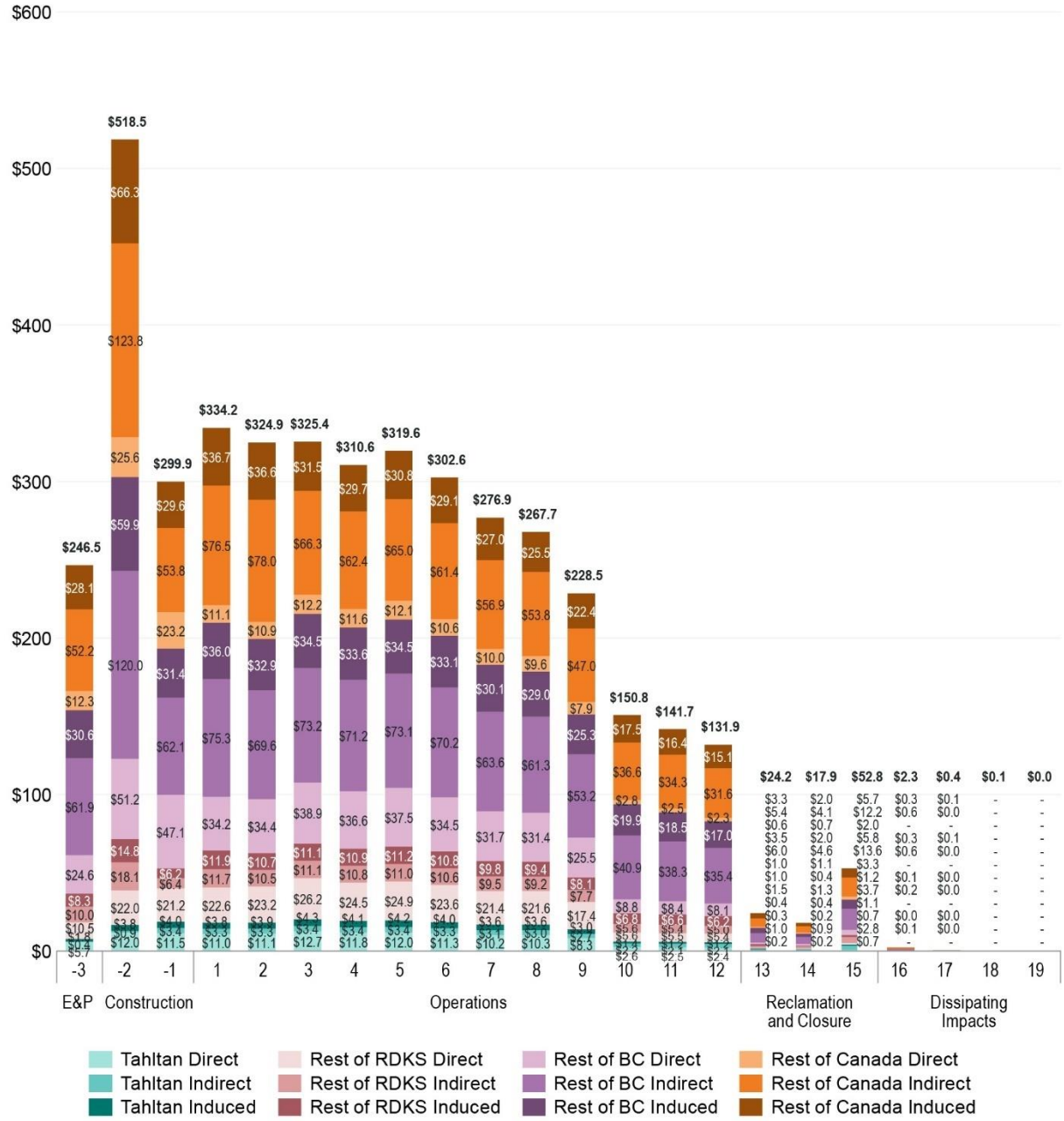
- Mining equipment, materials, supplies and consumables;
- Drilling, blasting, loading and hauling services;
- Transportation services;
- Camp maintenance, security, and janitorial services; and
- Emergency and medical services.

Regarding GDP benefits, Years 1 to 12 are expected to result in $761.9 million in direct, $1,538.4 million in indirect, and $514.5 million in induced GDP benefits, for a total GDP benefit for the Operations phase of $2,352.9 million (Figure 24.5-2). Of this total GDP benefit, it is estimated that 5.8% will be realized within the Tahltan Nation, and 14.2% in the rest of the RDKS.

Reclamation and Closure

As the mine transitions from Operations to Reclamation and Closure, while some spending will continue to support Reclamation and Closure, there will be an overall decrease in spending. Because this overall decrease in spending can lead to lower economic activity in the LAA and RAA communities, this decrease is assessed as a potential adverse effect. For Years 13 to 15, the projected total spend on labour and goods and services will decrease to $76.0 million, and of this, 25.0% is expected to benefit the Tahltan Nation, and similarly 25.0% will be spent in the rest of RDKS (Table 24.5-4).

[48] GDP benefits estimated by the economic benefits model in Appendix 24-1, Economic Benefits Modelling Results, include taxes on products and production, subsidies on products and production, gross operating surplus, and the components of labour income.



Notes:

BC = British Columbia; E&P = engineering and procurement activities preceding Project construction; RDKS = Regional District of Kitimat-Stikine

$ = dollar; CDN = Canadian dollar

$ amounts given in CDN

The sum of the numbers may vary due to rounding.

Figure 24.5-2: Total Annual Gross Domestic Product Benefit—Direct, Indirect, and Induced—for Engineering and Procurement Activities, and Construction, Operations, and Reclamation and Closure Phases of the Project (CDN $ Million 2023)

In terms of GDP benefits, Years 13 to 15 are expected to result in $11.7 million in direct, $56.9 million in indirect, and $26.2 million in induced GDP benefits, for a total GDP benefit for the Reclamation and Closure phase of $94.9 million (Figure 24.5-2). Of this total GDP benefit, it is estimated that 7.5% will be realized within the Tahltan Nation, while 11.6% will be in the rest of the RDKS.

The adverse effect of a decrease in Project spending at Reclamation and Closure of the Project, relative to Operations, will require active management, monitoring, and mitigation.

Post-closure

An additional $80.2 million is projected in Project Post-closure expenditures, to be spent over a 100-year period starting in Year 16. However, given the distant and long-term nature of the phase, the effect of Post-closure activities on GDP is unknown.

For the Reclamation and Closure phase, there is potential for an adverse effect, given the expected decrease in Project procurement of goods and services, and a decrease in Project's overall contributions to GDP. However, recognizing that most of this decrease will take place during Project Reclamation and Closure, this anticipated effect during Project Post-closure will be negligible to minor, and is not carried forward in the assessment.

Gender-based Analysis Plus Highlight

As identified in Table 24.5-3: Ranking Potential for Effects (Positive and Adverse) on Employment and Economy Valued Component per Diverse Subgroups, this effect is not expected to interact disproportionately with diverse subgroups.

24.5.2.3 Changes in Tax Revenue

The Project will support the provision of public services and infrastructure through the payment of provincial and federal taxes. This contribution of the Project to overall tax revenue is considered as a positive effect of the Project during Construction and Operations, with a reduction in this benefit during Reclamation and Closure, and further reductions until complete removal of this benefit during and after the Post-closure phase.

The economic benefits modelling results for the Project (Appendix 24-1, Economic Benefits Modelling Results) estimated the following tax categories:

- Federal/provincial personal income tax on personal revenues;
- Goods and Services Tax and other indirect taxes such as custom duties, excise taxes (e.g., alcohol, tobacco, gasoline), etc.;
- Provincial Sales Tax and other indirect taxes such as payroll taxes, excise taxes, licences, permits (driver's licences, etc.), various fees, etc.; and
- Federal/provincial tax on profits, including corporate income tax.

The following sections provide an estimate of this overall tax benefit of the Project to the provincial and federal governments.

Construction

During Construction, the Project will result in a positive effect to tax revenue. In the Construction phase,[49] the total tax revenue benefit from all sources is estimated at $221.6 million (Figure 24.5-3). This includes $137.9 million in tax benefits within BC (provincial and federal taxes) and $83.7 million generated in the rest of Canada (i.e., other provinces/territories and federal). Within BC, provincial tax revenue (direct, indirect, and induced) is estimated at $60.3 million and federal taxes at $77.6 million.

Operations

During Operations, the Project will result in a positive effect to tax revenue. As detailed in the economic benefits modelling results for the Project (Appendix 24-1, Economic Benefits Modelling Results), the Project will pay a federal income tax of 15% and a provincial income tax of 12%, as well as BC Minerals Tax, assuming a net current proceeds rate of 2% and a net revenue tax rate of 13%. The total direct payments are estimated at $1,539.6 million, mostly over the Operations phase; these payments will include $968.6 million in corporate income taxes, and $570.9 million in BC mineral tax. The Project will also pay a 3% net smelter return royalty of $112.3 million to the Franco-Nevada Corporation over the life of the Project.[50]

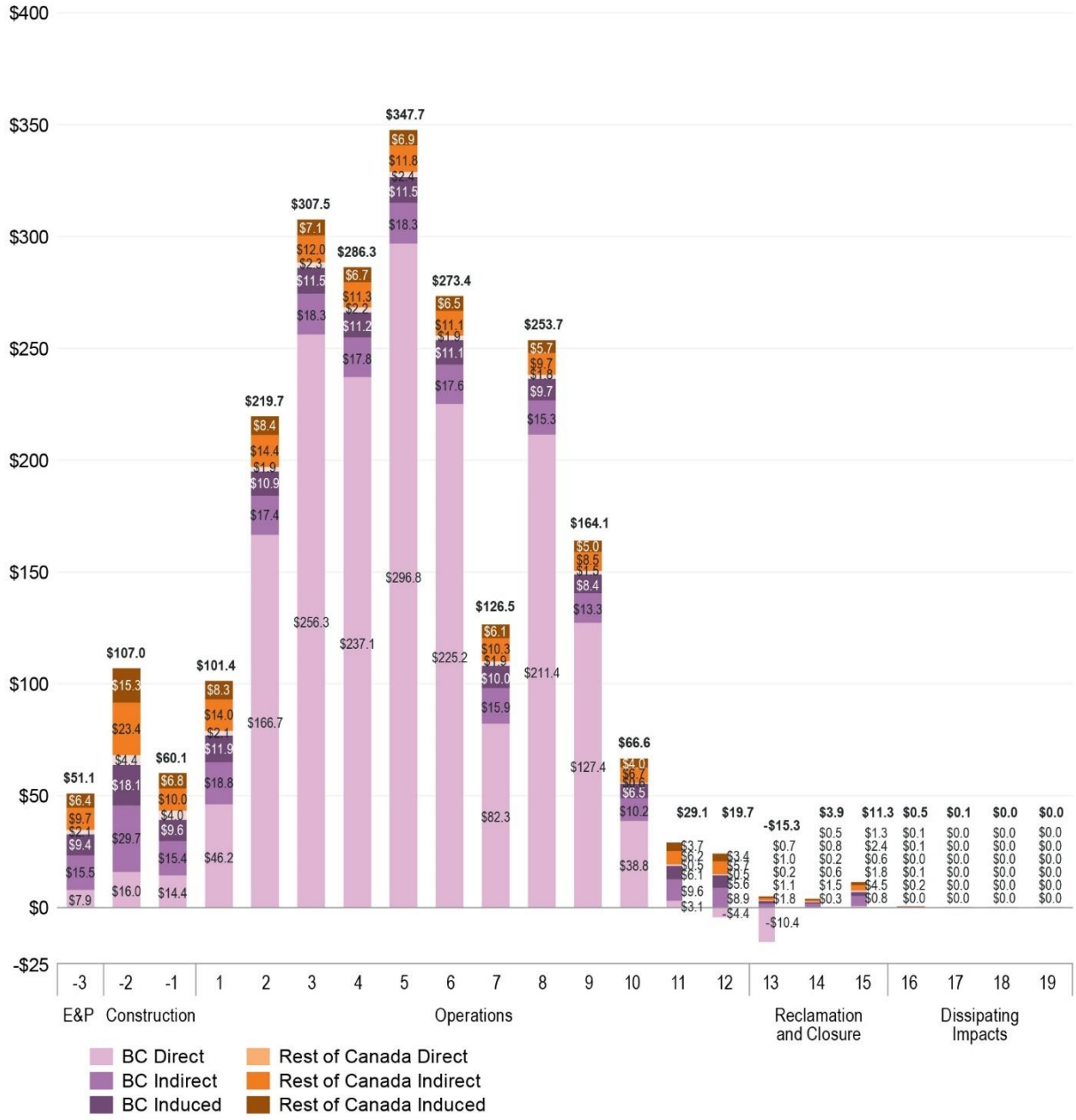
For the Operations phase (Years 1 to 12) of the Project, the total tax revenue benefit from all sources is estimated at $2,194.0 million (Figure 24.5-3). This includes $1,981.6 million in tax revenue realized in BC (provincial and federal) and $212.4 million in the rest of Canada (i.e., other provinces/territories and federal). Within BC, provincial tax revenue (direct, indirect, and induced) is estimated at $1,193.4 million and federal taxes at $788.2 million.

Because of the complexity of regional/municipal tax rates, direct, indirect, and induced tax revenue benefits were not estimated by the economic benefits model. Further, the Project is in the RDKS, in Kitimat-Stikine Electoral Area A. The RDKS does not collect property taxes, and all property taxes for rural properties are directly collected by the Surveyor of Taxes and paid to the Province of BC. It is unknown how much of the tax revenue paid by the Project to provincial and federal government will be distributed to First Nations, Métis, or LAA and RAA communities, as these payments are determined at the government level, and Skeena Resources does not determine such payments. Project-specific payments of royalties and other payments to First Nations could be established via IBAs; however, at the time of writing this chapter, IBAs have not been signed.

Some Indigenous organizations have Economic and Community Development Agreements with the Government of BC for sharing the direct mineral tax revenue on new mines, major projects, and other developments (Government of BC 2023i). Such agreements are typically established on a project-by-project basis and can be negotiated where an estimated 12.5% to 37.5% of the mineral tax revenue goes to the Indigenous Nation (Yellowhead Institute 2019). For example, as described in Section 24.4.3.7, Tax Revenue, in 2022, of the $4.5 million received by the Tahltan Nation from the provincial tax revenue, $2.07 million was received from the Forest Kerr hydroelectric project, $1.08 million from the Brucejack Mine, $1.0 million from the Red Chris Mine, $0.3 million from the McLymont Creek hydroelectric project, and $0.06 million from the Skookum Creek power project (Government of BC 2023i, TCG 2023b). In relation to the Project, mineral tax revenue sharing agreements may be established between the Government of BC and Indigenous organizations.

[49] This estimate also includes taxes for engineering and procurement activities (Year -3) as, while the annual tax revenue information is available for direct, indirect, and induced impacts, tax revenue at provincial and federal levels is not available on an annual basis, and Year -3 total cannot be separated from this estimate.

[50] Franco-Nevada Corporation is a Canada-based, gold-focused royalty and streaming company with a diversified portfolio of cash-flow producing assets.



Notes:

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$ = dollar; CDN = Canadian dollar

$ amounts given in CDN

The sum of the numbers may vary due to rounding.

Figure 24.5-3: Total Annual Tax Revenue Benefit—Direct, Indirect, and Induced—for the Engineering and Procurement Activities, and Construction, Operations, and Reclamation and Closure Phases of the Project (CDN $ Million 2023)

Reclamation and Closure

As the Project transitions from the Operations to the Reclamation and Closure phase, there will be an overall decrease in tax revenue benefits, assessed as a potential adverse effect of the Project. The decrease in the government tax revenue can mean lower grants received by municipalities and a decrease in funding available for the financing of public infrastructure and services.

For the Reclamation and Closure phase of the Project (Years 13 to 15), the total tax benefit from all sources is estimated at $3.6 million (Figure 24.5-3). This benefit consists of a mix of taxes paid by the Project (represented by a positive amount), and taxes received as a refund of the corporate income tax (represented by a negative amount on Figure 24.5-3). The total tax revenue includes -$3.6 million in tax revenue realized in BC (provincial and federal), and $7.3 million in the rest of Canada (i.e., other provinces/territories and federal); the negative tax revenue of -$3.6 million comes from provincial (-$1.7 million) and federal (-$1.9 million) sources.[51]

Post-closure

With the transition to Post-closure, there will be further reduction in tax revenue benefits. While this effect is considered as an adverse effect, most of the decrease in the government tax revenue benefit is expected to take place during Reclamation and Closure and minimal additional changes are expected during Post-closure. This anticipated effect during Post-closure will be negligible to minor and is not carried forward in the assessment.

Gender-based Analysis Plus Highlight

As identified in Table 24.5-3: Ranking Potential for Effects (Positive and Adverse) on the Employment and Economy Valued Component per Diverse Subgroup, this effect is not expected to interact disproportionately with diverse subgroups.

24.5.2.4 Changes to Economic Significance of Natural Resource-based Activities

A potentially adverse effect to the economic significance of hunting, trapping, fishing, and plant gathering as related to the traditional and non-traditional economy is considered in this section. This section is focused on changes to economic contributions of natural resource-based activities and is related to but distinct from the assessments detailed in Chapter 22, Non-traditional Land and Resource Use Effects Assessment; and Chapter 26, Current and Future Use of Land and Resources for Traditional Purposes Effects Assessment. Effects on agriculture, recreation and tourism, outfitting, and forestry and logging are not anticipated, as described in Section 24.5.2, Identification of Potential Effects and Mitigation. The chapters that inform this assessment in this section are outlined on Figure 24.5-4.

[51] As explained in Appendix 24-1, Economic Benefits Modelling Results, in Canada, non-capital losses can be carried back 3 years to offset taxable income during those three previous years. As such, because it is expected that for Years 11 to 13 (covering the end of Operations and the beginning of the Reclamation and Closure phase), there will be no taxable income at the Project, non-capital losses can be applied (during the Reclamation and Closure phase) against the profit (during the final production years), which will result in a refund of corporate income tax already paid (negative taxes).

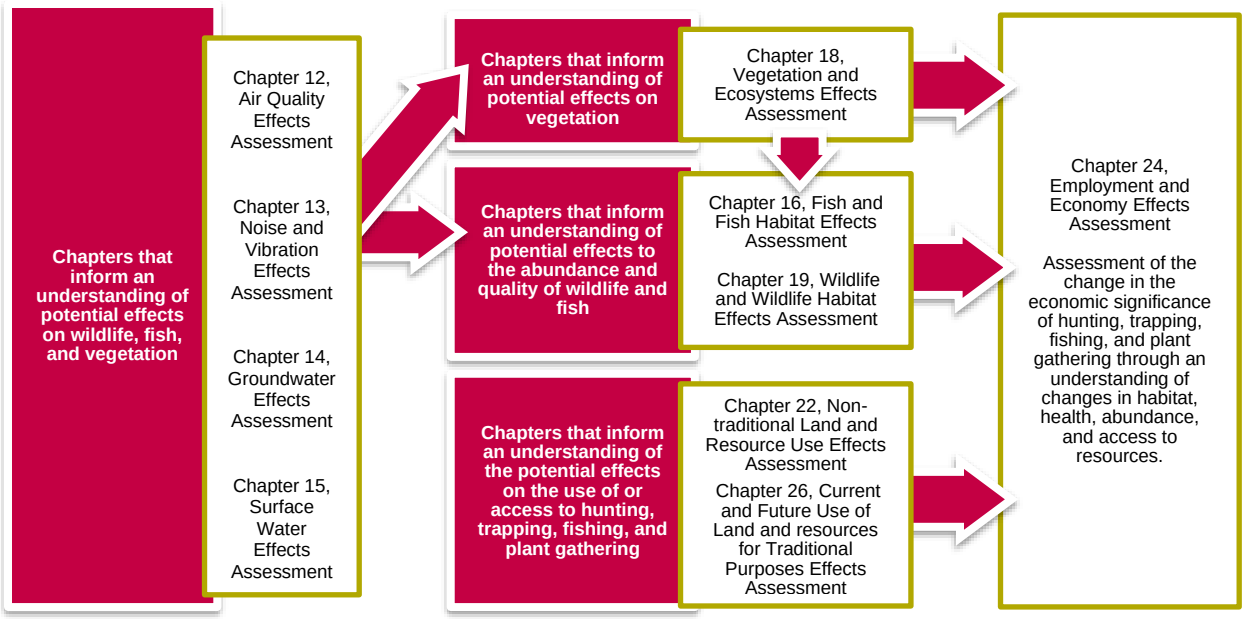


Figure 24.5-4: Representation of How Other Environmental Assessment Chapters Inform Effects Assessment of the Potential Change in the Economic Significance of Hunting, Trapping, Fishing, and Plant Gathering

The assessment of the potential adverse effect to the economic significance of hunting, trapping, fishing, and plant gathering is presented for all Project phases: Construction, Operations, and Reclamation and Closure, as access will be restricted or limited in the same way throughout. The assessment is focused on potential changes to the economic significance of natural resource-based activities that could be affected by activities or components within the Project Footprint area (defined in Section 24.3.1.1, Project Footprint). However, chapters important to this section also refer to an Assessment Footprint and nearby areas (please refer to the respective chapters for a description of the Assessment Footprint or nearby areas). To understand potential economic changes to natural resource-based activities, the assessment in this section focuses on changes associated with a lack of access to the Project Footprint (or Assessment Footprint and nearby areas), during Project Construction, Operations, and Reclamation and Closure. While the assessment is focused on a delineated area, it is recognized that there may be resulting implications to people living in the LAA and RAA in the case of change in the economic value of natural resource-based activities.

As identified in Section 24.4.3.6, Economic Activity and Economic Significance of Land Use, there is limited information on the economic contribution of hunting, trapping, fishing, and plant gathering to families or communities. This section takes a conservative approach to assess the effect to hunting, trapping, and harvesting in areas where there is an overlap with the Project.

Indigenous populations in the LAA and RAA participate in hunting, fishing, trapping, and plant gathering (Chapter 26, Current and Future Use of Land and Resources for Traditional Purposes Effects Assessment). Harvests are commonly shared with other community members, potentially reducing the need for community members to purchase foods. Non-Indigenous residents also engage in hunting, trapping, and fishing activities in the LAA and RAA, with the harvest used most often for consumption by household members, or in some cases, sold at local farmers markets or to local vendors. In recent decades, both Indigenous and non-Indigenous plant harvesters have been involved in the commercial sale of edible mushrooms, including

pine mushrooms. The gathering of wild berries remains an important subsistence activity for making jams and preserves. As noted in Chapter 26, Current and Future Use of Land and Resources for Traditional Purposes Effects Assessment, the Eskay Creek MAR provides access to the Project Footprint with a control gate (at KM2) to manage access, including to restrict non-Project-related uses. All access and traffic beyond the KM2 gate is controlled. Harvesters and land users can and will continue to be able to travel along the Eskay Creek MAR up to KM2; access beyond this point will continue to be restricted. Access to the mine site will be controlled during all Project phases at the KM52.2 Mine Security Gate, which will be constructed to provide security coverage and manage access. As such, considering access controls along the Eskay Creek MAR and that the historic Eskay Creek Mine is an industrial area, it is expected that few LAA and RAA residents will access the Project Footprint to engage in these activities.

It is possible that the Project may interact with hunting, fishing, trapping, and plant gathering in the Project Footprint area or in nearby areas. Land users may have to travel farther to pursue these activities if the Project were to displace local spaces used for these activities; however, Chapter 26, Current and Future Use of Land and Resources for Traditional Purposes Effects Assessment, notes that the Assessment Footprint includes areas already disturbed by existing industrial activities and thus not used. Access may be particularly relevant for Tahltan members who, in the past, have used the Eskay Creek MAR to access plant gathering areas and reported issues in reaching these areas due to locked gates (AltaGas Renewable Energy Inc. 2011; Rescan Environmental Services Ltd. [Rescan] 2012; Seabridge Gold Inc. 2013a). Households that use hunting, trapping, fishing, and plant gathering activities to supplement household income may experience adverse changes associated with the economic benefits of harvested foods if access to, and the quality or number of, resources is affected by the Project. This can further imply changes in food security for lower-income families that more heavily rely on these traditional activities (Chapter 20, Human Health Effects Assessment).

This assessment builds on the results of Chapter 16, Fish and Fish Habitat Effects Assessment; Chapter 19, Wildlife and Wildlife Habitat Effects Assessment; and Chapter 18, Vegetation and Ecosystems Effects Assessment to understand how changes in these resources, as a result of the Project, can affect the economic significance of these activities. This considers the importance of hunting, fishing, trapping, and plant gathering as access to food sources and the role of those activities in the non-wage economy. Changes to the quality of water, land, and vegetation are considered as effect pathways in those chapters. Chapter 22, Non-traditional Land and Resource Use Effects Assessment; and Chapter 26, Current and Future Use of Land and Resources for Traditional Purposes Effects Assessment provide further descriptions of those activities.

Chapter 16, Fish and Fish Habitat Effects Assessment, assesses potential effects of the Project on fish, and finds that it is unlikely for fish or fish habitat to be affected in any way that could result in an economic effect on fishing activities. Fish are not present within the Assessment Footprint, and the only fish-bearing habitat is located far enough downstream that there are unlikely to be effects on fish health, fish abundance and distribution, or fish habitat.

Chapter 19, Wildlife and Wildlife Habitat Effects Assessment, finds that there is no change to mortality risk of wildlife. The Project will use the existing Eskay Creek MAR and access will remain gated / controlled, and therefore, the Project will not result in the creation or improvement of access to portions of the Assessment Footprint and nearby areas that were previously more isolated. A measurable change in the abundance of wildlife in the Assessment Footprint or nearby areas is not anticipated and Project effect on wildlife health is expected to be unchanged. The above suggests that an adverse effect on hunting and trapping activity, either for commercial, household, or recreational purposes is not anticipated.

Chapter 26, Current and Future Use of Land and Resources for Traditional Purposes Effects Assessment, also assesses changes to access to hunting, trapping, fishing, gathering, and other important areas. The chapter assesses that changes to land/resource use access areas is localized and expected to occur within the context of Assessment Footprint, recognizing that while some alterations to access patterns may occur, they are not expected to substantially impede the ability of Engaged Indigenous Nations to practice traditional activities within their territories.

Concerns over the lack of access to harvest or gather pine mushrooms or berries was identified in the "Tahltan Style Guide Understandings, Perspectives and Interpretation" (THREAT 2024). Chapter 18, Vegetation and Ecosystems Effects Assessment, considers the potential effects of the Project on vegetation quality and plant species of interest, which includes culturally valued plants such as berries and mushrooms. Land clearing, dust deposition, and air emissions may affect the availability and quality of berries collected for consumption or other plants used for medicinal purposes. An assessment of traditionally used plant species is completed as part of the Human Health Risk Assessments (Chapter 20, Human Health Effects Assessment). While Project disturbances will result in the loss of culturally valued plant species habitat, the loss is limited to the Assessment Footprint and affects 769.9 hectares (ha) of the 21,273.2 ha Vegetation and Ecosystems LAA.

Chapter 22, Non-traditional Land and Resource Use Effects Assessment, assesses the impacts of the Project to hunting, fishing, and vegetation gathering in consideration of availability of species, access, and environmental conditions. The chapter identifies a minor effect on hunters and fishing as environmental disturbances (e.g., noise, air quality) could occur in some areas around the Assessment Footprint. Regarding plant gathering, a minor effect is expected on individuals involved in vegetation harvesting due to a potential loss of habitat for culturally valued plant species.

In consideration of the above, and the expectations that potential impacts to hunting, trapping, fishing, and plant gathering will be limited and confined to the Assessment Footprint and nearby areas,[52] a change in the economic significance of hunting, trapping, fishing, and plant gathering as a result of the Construction, Operations, and Reclamation and Closure phases of the Project is anticipated to be negligible to minor for the residents of the LAA and RAA. As such, this effect is not carried forward in the assessment.

Gender-based Analysis Plus Highlight

As described in Section 24.4.2, Regional and Historical Overview, the region's economy includes a mix of wage and traditional economic activities among Indigenous residents. For example, some Tahltan members have indicated that the rotational shifts in industries such as mining support a mixed economy by facilitating time to undertake land- and water-based harvesting and other activities (Appendix 20-3, Tahltan Country Foods Baseline Report). Chapter 5, Nisga'a Nation, notes that the rotational work in the mining industry can conflict with seasonal harvesting (e.g., the community eulachon harvest) and cultural activities (e.g., ceremonial events like funerals and marriages). The Nisga'a Nation notes that the absence of community members due to rotational work structures can disrupt community cohesion, as well as the practice and transmission of knowledge. Given the importance of land-based activities, including for economically significant purposes, Indigenous people may be disproportionately affected by changes to the economic significance of natural resource-based activities.

[52] This can also include Assessment Footprint and nearby areas.

24.5.2.5 Changes to the Cost of Living

Changes to the cost of living in the LAA and RAA may occur during the Construction and Operations phases of the Project through the provision of well-paid employment at the Project and the direct and induced increase in overall spending in the LAA and RAA.

Changes in the cost of living can take the form of:

- An increase in housing and rental costs if there is an increase in the demand for housing driven by an in-migration of population to the LAA and RAA communities (Chapter 21, Infrastructure and Services Effects Assessment, explores various in-migration scenarios). In-migration is only expected during the Operations given the long-term nature of Project-related employment opportunities.
- An increase in local prices of gas, food, and other necessities driven by higher demand for those goods resulting from the potential population in-migration of residents to the LAA or RAA communities or via an increase in mobile population, and in consideration of the cost of these items for remote LAA communities where goods need to be brought in from long distances.
- An inflationary pressure on local wages, driven by the higher wages and salaries offered at the Project, that make it more challenging for local businesses to afford skilled workers. Higher wages can also increase the cost of living through higher demand and spending on local goods and services.

There are aspects of the Project that provide controls associated with workforce and its interactions with communities, including cost of living. For example, all personnel will be accommodated at site during Construction and Operations of the Project. Additionally, employees will be transported to and from site for their rotations, which will reduce the potential for mobile workforces remaining in the LAA and RAA communities. Workers will further be flown by chartered flights to Terrace (Northwest Terrace Regional Airport) or Smithers (Smithers Airport), from Vancouver, Kamloops, and Prince George, BC, and bussed to the Project site from select locations, removing the need for workers to move between communities in the LAA and RAA, or to move to the LAA and RAA communities.

Chapter 21, Infrastructure and Services Effects Assessment, assesses potential in-migration scenarios, with an estimated 435 new residents during Operations (in-migration is not predicted for Construction)[53]. This would be driven by individual preference. Regardless, population growth and the resulting higher demand for housing and rental options can lead to higher housing costs. This can disproportionately affect lower-income individuals and single parents and caregivers, being further aggravated in communities that, despite generally lower housing cost, face housing challenges such as a lack of suitable housing and rental options (Chapter 21, Infrastructure and Services Effects Assessment, explores this topic further). Section 24.4.3.8, Cost of Living, notes concerns over the lack of housing and housing costs in some LAA and RAA communities. However, as further described in Section 24.4.3.8, Cost of Living, with additional detail available in Appendix 21-4, Socio-economic Baseline Addendum, while the cost of housing and rental between 2016 and 2021 increased in some communities, with increases of various magnitudes, it remained unchanged or decreased in other LAA and RAA communities. This inconsistency in changes in the cost of housing makes it challenging to assess if operations of existing mines such as the Brucejack Mine or the Red Chris Mine drive the cost of housing up, and to assess what effect the proposed Project may have on

[53] This includes 150 direct Project employees, with an average family size of 2.9 people. Chapter 21, Infrastructure and Services Effects Assessment, provides further information on this topic.

housing. Regardless, a potential increase in the cost of housing, rentals, and property values is considered as an anticipated effect.

Additional increases to the cost of living could be created through the demand for goods and services. This increase in the general price level could be driven by Project employment held by LAA and RAA residents. Higher employment income levels are generally associated with higher spending, while higher spending and demand can drive prices up. The remoteness of the LAA communities means that those communities are already experiencing higher costs for fuel, groceries, and other essentials due to the cost of transportation needed to bring those necessities from larger urban centres to the LAA. The higher wages available at the Project, as well as Project-related spending on goods and services, have the potential to contribute to higher spending, and thus the overall price level in the region.

Additionally, inflationary pressures could be created for the LAA and RAA businesses that already struggle to find skilled workers at the wages they can afford to pay. These inflationary pressures on wages can result from the higher wages offered at the Project. If LAA and RAA businesses are required to compete for skilled workers, they may also need to increase wages. This increase in wages will be then recovered via higher cost of goods and services charged by those businesses, contributing to the higher cost of living in the region. While inflationary pressures on wages are an unlikely effect of the Project, as assessed in Section 24.5.2.1, Changes in Employment and Income, this connection is nevertheless considered in this section.

While it is challenging to quantify the potential effect of the Project on the cost of living, a change in the cost of living is considered as a potential adverse effect during the Project's Construction and Operations phases and is carried forward in the assessment. As the Project transitions from Operations to Reclamation and Closure, being accompanied by reductions in Project-driven employment and contracting, the potential for a change in the cost of living is expected to be negligible to minor. As such, for the Reclamation and Closure phase this effect is not carried forward. During Post-closure, this effect is not expected and is not carried forward in this assessment given the almost complete removal of Project activities.

Gender-based Analysis Plus Highlight

Changes in the cost of living have more pronounced effects on those in low-income groups, single caregivers, and un/underemployed residents. Women who are disproportionately involved in domestic labour typically have lower income, and may not have skills that align with requirements for Project employment. Women who are caregivers may also have less time to pursue wage-based employment and lack financial independence. In the case of a potential increase in the cost of living, women in heterosexual relationships may be more reliant on male partners and family members to provide financial stability, increasing risk for financial abuse. Women from low-income backgrounds; Indigenous, racialized, disabled, and otherwise marginalized women; and gender-diverse individuals are at further increased risk of financial abuse.

Some Indigenous families in the LAA and RAA use hunting, trapping, fishing, and plant gathering activities to supplement store-bought food. If hunting, trapping, fishing, and plant gathering reduce the financial burden on a family, potential changes in the cost of living are likely to cause disproportionate effects on food security, including a potential need for more hunting, trapping, fishing, and plant gathering to reduce or avoid purchasing food. Chapter 26, Current and Future Use of Land and Resources for Traditional Purposes Effects Assessment provides additional analysis on the access to and quality of country foods.

24.5.3 Mitigation Measures and Effectiveness

In Section 24.5.2, Identification of Potential Effects and Mitigation, the following effects are predicted for Employment and Economy VC, and may require enhancement measures or active mitigation:

- Changes in employment and income that are expected as an increase in employment and income during Project Construction and Operations (positive effect), and a decrease in employment and income as the Project transitions to Reclamation and Closure (adverse effect).
- Changes in Project expenditures, business opportunities, and GDP benefits that are expected as an increase in Project expenditures, business opportunities, and GDP contributions during Project Construction and Operations (positive effect), and a decrease in Project expenditures, business opportunities, and GDP benefits as the Project transitions to Reclamation and Closure (adverse effect).
- Changes in tax revenue that are expected as an increase in tax revenue during Project Construction and Operations (positive effect), and a decrease in tax revenue as the Project transitions to Reclamation and Closure (adverse effect).
- Changes to the cost of living that are expected as an increase in the cost of living during Project Construction and Operations (adverse effect).

Proposed measures to mitigate or enhance these changes are discussed in the following sections.

Changes to the economic significance of natural resource-based activities related to hunting, trapping, fishing, and plant gathering during Project Construction, Operations, and Reclamation and Closure were identified as having negligible-to-minor potential for an adverse effect and, as such, do not require mitigation measures.

Gender-based Analysis Plus Highlight

For the Employment and Economy VC, mitigation measures proposed in Table 24.5-8 are relevant and sufficient to manage any disproportionate potential effects through minimizing adverse effects on, or equalizing benefits for, diverse subgroups identified in the preceding step. As such, no additional mitigation measures are proposed for GBA Plus considerations.

24.5.3.1 Mitigation Measures for Changes in Employment and Income

This section describes proposed mitigation measures to enhance or mitigate effects on the Employment and Economic VC.

Table 24.5-8: Proposed Employment and Economy Mitigation Measures and Their Effectiveness

Potential Effect	Effect Direction and Phase	Mitigation Measure	Measure	Existing[1] or New Mitigation	Effectiveness[2]	Residual Effect?
Changes in employment and income	Increase during Construction and Operations	Recruitment and Selection Policy	Enhancement	Existing	High	Yes
		Professional Development Policy	Enhancement	Existing	High	
		Hours of Work and Overtime Policy	Enhancement	Existing	Moderate	
		Annual Work Performance Evaluation Policy	Enhancement	Existing	Moderate	
		Crew Rotational Travel Policy	Enhancement	Existing	High	
		Workplace Violence Policy, Workplace Bullying and Harassment Policy, Drug and Alcohol Policy	Enhancement	Existing	High	
		Indigenous Cultural Sensitivity Training	Enhancement	New	Moderate	
		Specialized Courses and Certification	Enhancement	New	Moderate	
		Mentorship Program, including Tahltan Mentorship Program	Enhancement	New / Existing	Moderate	
		Internship Program	Enhancement	New	Moderate	
	Decrease during Reclamation and Closure	Social Closure Plan	Minimization	New	Moderate	
Changes in Project expenditures, business opportunities, and GDP benefits	Increase during Construction and Operations	Procurement Plan	Enhancement	New	Moderate	Yes
	Decrease during Reclamation and Closure	Social Closure Plan	Minimization	New	Moderate	
Changes in tax revenue	Increase during Construction and Operations / Decrease during Reclamation and Closure	No specific mitigation measures	-	-	-	Yes

Potential Effect	Effect Direction and Phase	Mitigation Measure	Measure	Existing[1] or New Mitigation	Effectiveness[2]	Residual Effect?
Changes to the cost of living	Increase during Construction and Operations	No specific mitigation measures	-	-	-	Yes

Notes:

GDP = gross domestic product; Technical Sample; Eskay Creek Technical Sample Project; VC = Valued Component

"-" = information is not available for the category

[1] "Existing" mitigation measures include measures currently applied and implemented at the existing Eskay Creek Mine site and those proposed for the Technical Sample.

[2] Effectiveness is characterized as:

***Unknown** = The mitigation measure has not been tried elsewhere in similar contexts and its effectiveness is unknown.*

***Low** = After implementation of the mitigation measure, the effect is largely unchanged (i.e., there is anticipated to be little to no improvement in the condition of the VC).*

***Moderate** = After implementation of the mitigation measure, the effect is moderately changed (i.e., there is anticipated to be a moderate improvement in the condition of the VC).*

***High** = After implementation of the mitigation measure, the effect is greatly improved (i.e., there is anticipated to be a major improvement in the condition of the VC, or for the effect to be completely eliminated).*

Recruitment and Selection Policy

Skeena Resources' existing Recruitment and Selection Policy guides equitable hiring practices. The policy includes the following measures relevant to increasing diversity and inclusion:

- Diverse and inclusive hiring practices that reflect community demographics, focusing on employing engaged Indigenous Nation members, and members from other Indigenous Nations, and supporting gender and diversity equity;
- Comprehensive recruitment processes to attract and retain qualified candidates, including clear onboarding procedures;
- Training programs to enhance the skills and qualifications of the local workforce, including reimbursement for course tuition fees, paid study days, and funding for professional development activities; and
- Notices of all potential job opportunities with the minimum qualifications and experience required provided to as soon as reasonably possible and on an ongoing basis to Engaged Indigenous Nations and other LAA and RAA communities.

The effectiveness of this measure is considered high, as it will continue to facilitate training and employment opportunities available to LAA and RAA residents (including Indigenous Nations), particularly during the phases of Construction and Operations where the Project's employment needs will be the greatest.

Professional Development Policy

The existing Skeena Resources Professional Development Policy guides career advancement. Skeena Resources will implement reasonable on-the-job training to enable employment of Indigenous applicants who meet the minimum qualifications and experience with training (but who would not meet such qualifications without the training). Through this policy, Skeena Resources will provide professional development support.

The effectiveness of this measure is considered as high, as it will continue to enable the access to training and employment to LAA and RAA residents, including Indigenous employees.

Hours of Work and Overtime Policy

Skeena Resources has an existing Hours of Work and Overtime Policy including provisions for rotational employees working at remote sites.

Annual Work Performance Evaluation Policy

Skeena Resources' existing Annual Work Performance Evaluation Policy allows for the implementation of annual performance evaluations tied to salary reviews to ensure fair compensation and address any wage disparities. The effectiveness of this measure is considered as moderate, because while this measure can act to increase the retention and satisfaction of employees through compensation for work, and work toward wage equality, other determinants (e.g., work type, hours, duration, location, barriers to education and employment) influence the willingness of workers from diverse subgroups to apply and qualify for employment opportunities.

Crew Rotational Travel Policy

Through this measure, Skeena Resources will regulate travel expenses associated with rotations and travel to the communities that will serve as transportation hubs to the Project. This includes providing charter air

flights for those employees assigned a regular rotation schedule, compensating some commercial air travel if necessary to get to a designated pickup point, and compensating for travel to reach a designated pickup point—all based on the most economical option. Any rotational employee who moves their home residence from their original point of hire will be required to pay for any additional travel costs associated with their new residence and the transportation hub. The effectiveness of this measure is considered high, because this measure supports the employment of skilled workers from LAA and RAA communities as well as other parts of BC and Canada by covering the transportation costs, at the same time disincentivizing moving to another community.

Workplace Violence Policy, Workplace Bullying and Harassment Policy, Drug and Alcohol Policy

Skeena Resources will continue to implement the Workplace Violence, Workplace Bullying and Harassment, and Drug and Alcohol policies to maintain a healthy, safe, and harassment-free workplace, and prevent the use of drugs and alcohol onsite. The effectiveness of this measure is considered high, as a safe and harassment-free work environment for all employees will be attractive to a diverse workforce and an incentive for retention of employees as a result of feeling respected, protected, and safe.

Indigenous Cultural Sensitivity Training

This is a new measure to develop and implement cultural sensitivity training for all employees. The effectiveness of this measure is rated as moderate. Cultural sensitivity training is a common measure in organizations (including mining companies) used to raise awareness and improve intercultural understanding within the workforce. Indigenous cultural sensitivity training can promote an inclusive and respectful workplace environment that support recruitment and retention.

Specialized Courses and Certification

This is a new enhancement measure where Skeena Resources will seek to partner with educational institutions and the TCG (e.g., via Tahltan's OnTrack initiative) to create specialized courses and certification programs tailored to the specific needs of the Project, to improve workforce capacity and readiness, and to support recruitment and retention. The effectiveness of this measure is rated as moderate, as there is uncertainty around the range of courses, timing of implementation, and the level of interest in skills-development courses and certifications.

Mentorship Program

Skeena Resources Tahltan Mentorship Program, launched at the start of 2020, will continue to enhance employment benefits of the Project. The Tahltan Mentorship Program aims to increase Tahltan representation throughout all levels of the company and to provide mentees with the ability, experience and knowledge to support decision-making regarding the Project, Tahltan Territory, and company. Since the launch of the Program, at the time of writing this chapter, there have been six Tahltan mentees in the program, whose careers ranged from engineering, business studies, to apprenticeships within the trades.

Skeena Resources will develop a mentorship program at the Project which will build upon the Tahltan Mentorship program. The effectiveness of this measure is rated as moderate because, while this program can help some employees with skills and career advancement, there are complex barriers to skill building, training, and employment for diverse subgroups that may not be addressable through mentorship, which reduces the effectiveness of this measure.

Internship Program

This is a new measure to implement an internship program to support recruitment and retention, with a particular focus on young people who are entering the workforce. The effectiveness of this measure is rated as moderate, because the program specifics are not yet defined, nor is there information about the number of internship opportunities. Notwithstanding, this is understood to be a positive and commonly used approach to target young people to join the workforce and support future generations of employees in the mining industry.

Social Closure Plan

This is a new measure to mitigate the changes in employment as the Project progresses from Operations to Reclamation and Closure. During the transition period, there will be a gradual decline in employment as the overall employment benefits will be reduced when compared to previous phases. Employment during Operations will peak in Year 3, with a gradual drop in employment throughout the remainder of Operations (Figure 24.5-1). As such, the Social Closure Plan will consider both the transition of skills and employment opportunities associated the transition from Operations to Reclamation and Closure and then to Post-Closure, as well as broader skills transition needs. It will identify opportunities to support employees in their employment transition.

The effectiveness of this measure is rated as moderate, as it is beyond the control of the Project to ensure that alternative employment opportunities are available or that transitioning Project workers can qualify for available employment elsewhere.

24.5.3.2 Mitigation Measures for Changes in Project Expenditures, Business Opportunities, and Gross Domestic Product

The following measures are proposed to increase contracts awarded to the LAA and RAA businesses, and thus increase the GDP benefit realized in the LAA and RAA.

Procurement Plan

This new mitigation entails implementing procurement measures to increase benefits to the LAA and RAA businesses, including, but not limited to:

- Work with LAA and RAA businesses, Tahltan, and other Indigenous businesses from Engaged Indigenous Nations to enhance the ability of businesses to compete for Project-related contracts.
- Engage with LAA and RAA businesses, the TCG, and other Indigenous businesses from Engaged Indigenous Nations to understand how to enable their successful participation in procurement processes.
- Conduct virtual business information sessions with LAA and RAA businesses to discuss Project bidding processes and business opportunities to increase participation of LAA and RAA businesses in Project opportunities.

The effectiveness of this measure is rated as moderate, because while the Project can implement measures that prioritize hiring of businesses from the LAA and RAA, the success of these measures is also linked to the ability of LAA and RAA businesses to meet bidding requirements and submit offers that qualify for Project opportunities.

Social Closure Plan

The Social Closure Plan is a new measure and described above in Section 24.5.3.1, Mitigation Measures for Changes in Employment and Income. The Social Closure Plan will:

- Take into consideration the likely socio-economic environment in which the closure will take place;
- Take into consideration feedback received from Engaged Indigenous Nations; and
- Draw upon related, recent experiences with mine closure.

The Social Closure Plan will list activities and considerations to be implemented for employees to transition following Operations. The effectiveness of this measure is rated as moderate, understanding that these plans will be defined in the future.

24.5.3.3 Mitigation Measures for Changes in Tax Revenue

No mitigation measures are identified for potential changes to tax revenue, as the benefits of tax revenues are managed by provincial or federal authorities, including any tax revenue adjustments to address provincial or federal priorities or mandates. This effect does not fall within the abilities of Skeena Resources to correct or mitigate.

24.5.3.4 Mitigation Measures for Changes in the Cost of Living

No mitigation measures are identified for potential changes to the cost of living, as the cost of living is influenced by many factors, some of which are potentially driven by Project-related activities, activities of other projects, and/or other, regional, or national conditions. It may be challenging to associate changes in the cost of living to one project. Changes in the cost of living can be managed or corrected through measures implemented by central banks (e.g., rate increases) or corrected at a national level. There are no controls within the purview of Skeena Resources to correct or mitigate changes in the cost of living.

24.6 Assessment of Residual Effects

The effectiveness of mitigation measures is provided in Section 24.5.3, Mitigation Measures and Effectiveness. If implementation of mitigation measures is expected to eliminate a potential effect (i.e., the measures are classified as highly effective), then no residual effect is identified for that VC, and the potential effect is not considered further in this assessment. If the proposed implementation controls and mitigation measure(s) are not thought to be sufficient to eliminate an effect (i.e., the measures' effectiveness are classified as low or moderate), or if the effectiveness of the measures is unknown, a residual effect is identified and carried forward to this section for additional characterization.

After the application of mitigation and management measures in Section 24.5.3, Mitigation Measures and Effectiveness, the following residual effects are predicted for the Employment and Economy VC, which are grouped by Project phases, given expected transitions over the Project lifecycle:

- Changes to employment and income:
  - Increase during Construction and Operations, and
  - Decrease during Reclamation and Closure;

- Changes to Project expenditures, business opportunities, and GDP benefits:
  - Increase during Construction and Operations, and
  - Decrease during Reclamation and Closure;
- Changes to tax revenue:
  - Increase during Construction and Operations, and
  - Decrease during Reclamation and Closure; and
- Changes to the Cost of Living:
  - Increase during Construction and Operations.

This section provides an assessment and characterization of these predicted residual effects, and ultimately the confidence relating to the assessment conclusions.

Residual effects on the Employment and Economy VC are characterized using the descriptors defined in Table 24.6-1. Narrative descriptions and justifications for the characterizations are provided in the sections below.

Table 24.6-1: Characterization of Residual Effects on Employment and Economy Valued Component

Criteria	Description	Quantitative Measure or Qualitative Category
Magnitude	The expected scale or severity of the residual effect	*Low*: differing from the average value for existing conditions to a small degree but without changing its role or function; *Moderate*: differing from the average value for existing conditions and approaching the limits of natural variation, but below or equal to a guideline or threshold value; or *High*: differing from the existing conditions and exceeding guideline or threshold values so that there will be a detectable change beyond the range of natural variation (i.e., a change of state from existing conditions).
Geographic extent	The geographic area in which a residual effect occurs	*Individual/household:* an effect limited to individuals, families, or households; *Community:* an effect extending to the community-level; *Regional / Indigenous people:* an effect extending across the broader regional community or economy, or an effect extending to one or more Indigenous Nations; or *Beyond regional:* an effect that extends possibly across or beyond BC.
Duration	The length of time the residual effect lasts	*Short-term:* an effect that lasts approximately 1 to 3 years, or much less than a single generation; *Medium-term:* an effect that lasts between 1 to 15 years, or less than one generation; *Long-term:* an effect that lasts between 16 and 50 years, or over one generation; or *Far-future:* an effect that lasts more than 50 years, or several generations.

Criteria	Description	Quantitative Measure or Qualitative Category
Frequency	How often the residual effect occurs	*Once:* an effect that occurs once, during any phase; *Sporadic:* an effect that occurs at sporadic or intermittent intervals during any phase; *Regular:* an effect that occurs regularly during any phase; or *Continuous:* an effect that occurs constantly during any phase.
Reversibility	The degree to which Employment and Economy VC may return to its initial condition	*Reversible short-term:* an effect that can be reversed relatively quickly (1 to 5 years); *Reversible long-term:* an effect that can be reversed after many years (6 to 50 years); or *Irreversible:* an effect that cannot be reversed (i.e., is permanent) and therefore is considered irreparable according to Tahltan Risk Assessment Factors.
Resilience	The capacity of the Employment and Economy VC to resist or recover from major changes in structure and function following disturbances, without undergoing a shift to a vastly different regime that is very difficult to reverse	*Low*: the component is considered to be of low resiliency following disturbances; *Moderate*: the component is considered to be moderately resilient following disturbances; or *High*: the component is considered to be highly resilient following disturbances.
Ecological or social context	The current condition and sensitivity of the Employment and Economy VC	*Low*: the component is considered to have little to no sensitive attributes, including known high sensitivity areas or environmentally sensitive areas, or disclosed sacred areas within Tahltan Territory; *Neutral*: the component is considered to have some sensitive attributes, including known high sensitivity areas or environmentally sensitive areas, or disclosed sacred areas within Tahltan Territory; or *High*: the component is considered to be sensitive, including known high sensitivity areas or environmentally sensitive areas, or disclosed sacred areas within Tahltan Territory.
Importance	Refers to whether the effect to the Employment and Economy VC or underlying issue has previously been identified as an interest and/or priority	*Low:* the effect to the VC has previously been identified by some individuals, but not by Indigenous Nations, community members, or government agencies; *Moderate:* the effect to the VC has previously been identified as an interest by Indigenous Nations, community members, the public, and local governments and/or government agencies, but not stated as a top interest; or *High:* the effect to the VC has been identified repeatedly as a top interest by Indigenous Nations, community members, the public, local governments, and/or government agencies.
Probability	The likelihood that an adverse residual effect will occur[1]	*Low*: an effect that is unlikely, but could occur; *Medium*: an effect that is likely, but may not occur; or *High*: an effect that is highly likely to occur.

Notes:

BC = British Columbia; VC = Valued Component

[1] *It is acknowledged that* this definition of probability is not consistent with that used in the Tahltan Assessment.

24.6.1 Changes to Employment and Income

The Project is expected to have a beneficial residual effect to employment and income during Construction and Operations. The **magnitude** of the residual effect is rated as **moderate**, based on the calculations that the Project will provide a maximum of 949.0 PY of employment during peak Construction and a maximum of 771.0 PY of employment during peak Operations (Figure 24.5-1 shows the distribution of annual employment benefits); additional indirect employment opportunities will be created throughout the supply chain and in induced industries. Of this, and in consideration of the existing labour market conditions described in Section 24.4.3.3, Labour Force and Employment, peak Construction of the Project will offer up to 278 PY of direct employment to LAA and RAA[54] residents, and up to 334 PY of employment for LAA and RAA residents during peak Operations. The **geographic extent** of the effect is **regional** / **Indigenous people**, as most employment benefits will take place at the LAA and RAA level, with a focus on maximizing the employment of Indigenous people in the LAA. The effect is expected during Construction and Operations, and the effect **duration** is **medium-term** with **continuous frequency**, as employment and income benefits will extend over 2 years of Project Construction and 13 years of Project Operations. The **reversibility** of the effect is **reversible short-term**, as the effect of the Project will be reversed when the Project transitions to Reclamation and Closure and most of employment and income benefits cease, with **moderate resiliency,** given that the LAA and RAA economies are fairly diversified and have previously experienced the ebb and flow of mining-related employment. The **social context** is assessed as being **neutral**, which recognizes the sensitive aspects of small remote communities that have limited base economies. The **importance** of employment and income benefits is **high**, as these benefits have been raised by Indigenous and LAA and RAA residents during the engagement for the Project with a focus on the importance of employment and related income benefits. The **probability** of the effect is **high,** given that increased employment is expected once the Project commences Construction**.**

At Reclamation and Closure, there will be a decrease in employment and income benefit, which is considered an adverse residual effect. The **magnitude** of the decrease in employment and income residual effect at Reclamation and Closure is rated as **low.** While the total employment and related spin-off opportunities will decrease from 947.8 PY of employment in Year 12 (the last year of Project Operations) to 178.2 PY of employment in Year 13 (the first year of Project Reclamation and Closure; Figure 24.5-1), in the RDKS (including the Tahltan), direct employment will decrease from 64.0 PY in Year 12 to 6.0 PY in Year 13, indirect employment will decrease from 59.7 PY in Year 12 to 17.7 PY in Year 13, while induced employment will decrease from 66.1 PY in Year 12 to 12.4 PY in Year 13, with the remaining reduction in employment experienced at the provincial and national level. While key transition in employment will happen from Year 12 to Year 13, gradually decreasing employment during Operations will help to further alleviate this change (Figure 24.5-1). This rating also considers existing labour market conditions described in Section 24.4.3.3, Labour Force and Employment, such as the current labour availability and unemployment rates. The **geographic extent** of the effect is **regional** / **Indigenous people**, as this decrease in employment will be felt within the LAA and RAA, including Indigenous communities who will have been involved in employment opportunities. The effect is expected when the Project transitions from Operations to the Reclamation and Closure phase, when the majority of employment and income opportunities with the Project cease, resulting in an effect that is **short-term in duration** and with **sporadic frequency**, as employment opportunities are terminated when specific mining, processing, maintenance, or administrative activities come to an end. The **reversibility** of the effect is **short-term**, expecting that

[54] In the economic model, Appendix 24-1, Economic Benefits Modelling Results, this is approximated by estimates for the RDKS.

1 to 3 years provide sufficient time for transitioning employees to find alternative employment, including the potential for employment with other proposed or developing projects. **Resiliency** is **moderate**, being parallel with the assessment above. The **social context** is assessed as being **neutral**, considering the small and remote nature of communities which have relatively small base economies, and that the communities will be informed of closure through the Social Closure Plan (that includes Workforce Transition Plan). The reduced employment and income benefit is characterized as having a **high importance**, given that this will increase unemployment in the LAA and RAA in the short-term. The **probability** of the effect is **high,** with the understanding that all natural resource extraction projects come to an end once resources are extracted, accompanied by the reduction in employment opportunities**.**

Gender-based Analysis Plus Highlight

The **increase in employment and income** during Construction and Operations is characterized as described below in consideration of diverse populations, including women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation.

The **magnitude** of the residual effect is rated as **low;** while many new employment opportunities will be available during Construction and Operations, there may be unique barriers to employment for people from diverse subgroups. As noted previously in 24.4.2.1, Historical Overview, women, including Indigenous women, are less likely to work in construction or mining due to the lack of skills, the nature of the available jobs, concerns over mistreatment, or household responsibilities; in the case of single parents and/or low-income families, additional barriers may include the inability to participate in rotational employment due to the duration of being away from home, challenges to afford childcare while on rotation, or to afford access to transportation hub communities. Youth and disabled individuals are likely to experience barriers related to education and skills, while in the case of disabled individuals, additional barriers can include mental or physical conditions. The lack of transportation options or the lack of a driver's licence can limit the ability of those living in rural communities to access to transportation hubs of the Project. While the Project will aim to maximize the employment of individuals from various subgroups, the size of the benefit is expected to be lower for diverse subgroups compared to the overall benefit. The **geographic extent** of the effect is **regional** / **Indigenous people**, as most employment benefits will take place at the LAA and RAA level; however, those living in rural, more remote areas may find it more challenging to stay informed on employment opportunities, and to apply for and qualify for jobs. The effect is expected during Construction and Operations, and the effect **duration** is **medium-term** with **continuous frequency**, given that the employment and income benefits will extend over 2 years of Project Construction and 13 years of Project Operations. The **reversibility** of the effect is **reversible short-term**, as the effect of the Project will be reversed when the Project transitions to Reclamation and Closure and most of the employment and income benefits cease. **Resiliency** is **low**, while the **social context** is assessed as being **high**, considering the various barriers to training and employment faced by diverse individuals that may exclude them from participation in Project benefits. The **importance** of employment and income benefits is **high**, understanding that interest in these benefits was expressed frequently by Engaged Indigenous Nations and LAA and RAA residents when engaged by the Project. The **probability** of the effect is **medium,** considering the incomplete understanding of the underlying issues that may prevent various individuals from seeking and obtaining project employment**.**

At Reclamation and Closure, there will be a decrease in this employment and income benefit. For diverse subgroups, the **magnitude** of the reduced employment and income is rated as **low,** given that the Project employment and related spin-off opportunities will decrease as the Project transitions from Operations to Reclamation and Closure. This effect is expected to be more profound for those already earning a lower income, living in low-income families, or sole income providers. The **geographic extent** of the effect is **regional** / **Indigenous people**, as the decrease in this benefit will be within LAA and RAA communities. The effect is expected as the Project transitions from Operations to the Reclamation and Closure phase, when the majority of employment and income opportunities with the Project cease, assessing this as an effect of **short-term duration** and **sporadic frequency**, given that employment will be terminated when specific activities at the Project are no longer required. The **reversibility** of the effect is in the **long-term**, as it may take individuals from diverse subgroups more time to obtain alternative or comparable employment. The **resiliency** is **low**, and the **social context** is assessed as being **high**, considering the pre-existing barriers to employment and the impact of change from employment conditions during Construction and Operations. The **importance** of the removal of the employment and income benefit is **high**, given that this will contribute to the unemployment in the LAA and RAA during the short-term, likely disproportionately impacting individuals from diverse subgroups. The **probability** of the effect is **medium,** considering the incomplete understanding of the underlying issues that may prevent various individuals from seeking and obtaining Project employment**.**

24.6.2 Changes to Project Expenditures, Business Opportunities, and Gross Domestic Product Benefits

During Construction and Operations, the Project is expected to have a beneficial residual effect on Project expenditures, business opportunities, and GDP benefits. The **magnitude** of the residual effect is rated as **moderate,** provided that the Project will spend $697.6 million during Construction and $2,764.7 million during Operations on labour and the procurement of goods and services, positively contributing to the provincial and national GDP. Spin-off indirect and induced activities will further contribute to this beneficial effect. The **geographic extent** of the effect is **beyond regional** as the procurement of goods and services will extend beyond the LAA or RAA. The effect is expected during Construction and Operations and the effect **duration** is **medium-term** with **continuous frequency**, as the procurement and GDP benefits will extend over 2 years of Project Construction and 13 years of Project Operations. The **reversibility** of the effect is **reversible short-term**, because this benefit will be reversed when the Project transitions to Reclamation and Closure, with **moderate resiliency**, given that the RAA economies are fairly diversified. The **social context** is assessed as being **neutral**, as there are some sensitive aspects of the LAA or RAA communities in relation to benefitting from Project expenditures (i.e., some small businesses within the LAA or RAA communities may have limited capacity to participate in procurement processes or win Project contracts). The **importance** of the benefit is **high**, noting that interest in Project procurement opportunities was expressed frequently by Engaged Indigenous Nations and LAA and RAA residents during engagement for the Project. The **probability** of the effect is **high,** as this effect will occur once the Project commences Construction**.**

At Reclamation and Closure, there will be a decrease in Project expenditures, business opportunities, and GDP benefits, resulting in an adverse effect. The **magnitude** of the decrease in Project procurement and the Project's contribution to GDP at Reclamation and Closure is rated as **low,** given that Project employment and related spin-off opportunities will decrease as the Project transitions from Operations to

Reclamation and Closure. However, expenditures and procurement opportunities will continue with a focus on Reclamation and Closure activities. The **geographic extent** of the effect is **regional** / **Indigenous people** as the decrease in this benefit will be most notable at the LAA and RAA level. The **short-term duration** effect is expected as the Project transitions from Operations to the Reclamation and Closure phase**,** and the effect is expected to be **sporadic in frequency**, occurring when Project procurement is no longer needed or is suspended due to the transitions of mining or processing activities from operational focus to closure. As the LAA and RAA businesses seek to replace those lost contracting opportunities with opportunities from other industries or companies, the **reversibility** of the effect is assessed as **short-term**, and with **moderate resiliency**. The **social context** is assessed as **neutral**, with some sensitive features. The **importance** of the removal of this benefit is **high**, given that this can result in a short-term economic slowdown in LAA and RAA as the region transitions away from this Project. The **probability** of the effect is **high,** because all natural resource extraction projects come to an end once resources are extracted, this being accompanied by the reduction in Project-related opportunities**.**

24.6.3 Changes to Tax Revenue

The Project is expected to have a beneficial residual effect in changes to tax revenue benefits during Construction and Operations. The **magnitude** of the residual effect is rated as **low,** provided that the Project and related spin-off activities will contribute an estimated $221.6 million to the tax revenue during Construction and an estimated $2,194.0 million during Operations. The **geographic extent** of the effect is **beyond regional** as most taxes, beyond the specific Project contributions to royalties or other payments, are made at the provincial and federal level. The effect is expected during Construction and Operations and the effect **duration** is **medium-term** with **continuous frequency**, because these benefits will extend over 2 years of Project Construction and 13 years of Project Operations. The **reversibility** of the effect is **reversible short-term**, as the beneficial effect of the Project will be reversed when the Project transitions to Reclamation and Closure and most of the benefits initially decrease and then cease, and the government tax revenue from the Project is replaced by tax revenue from other activities, with **high resiliency**, as the provincial and federal taxes are collected on most economic activities. The **social context** is assessed as being **neutral**, with some distinctive aspects associated with tax revenue collection or distribution given that, in BC, tax collection is set by the provincial or federal government (tax revenue goes to federal and provincial governments, being later distributed to regional districts and municipalities depending on the planned budget structure for each year). The **importance** of the benefit is **moderate** and being realized at the provincial and federal levels. The **probability** of the effect is **high,** because this effect will begin with the commencement of Project construction activities**.**

At Reclamation and Closure, there will be a decrease in tax revenue resulting in an adverse residual effect. The **magnitude** of the decrease in government tax revenue at Reclamation and Closure is rated as **low,** estimating that this total benefit will decrease to $3.6 million for the entire phase. The **geographic extent** of the effect is **beyond regional**, as taxes are paid at the provincial and federal level. The **short-term duration** for this effect is expected as the Project transitions from Operations to Reclamation and Closure phase, and of **continuous frequency**, as the payment of taxes gradually decreases. The **reversibility** of the effect is **short-term**, and of **moderate resiliency**, as after Reclamation and Closure, the change in government revenue will return to pre-Project levels. The **social context** is assessed as being **neutral**, with some distinctive features associated with tax revenue. The **importance** of the removal of this benefit is **moderate**, given that the benefits are realized at the provincial and federal level; however, there is limited understanding in how those benefits will reach LAA and RAA communities. The **probability** of the effect is

high, because all natural resource extraction projects come to an end once resources are extracted, this being accompanied by the reduction in this Project-related benefit**.**

24.6.4 Changes to the Cost of Living

The Project is expected to have an adverse residual effect in changes to the cost of living during Construction and Operations. The **magnitude** of the residual effect is rated as **low** because while the Project's influence on the cost of living in the LAA and RAA is possible, it is anticipated to be within previously reported changes. The **geographic extent** of the effect is **regional** / **Indigenous people**, as the change will affect remote LAA and RAA communities, which have high transportation costs associated with delivery of supplies and few alternatives, limiting the option of potential substitutes at lower costs. The effect is expected during Construction and Operations, and the effect **duration** is **medium-term** with **continuous frequency**, given that the increase in the cost of living would be driven by Project-related activities. The **reversibility** of the effect is **long-term (**to potentially **irreversible)**, as the shape of the economy and changes to the cost of living may be long lasting and associated with complex factors of inflation. The **resiliency** is **moderate** in consideration of the limited ability of the LAA and RAA to respond to the change. The **social context** is assessed as being **neutral**, in consideration of some sensitive features of the smaller and more remote LAA and RAA communities (e.g., lower cost of housing, but also fewer jobs and lower earning potential for residents, and higher cost of goods due to additional transportation cost). The **importance** of this change is **moderate**, as changes to the cost of living for residents of the LAA and RAA will be experienced in day-to-day decisions. The **probability** of the effect is **medium,** understanding that the increase in the cost of living is possible, but that it may not occur in relation to Project activities**.**

Gender-based Analysis Plus Highlight

During Construction and Operations, there will be an increase in the cost of living, which may have disproportionate effects to diverse subgroups, including women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation. The **magnitude** of the residual effect is rated as **moderate,** as all potential increases in the cost of living will disproportionally affect those already struggling financially (i.e., low-income persons, single caregivers). The **geographic extent** of the effect is **regional** / **Indigenous people**, recognizing that small and remote communities in the LAA and RAA have high transportation costs and that there is limited availability of alternative goods/services within communities or limited options of substitutes to lower the costs. The effect is expected during Construction and Operations, and the effect **duration** is **medium-term** with **continuous frequency**, given that the increase in the cost of living would be driven by Project-related activities. The **reversibility** of the effect is **long-term**, with the expectation that this effect may be lessened after the Project transitions to Reclamation and Closure with the cessation of Project-related spending, which is likely to drive the demand for goods and services in the LAA and RAA. The **resiliency** is **low**, and the **social context** is assessed as **high**, considering the limited ability of disproportionately affected individuals to respond to the change. The **importance** of this change is **high**, understanding that changes in the cost of living will be realized at the LAA and RAA levels. The **probability** of the effect is **medium,** assuming that the increase in the cost of living is likely, but that it may not occur**.**

24.6.5 Summary of the Assessment of Residual Effects

A summary for the characterization of residual effects for the Employment and Economy VC is summarized in Table 24.6-2. The effects characterization criteria used are described in Section 10.6, Characterization of Residual Effects, in Chapter, 10, Valued Component Effects Assessment Methods.

Table 24.6-2: Characterization of Residual Effects

Residual Effect	Effect Direction and Phase	Characterization Criteria				
Changes in employment and income	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Moderate	Regional / Indigenous people	Medium-term	Continuous	High
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-Term	Moderate	Neutral	High	
	Decrease during Reclamation and Closure	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Low	Regional / Indigenous people	Short-term	Sporadic	High
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-Term	Moderate	Neutral	High	
Changes in Project expenditures, business opportunities and GDP benefits	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Moderate	Beyond Regional	Medium-term	Continuous	High
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-Term	Moderate	Neutral	High	
	Decrease during Reclamation and Closure	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Low	Regional / Indigenous people	Short-term	Sporadic	High
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-Term	Moderate	Neutral	High	
Changes in tax revenue	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Low	Beyond Regional	Medium-term	Continuous	High
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-Term	High	Neutral	Moderate	
	Decrease during Reclamation and Closure	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Low	Beyond Regional	Short-Term	Continuous	High
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-Term	Moderate	Neutral	Moderate	

Residual Effect	Effect Direction and Phase	Characterization Criteria				
Changes in the cost of living	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Low	Regional / Indigenous people	Medium-term	Continuous	Medium
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Long-Term	Moderate	Neutral	Moderate	

Note:
GDP = gross domestic product

Gender-based Analysis Plus Highlight

A summary for the characterization of residual effects for the Employment and Economy VC in consideration of the potential disproportionate effects identified in Table 24.5-3 is summarized in Table 24.6-3. The effects characterization criteria used are described in Section 10.6, Characterization of Residual Effects, in Chapter, 10, Valued Component Effects Assessment Methods.

Table 24.6-3: Characterization of Residual Effects on the Employment and Economy Valued Component in Consideration of Gender-based Analysis Plus

Residual Effect	Effect Direction and Phase	Characterization Criteria				
Changes in employment and income for women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Low	Regional / Indigenous people	Medium-term	Continuous	*Medium*
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-Term	*Low*	*High*	High	
	Decrease during Reclamation and Closure	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Low	Regional / Indigenous people	Short-term	Sporadic	*Medium*
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Long-Term	*Low*	*High*	High	
Changes in the cost of living for women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Moderate	Regional / Indigenous people	Medium-term	Continuous	Medium
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Long-Term	*Low*	*High*	*High*	

Note:
Any characterizations in this table that are different than those presented in Table 24.6-2 are noted in italics.

24.6.6 Confidence

Confidence in predictions is also evaluated for effects predicted for the Employment and Economy VC. Confidence, which can also be understood as the degree of scientific certainty, is a measure of how well residual effects are understood. Confidence includes a consideration of the acceptability of the data inputs and analytical methods used to predict and assess Project effects. Confidence depends on the certainty of the predicted outcome, and it allows the decision-maker to evaluate risk associated with the Project. Confidence levels are defined as follows:

- **Low (less than 50% confidence):** the cause-effect relationship(s) between the Project and its interaction with the environment is poorly understood and/or data for the area of the project or scientific analyses are incomplete, leading to a high degree of uncertainty.
- **Medium (50% to 80% confidence):** the cause-effect relationship(s) between the Project and its interaction with the environment is not fully understood, and/or data for the area of the Project or scientific analyses are incomplete, leading to a moderate degree of uncertainty.
- **High (greater than 80% confidence):** the cause-effect relationship(s) between the Project and its interaction with the environment is well understood, and/or data for the area of the Project or scientific analyses are complete, leading to a low degree of uncertainty.

A summary of the residual effects assessment for Employment and Economy VC is presented in Table 24.6-4. These are the residual effects predicted to occur after the implementation of the mitigation and enhancement measures outlined in Section 24.5.3, Mitigation Measures and Effectiveness. In alignment with EAO guidance (EAO 2020), residual effects are carried forward into the cumulative effects assessment (CEA; Section 24.7, Cumulative Effects Assessment), regardless of their characterization.

Table 24.6-4: Summary of Residual Effects on Employment and Economy Valued Component

Residual Effect	Effect Direction and Phase	Residual Effect Characterization	Confidence and Risk
Changes in employment and income	Increase during Construction and Operations	**Magnitude:** Moderate **Geographical Extent:** Regional / Indigenous People **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Short-term **Resiliency:** Moderate **Context:** Neutral **Importance:** High	**Confidence:** High **Probability:** High **Consequence:** Moderate **Risk:** Medium
	Decrease during Reclamation and Closure	**Magnitude:** Low **Geographical Extent:** Regional / Indigenous People **Duration:** Short-term **Frequency:** Sporadic **Reversibility:** Short-term **Resiliency:** Moderate **Context:** Neutral **Importance:** High	**Confidence:** High **Probability**: High **Consequence:** Minor **Risk:** Medium

Residual Effect	Effect Direction and Phase	Residual Effect Characterization	Confidence and Risk
Changes in Project expenditures, business opportunities, and GDP benefits	Increase during Construction and Operations	**Magnitude:** Moderate **Geographical Extent:** Beyond Regional **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Short-term **Resiliency:** Moderate **Context:** Neutral **Importance:** High	**Confidence:** High **Probability:** High **Consequence:** Major **Risk:** High *(Positive Effect)*
	Decrease during Reclamation and Closure	**Magnitude:** Low **Geographical Extent:** Regional / Indigenous People **Duration:** Short-term **Frequency:** Sporadic **Reversibility:** Short-term **Resiliency:** Moderate **Context:** Neutral **Importance:** High	**Confidence:** High **Probability:** High **Consequence:** Minor **Risk:** Medium
Changes in tax revenue	Increase during Construction and Operations	**Magnitude:** Low **Geographical Extent:** Beyond Regional **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Short-term **Resiliency:** High **Context:** Neutral **Importance:** Moderate	**Confidence:** High **Probability**: High **Consequence:** Moderate **Risk:** Medium
	Decrease during Reclamation and Closure	**Magnitude:** Low **Geographical Extent:** Beyond Regional **Duration:** Short-term **Frequency:** Continuous **Reversibility:** Short-term **Resiliency:** Moderate **Context:** Neutral **Importance:** Moderate	**Confidence:** High **Probability:** High **Consequence:** Moderate **Risk:** Moderate
Changes in the cost of living	Increase during Construction and Operations	**Magnitude:** Low **Geographical Extent:** Regional / Indigenous People **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Long-term **Resiliency:** Moderate **Context:** Neutral **Importance:** Moderate	**Confidence:** Medium **Probability:** Medium **Consequence:** Minor **Risk:** Low

Note:

GDP = gross domestic product

Gender-based Analysis Plus Highlight

For the Employment and Economy VC, the characterization of the residual effects is in consideration of effects to women, Indigenous women, youth, low-income persons, single parents and caregivers, and rural populations without reliable transport is provided below (Appendix 20-3, Diverse Subgroups Existing Conditions Supplement).

A summary of the residual effects assessment for Employment and Economy VC in consideration of GBA Plus is presented in Table 24.6-5. As noted in Table 24.6-5, one high risk has been identified for changes in employment and income for women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation as the Project transitions from Operations to Reclamation and Closure. As a result of this transition, there is a high risk of reduced employment and income opportunities, particularly for low-income families, single caregivers, and Indigenous people. This reduction in jobs may lead to increased competition for available positions, compounding pre-existing employment barriers and creating long-term challenges for affected individuals to secure alternative or comparable work. The transition to fewer employment opportunities, coupled with the high importance of income stability for diverse subgroups, underscores this social and economic challenge likely to be experienced at the regional level.

Table 24.6-5: Summary of Residual Effects on Employment and Economy Valued Component in Consideration of Gender-based Plus Analysis

Residual Effect	Effect Direction and Phase	Residual Effect Characterization	Confidence and Risk
Changes in employment and income for women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation	Increase during Construction and Operations	**Magnitude:** Low **Geographical Extent:** Regional / Indigenous People **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Short-term **Resiliency:** Low **Context:** High **Importance:** High	**Confidence:** Medium **Probability:** Medium **Consequence:** Moderate **Risk:** Medium
	Decrease during Reclamation and Closure	**Magnitude:** Low **Geographical Extent:** Regional / Indigenous People **Duration:** Short-term **Frequency:** Sporadic **Reversibility:** Long-term **Resiliency:** Low **Context:** High **Importance:** High	**Confidence:** Medium **Probability:** Medium **Consequence:** Major **Risk:** High

Residual Effect	Effect Direction and Phase	Residual Effect Characterization	Confidence and Risk
Changes in the cost of living for women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation	Increase during Construction and Operations	**Magnitude:** Moderate **Geographical Extent:** Regional / Indigenous People **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Long-term **Resiliency:** Low **Context:** High **Importance:** High	**Confidence:** Medium **Probability:** Medium **Consequence:** Moderate **Risk:** Medium

24.7 Cumulative Effects Assessment

The potential for cumulative effects arises when the residual effects of a project affect (i.e., overlap and interact with) the same resource/receptor that is affected by the residual effects of other past, present, or reasonably foreseeable future projects or activities. The CEA considers the potential environmental, economic, health, social, and heritage cumulative effects of the Project according to the requirements of the EAO (as described in the Hybrid AIR). Detailed methodology for this CEA is provided in Section 10.7, Cumulative Effects Assessment, in Chapter 10, Valued Component Effects Assessment Methods.

Cumulative effects have previously been a specific cause for concern for the Tahltan Nation, which, during previous consultation processes, noted the potential pressures posed by multiple new mines that had been concurrently proposed in their territory (Pretium Resources 2014a).

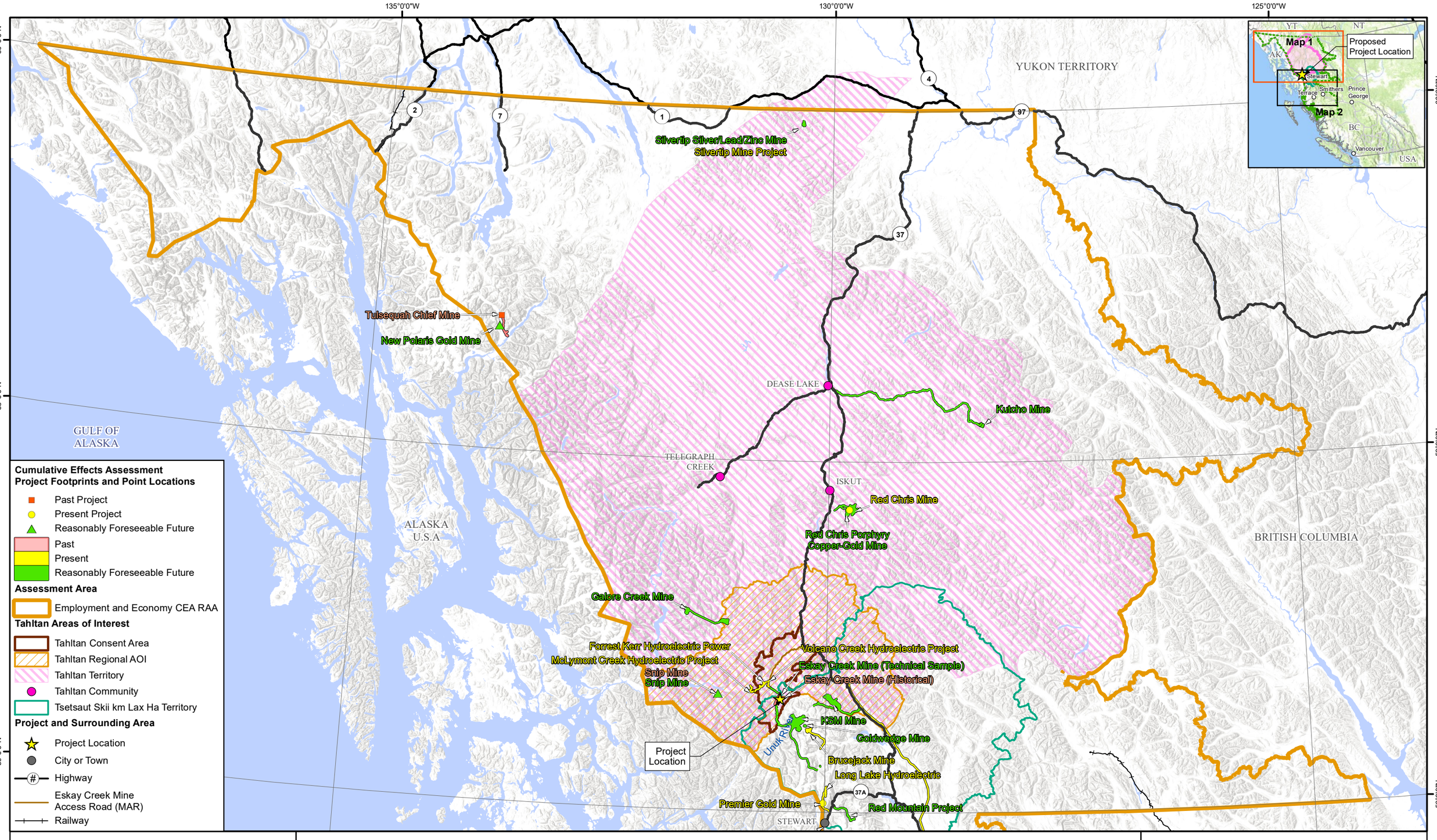
24.7.1 Assessment Boundaries

The CEA considers the spatial and temporal extent of Project-related predicted changes and residual effects on the Employment and Economy VC, combined with the anticipated residual effects from other projects and activities, to assist with analyzing the potential for a cumulative effect to occur.

24.7.1.1 Spatial Boundaries

The provincial "Effects Assessment Policy" (EAO 2020, 27) states that "[t]he spatial boundary for cumulative effects assessment for a VC should encompass the area within which the residual effects of the project are likely to interact cumulatively with the effects of other past, present and reasonably foreseeable future projects and activities on that same VC".

The spatial boundary for the CEA of the Employment and Economy VC consists of the RAA that is described in Section 24.3.1, Spatial Boundaries, noting that for the CEA the RAA is *inclusive* of the LAA (where this was not the case for the previous sections of this assessment). This boundary is used to investigate the interactions of other projects with the predicted residual effects of the proposed Project, and for the purposes of this section, this RAA is referred to as the CEA RAA. Figure 24.7-1 shows the location of other past, present, and reasonably foreseeable future projects and activities, and how they fall within the CEA RAA boundary.



Cumulative Effects Assessment
Project Footprints and Point Locations

- Past Project
- Present Project
- Reasonably Foreseeable Future
- Past
- Present
- Reasonably Foreseeable Future

Assessment Area

- Employment and Economy CEA RAA

Tahltan Areas of Interest

- Tahltan Consent Area
- Tahltan Regional AOI
- Tahltan Territory
- Tahltan Community
- Tsetsaut Skii km Lax Ha Territory

Project and Surrounding Area

- Project Location
- City or Town
- Highway
- Eskay Creek Mine Access Road (MAR)
- Railway

Skeena Resources Ltd.
Date: 05-Mar-2025
Figure: 24.7-1
Author: Michael.Stead
Filename: ESK-05-006a

SKEENA RESOURCES

Figure 24.7-1: Past, Present and Reasonably Foreseeable Future Projects Considered for Potential to Interact Cumulatively with the Project (Map 1 of 2)

Skeena Mining Division - NTS 104B09
British Columbia, Canada

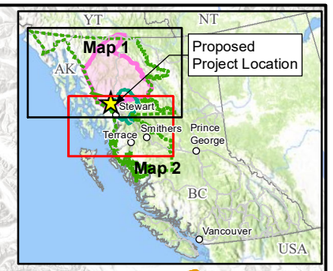
Scale: 1:2,200,000
Coord. System: NAD 1983 UTM Zone 9N

0 30 60 90 120
Kilometres

N

134°0'0"W
132°0'0"W
130°0'0"W
128°0'0"W
126°0'0"W
56°0'0"N
55°0'0"N
54°0'0"N

Forrest Kerr Hydroelectric Power
McLymont Creek Hydroelectric Project
Snip Mine
Snip Mine
Volcano Creek Hydroelectric Project
Eskay Creek Mine (Technical Sample)
Eskay Creek Mine (Historical)
KSM Mine
Unuk River
Goldwedge Mine
Brucejack Mine
Long Lake Hydroelectric
Premier Gold Mine
Red Mountain Project
Proposed Project Location
37A
37
STEWART
ALASKA
U.S.A
BRITISH COLUMBIA
GULF OF ALASKA
Kitsault Mine
Kitsault Mine
Sik-E-Dakh Sewage Collection and Treatment Facility
HAZELTON
KITWANGA
Ksi Lisims LNG
GINGOLX
113
Northwest Transmission Line
SMITHERS
Tenas
16
118
TOPLEY
TERRACE
HOUSTON
PRINCE RUPERT
Vopak Pacific Canada (now Ridley Island Energy Export Facility)
16
37
BURNS LAKE
KITIMAT
Pacific Trails Pipeline
Ridley Island Export Logistics Project
Rio Tinto BC Works
Coastal GasLink Pipeline
Cedar LNG Project
LNG Canada Export Terminal



Cumulative Effects Assessment
Project Footprints and Point Locations

- Past Project
- Present Project
- Reasonably Foreseeable Future
- Past
- Present
- Reasonably Foreseeable Future

Assessment Area

- Employment and Economy CEA RAA

Tahltan Areas of Interest

- Tahltan Consent Area
- Tahltan Regional AOI
- Tahltan Territory
- Tahltan Community
- Tsetsaut Skii km Lax Ha Territory

Project and Surrounding Area

- Project Location
- City or Town
- Highway
- Eskay Creek Mine Access Road (MAR)
- Railway

Skeena Resources Ltd.
Date: 05-Mar-2025
Figure: 24.7-1
Author: Michael.Stead
Filename: ESK-05-006b

SKEENA RESOURCES

Figure 24.7-1: Past, Present and Reasonably Foreseeable Future Projects Considered for Potential to Interact Cumulatively with the Project (Map 2 of 2)

Skeena Mining Division - NTS 104B09
British Columbia, Canada

Scale: 1:1,500,000
Coord. System: NAD 1983 UTM Zone 9N
0 20 40 60 80
Kilometres
N

The Tahltan Cumulative Effects AOI shares parts of its eastern and western boundaries with the Tahltan Regional AOI but extends north of it to include Iskut to the northeast and the lower Stikine River to the northwest. It also reaches past the Tahltan Regional AOI's boundary to cross Highway 37 and the Bell Irving River in the southwest and approach the community of the town of Stewart in the southeast.

24.7.1.2 Temporal Boundaries

The CEA temporal boundaries consider the past and future projects and activities that are known or are reasonably foreseeable and the degree to which the environmental effects of these projects and activities overlaps those predicted for the Project.

For the Employment and Economy VC, temporal boundaries are based on the timelines defined in Section 24.3.2, Temporal Boundaries. These temporal boundaries were selected as they may overlap with the construction, operation, or closure of other present or reasonably foreseeable projects. This is because during those years, the proposed Project will draw on labour from the CEA RAA, hire businesses, and contribute to the GDP and tax revenue benefits, and can collectively contribute to the higher cost of living.

24.7.2 Potential Cumulative Effects and Mitigation

In this section, projects and activities (described and mapped in Section 10.7, Cumulative Effects Assessment in Chapter 10, Valued Component Effects Assessment Methods) with the potential to cause a cumulative effect with the Project are identified and discussed. Additional mitigation measures to minimize cumulative effects are also identified and discussed, where applicable.

24.7.2.1 Potential Cumulative Interactions

A matrix approach in Table 24.7-1 is used to screen and rank the potential for cumulative interactions between the residual effects of the Project and those of other past, present, and reasonably foreseeable projects and activities. Each project was reviewed to identify potential cumulative interactions. The attention was given to larger developments and projects that may bring notable economic activity, requiring larger workforce, and having overlapping temporal boundaries for Construction, Operation, or Reclamation and Closure activities with the proposed Project, as these factors can contribute to the adverse positive or effects. The assigned interaction rankings are provided in Table 24.7-1, while supporting rationale is provided for each project following the table.

Table 24.7-1: Potential Interactions between the Residual Effects of the Project on Employment and Economy Valued Component and the Residual Effects of Other Projects

Projects	Potential Interaction with Employment and Economy VC
Past Projects	
Eskay Creek Mine (historical)	O
Kitsault Mine[1]	O
Snip Mine[1]	O
Tulsequah Chief Mine	O

Projects	Potential Interaction with Employment and Economy VC
Present Projects	
Brucejack Mine	●
Coastal GasLink Pipeline	○
Forrest Kerr Hydroelectric	○
LNG Canada Export Terminal	◐
Long Lake Hydroelectric	○
McLymont Creek Hydroelectric	○
Northwest Transmission Line	○
Pacific Trail Pipeline	◐
Premier Gold Mine	●
Red Chris Mine	●
Rio Tinto BC Works	○
Volcano Creek Hydroelectric	○
Reasonably Foreseeable Future	
Cedar LNG Project	○
Eskay Creek Mine (Technical Sample)	●
Galore Creek Mine	●
Goldwedge Mine	○
Kitsault Mine[1]	●
Ksi Lisims LNG	◐
KSM Mine	●
Kutcho Mine	○
New Polaris Gold Mine	○
Red Chris Underground Mine	●
Red Mountain Project	◐
Ridley Island Export Logistics Project	○
Silvertip Silver/Lead/Zinc Mine	◐
Sik-E-Dakh Sewage Collection and Treatment Facility	○
Snip Mine[1]	◐
Tenas	◐

Notes:

BC = British Columbia; LNG = liquefied natural gas; Technical Sample = Technical Sample Project; VC = Valued Component

[1] Projects with both a historical operation and a proposed future operation

○ = *cumulative interaction not expected*

◐ = *possible cumulative interaction*

● = *likely cumulative interaction*

Gender-based Analysis Plus Highlight

As with the Project-specific assessment, interactions with all human-focused VCs were scoped inclusively for this stage of the CEA. Whether there is a possible or likely interaction with a VC relating to the population as a whole or a specific, distinct subgroup, that interaction was carried forward to the next step in the assessment.

The Employment and Economy VC is not expected to interact with any past projects as the interaction of procurement of employment and labour, services, and goods is relevant to the active phases of a development. As such, a potential interaction with existing and foreseeable projects is identified in the Table 24.7-1, with the justification below. Additional information on each activity is provided in Chapter 10, Valued Component Effects Assessment Methods.

Present Projects

- **Brucejack Mine:** the Brucejack Mine, located approximately 25 km southeast of the proposed Eskay Creek Revitalization Project and 65 km north-northwest of the District of Stewart, began operations in 2015 with an expected lifespan of 18 years, ending around 2033. The closure phase is planned for a 2-year period (from 2033 to 2035), and post-closure phase is planned for 3 years (from 2035 to 2038; Pretium Resources 2014b). In 2023 (ending 30 June 2023), Brucejack directly employed 941 people, and 580 contractors. The mine generated $236 million in operating costs and $11 million in payments to governments. In addition, 90% of Brucejack's goods and supplies were purchased locally, while 97% of services were purchased locally (Newcrest 2023). Given the proximity of this mine to the proposed Project, and that the mine is actively employing and procuring services from within the CEA RAA, an interaction is likely.
- **LNG Canada Export Terminal:** the LNG Canada Export Terminal, a natural gas liquefaction facility and marine terminal project located in the District of Kitimat, is located approximately 310 km southeast of the proposed Project. Construction of the terminal is nearing completion, with commercial operations expected to commence by mid-2025 (Habibic 2024). The expected operational life is 25 years (i.e., in operation from 2025 to 2050; LNG Canada Development Inc. 2014). The Project's operation is expected to generate 21,700 to 50,500 PYs of employment annually, with 55% of these jobs going to residents of BC. During decommissioning, the Project will create 10,200 to 15,700 PYs of employment, 70% of which will benefit BC residents, including 47% direct, 32% indirect, and 21% induced employment (LNG Canada Development Inc. 2014). During operation, the Project is projected to contribute $3.6 billion to $8.4 billion annually to BC's GDP, with annual decommissioning expenditures adding $1.3 billion to $1.9 billion. Annual labour costs are estimated at $140 million to $340 million, with BC residents making up 70% of the workforce. Additionally, the Project is expected to procure $335 million to $790 million per year in labour, goods, and services from northwestern BC during operations (LNG Canada Development Inc. 2014). Given the temporal and spatial overlap, as well as expected workforce requirements, a cumulative interaction is possible.
- **Pacific Trail Pipeline:** the Pacific Trails Pipeline (PTP) Project, a 460 km natural gas pipeline extending from Summit Lake to Kitimat, with its starting point located approximately 570 km southeast of the proposed Project and its endpoint 310 km southeast. The PTP is currently under care and maintenance with ongoing environmental programs in 2024 (Enbridge 2024). During peak construction phases, PTP is expected to employ between 500 and 700 workers, averaging over 300 for about four

months, with an additional 80 personnel per pipeline spread for construction and environmental inspections (Pacific Trail Pipelines Limited Partnership 2007). While there is uncertainty about the temporal boundaries for this development, the requirement for the construction workforce suggests a possible cumulative interaction.

- **Premier Gold Mine:** the Premier Gold Project is located 25 km from the town of Stewart within the District of Stewart, on Nisga'a Nation Treaty Lands. The Project's construction was completed in the first quarter of 2024 at approximately $339 million. Commercial production is anticipated in Q3 of 2024, with an expected mine life of 8 years (i.e., in operation from 2024 to 2032) and 3 years of closure (from 2032 to 2035; Mining Technology 2022). The Project is expected to employ 300 full-time workers during operations, with the proponent (Ascot) committed to maximizing employment of Nisga'a Citizens through an IBA with the Nisga'a Nation (Sacré-Davey Engineering 2020). Specific information on annual procurement was not available. The overlap of spatial and temporal boundaries makes this a likely interaction.
- **Red Chris Mine:** the Red Chris Mine is an open-pit copper and gold mine and milling operation, that received an Environmental Assessment Certificate in 2005. The mine is located approximately 110 km north-northeast of the proposed Project and 18 km southeast of Iskut. The construction of the mine was completed between May 2012 and November 2014, with start of commercial operations in February 2015. As of 2021, assumed mine life duration was 36 years (including the Red Chris Underground Mine), from 2022 to 2057 (Newcrest Mining Ltd. 2021). In 2023, Red Chris directly employed 803 people and 1,059 contractors. The Red Chris Mine generated $282 million in revenue, with $201 million in operating costs and $4 million in payments to governments. In addition, 96% of Red Chris's goods and supplies were purchased locally, while 94% of services were purchased locally (Newcrest Mining Ltd. 2023). A cumulative interaction is likely.

Reasonably Foreseeable Future Projects

- **Eskay Creek Mine (Technical Sample):** the Technical Sample will include the excavation of 10,000 t of ore and 4.59 Mt of mine rock over the mine life, with a project lifespan of 4 years (all disturbances will occur in Years 1 and 2, and decommissioning, closure and reclamation in Years 3 and 4). An interaction is likely based on overlapping temporal and spatial boundaries.
- **Galore Creek Mine:** the Galore Creek Project is located approximately 100 km northwest of the proposed Eskay Creek Revitalization Project. Galore Creek is in the Prefeasibility Study phase, expected to be completed by early 2025, to inform an updated project design before a regulatory process begins (Galore Creek Mining Corporation 2024). The projected operational life of Galore Creek is 20 years (Galore Creek Mining Corporation 2023). During the Construction phase, approximately 900 to 1,000 jobs are expected to be created. It is estimated that around 500 direct employees will be required during the operational phase, with additional contract employees needed for intermittent tasks such as camp operation, concentrate hauling, tailings dam expansion, and mill relining (Rescan 2006). As of 2024, the Galore Creek Project was supported by 57 full-time employees. In 2023, the project engaged services from 22 Tahltan-owned or partnered businesses (Galore Creek Mining Corporation 2024). Given the spatial and temporal overlap, an interaction is likely.
- **Kitsault Mine:** the Kitsault Project is located approximately 150 south from the proposed Project. Kitsault is currently in the care and maintenance phase, with construction activities paused. The proponent (New Moly) is preparing a Feasibility Study for Kitsault to be completed in 2024 (New Moly 2023). Subject to all necessary approvals, the construction phase is estimated to last for 25 months, followed by 15 to

16 years of operations. During the peak construction phase, the project is expected to hire an onsite construction workforce of 700 workers, with approximately 300 workers anticipated during operations (Avanti Kitsault Mine Ltd. 2012). Given the spatial and temporal overlap, an interaction is likely.

- **Ksi Lisims LNG Project:** the Ksi Lisims LNG Project is located along the Portland Canal, approximately 190 km south from the proposed Project, and currently in the detailed engineering design phase. Construction of the project is anticipated to span 3 to 4 years from Q2 2025 to Q4 2027. Operations is anticipated to be a minimum of 30 years, starting in 2028 (i.e., in operation until at least 2058; Government of BC 2023h). Depending on the electricity supply scenario, construction phase expenditures are expected to create 3,055 to 3,275 direct jobs in BC, generating $366 to $393 million in labour income, and operation expenditures will generate 465 to 945 direct jobs with $53 to $109 million in annual labour income (Government of BC 2023h). Indirect and induced labour during construction is estimated to add 4,380 to 4,760 jobs with $264 to $286 million in labour income, while operations will add 525 to 1,330 jobs with $28 to $76 million in labour income annually. The project is expected to contribute $1.0 to $1.1 billion to BC's GDP during construction and $125 to $515 million annually during operations. Total taxes from construction expenditures are estimated at $242 to $270 million, while operational expenditures are expected to generate $26 to $84 million in annual taxes in BC. Information on local procurement was not available (Government of BC 2023h). Given the spatial and temporal overlap, an interaction is possible.
- **KSM Mine:** the KSM Project is located approximately 18 km southeast from the proposed Project. The early construction works began in 2021 and are expected to last up to 2027 for 6 years. The KSM Project is planned to operate for 39 years (from 2027 to 2066). Initial capital costs are estimated at $2.1 billion. Sustaining capital costs over the 39-year mine life are estimated at $17.6 billion (Tetra Tech et al. 2022). The estimated workforce for Iron Cap (KSM zone) is 658 persons at the peak of construction period with an average of 600 persons during the production period. The estimated workforce for Kerr (KSM zone) is approximately 529 persons at the peak of construction period, and an average of 580 persons during the production period (Tetra Tech et al. 2022). Information on the share of local or regional workforce and procurement was not available. Given the spatial and temporal overlap, an interaction is likely.
- **Red Chris Underground Mine:** the Red Chris Underground Mine is located approximately 110 km north-northeast of the proposed Project. The Block Cave Feasibility Study for Red Chris Underground Mine is under review and update, with several optimization opportunities being assessed, including initial extraction level options for the first block cave and alternative plant expansion options (Imperial Metals 2024). Production from Main Block one at the Red Chris Underground Mine is expected to commence in 2026, marking the beginning of its 31-year operational lifespan (i.e., in operation from 2026 to 2057; Newcrest 2021). Specific information on annual spending, project employment, and procurement were not available. Given the spatial and temporal overlap, an interaction is likely.
- **Red Mountain Project:** the Red Mountain Gold Project is located approximately 80 km southeast from the proposed Project. The Red Mountain Gold Project received provincial and federal Environmental Assessment certificates in 2019, and shortly after being purchased by Ascot Resources. Since the acquisition, Ascot has updated the 2017 Feasibility Study for both standalone operations and integration with the Premier mill, with significant progress in resource updates, mine planning, and capital estimates. The total estimated initial capital cost for the design, construction, and commissioning of the project is estimated at $135.6 million (IDM Mining 2017b). The project's life span is projected at 22 years from the construction phase through to post-closure. The construction phase is expected to last for approximately 18 months, operations approximately 6 years, closure and reclamation phase up

to 5 years, and closure and reclamation and post-closure phase monitoring projected for a period of approximately 10 years (IDM Mining 2017b). Construction is estimated to result in approximately 865 PY of direct, indirect, and induced employment across BC. The total GDP benefit in BC is estimated to be $81.2 million during the construction phase (18 months; IDM Mining 2017b). During operations (6 years), the total direct, indirect, and induced employment for BC is estimated at approximately 1,696 PY. Total GDP effects in BC are predicted at $152.9 million and total tax revenue is estimated at $64.6 million over the 6 years of production. Tax revenues are estimated to consist of $22.7 million in federal tax revenue, $16.6 million in provincial tax revenue, $23.9 million in provincial mineral taxes, and $1.4 million in local government tax revenue over the life of the mine (IDM Mining 2017b). Given the spatial and temporal overlap, an interaction is possible.

- **Silvertip Silver/Lead/Zinc Mine:** the Silvertip Silver/Lead/Zinc Project, currently owned by Coeur Mining, is located approximately 365 km northeast from the proposed Project. Coeur Mining suspended mining and processing activities at Silvertip in early 2020. The Silvertip project is undergoing evaluation for a potential expansion and restart. The exploration program, spanning 24 months, commenced in July 2023 and will continue until July 2025 (Coeur Mining 2023a). Specific timelines are not provided. As of 2023, Coeur Mining employed 60 people (Coeur Mining 2023b). Details regarding the local or regional workforce, projected annual spending and revenue, and local procurement are not available. Given the possibility of the spatial and temporal overlap, a cumulative interaction is possible.
- **Snip Mine:** the Snip Mine Project, owned by Skeena Resources, is in active closure after being in operation from 1994 to 1999, producing approximately one million ounces of gold (SRK Consulting 2020). The project is approximately 40 km west from the proposed Eskay Creek Revitalization Project and is accessible solely by air. Skeena Resources has incurred approximately $50 million in exploration and development expenditures at the Snip Mine as of October 2021. In September 2023, Skeena Resources released an updated Mineral Resource Estimate for the Snip Mine. This resource will be used for a detailed engineering study, including project economics, expected to be released in the first half of 2024 (Skeena Resources n.d.). An interaction with this development is possible.
- **Tenas Project:** the Tenas Project is situated in the Bulkley-Nechako region, 25 km south of Smithers and 7 km southwest of Telkwa, BC. The project entered the BC environmental assessment process in November 2018, aiming to produce approximately 775,000 to 825,000 t of steelmaking coal annually, with a mine life of about 25 years, including construction, operations, and reclamation phases. Currently undergoing a comprehensive regulatory review, project details are expected to be further refined and modified based on inputs gathered during this process. Direct local employment during operations is projected to be 110, with additional employment during construction and closure phases, while indirect local employment is estimated at 220 (Telkwa Coal Ltd. 2024). An interaction with this development, subject to the regulatory decision, is possible.

No other activities are identified that could interact cumulatively with the residual effects of the Project.

The following was taken into consideration for each residual effect while identifying the potential cumulative interactions:

- **Change in employment and economy**: multiple projects can require construction or mining-related workforce if similar activities are occurring at the same time. Broad employment opportunities are considered a beneficial effect, as they increase the employment and income benefits to the residents of the CEA RAA; however, there can be adverse effects if projects have coinciding closures or multiple

closures that take place within a specific timeframe (i.e., overlapping partially or happening prior to or after Project Reclamation and Closure), collectively contributing to higher unemployment levels during transition from operating activities to closures.

- **Change in Project expenditures, business opportunities, and GDP benefits**: existing and reasonably foreseeable projects will obtain products and services from CEA RAA businesses, collectively increasing the economic activity and building capacity of businesses in the CEA RAA. Through engagement (Section 24.4.3, Characterization of Existing Conditions and Section 24.6.2, Changes to Project Expenditures, Business Opportunities, and GDP Benefits), concerns were raised over the ability of CEA RAA businesses to successfully participate in various opportunities, noting that the spending by larger projects often bypass CEA RAA businesses. However, if multiple projects have coinciding closures, this can lead to an economic slowdown in the CEA RAA, as spending and procurement could concurrently diminish due to changes at more than one project.
- **Changes to the government tax revenue**: the provincial and federal governments are likely to see higher tax revenue coming from coinciding developments. Such increased tax revenue would be a beneficial effect, as it will support the delivery of public services and public infrastructure developments. However, in the case of multiple or coinciding project closures, there can be a cumulative decrease in the tax revenue.
- **Changes to the cost of living**: the coinciding increase in spending in the CEA RAA can collectively contribute to a higher cost of living. This can be driven by direct spending and increased demand for goods and services by projects, as well as by employees spending their income in various industries. Within the CEA RAA, there are currently multiple projects in various stages of development and operations, and it is noted that the cost of living is generally remaining within the provincial averages. Notwithstanding, potential increases to the cost of living, driven by developments rather than other factors, cannot be overlooked.

In consideration of the above, the following cumulative residual effects are predicted:

- Changes to employment and income:
  - Increase during Construction and Operations, and
  - Decrease during Reclamation and Closure;
- Changes to Project expenditures, business opportunities, and GDP benefits:
  - Increase during Construction and Operations, and
  - Decrease during Reclamation and Closure;
- Changes to tax revenue:
  - Increase during Construction and Operations, and
  - Decrease during Reclamation and Closure; and
- Changes to the Cost of Living:
  - Increase during Construction and Operations.

Specific data and information gaps impacting the confidence in assigned interaction ratings are described above for each present and reasonably foreseeable project and activity and include incomplete information

on temporal boundaries for the project or activity, and incomplete information on current or proposed size of the required workforce, or on current or expected economic benefits of the project or activity.

Concerns related to cumulative effects that were raised by Engaged Indigenous Nations, government agencies, local governments, the public, and other stakeholders are those described in Section 24.4.3, Characterization of Existing Conditions, and 24.5.2, Identification of Potential Effects and Mitigation, as they relate to the proposed Project and other exiting and potential developments.

Gender-based Analysis Plus Highlight

The GBA Plus highlight for the identified cumulative interactions mirrors the descriptions of Section 24.4.3, Characterization of Existing Conditions, and Section 24.5.2, Identification of Potential Effects and Mitigation.

24.7.2.2 Mitigation Measures and Effectiveness

In consideration of the above, no new mitigations are proposed for the Employment and Economy VC to address cumulative effects of the Project; mitigations of residual effects, presented in Section 24.5.3, Mitigation Measures and Effectiveness, are considered applicable to the cumulative context.

Identified cumulative effects are carried forward in the residual cumulative effects characterization in Section 24.7.3, Residual Cumulative Effects Characterization.

Gender-based Analysis Plus Highlight

No new mitigations are proposed to address cumulative effects on diverse subgroups in addition to those presented in Section 24.5.3, Mitigation Measures and Effectiveness to mitigate residual effects.

24.7.3 Residual Cumulative Effects Characterization

24.7.3.1 Characterization of Residual Cumulative Effects

This section provides an assessment and characterization of the predicted residual cumulative effects, and ultimately the confidence related to the assessment conclusions. Residual cumulative effects on the Employment and Economy VC are characterized using the descriptors defined in Section 10.6, Characterization of Residual Effects, in Chapter 10, Valued Component Effects Assessment Methodology (mirrored in Section 24.6, Assessment of Residual Effects, of this chapter). Narrative descriptions and justifications for the characterizations are provided in the sections below.

24.7.3.2 Changes to Employment and Income

During the Construction and Operations phases, there is the potential for a beneficial cumulative residual effect of the Project in the form of an increase in employment and income. The **magnitude** of the residual effect is rated as **high,** provided that the direct, indirect, and induced employment opportunities of the proposed Project and other coinciding projects and activities will collectively contribute to the employment and income benefits for the CEA RAA residents. The **geographic extent** of the effect is **regional** / **Indigenous**

people, as notable employment benefits will take place at the CEA RAA level. The effect is expected during Construction and Operations, and the effect **duration** is **medium-term** with **continuous frequency**, as cumulative employment and income benefits will extend over the 14-year period (covering Project Construction and Operations). The **reversibility** of the effect is **reversible short-term**, as the benefit will be reversed when the Project, and potentially other coinciding developments, transition to closure activities, notably reducing the number of employment opportunities, with **moderate resiliency**, given that the CEA RAA economy is fairly diversified (e.g., mining, liquefied natural gas, and forestry). The **social context** is assessed as being **neutral**, recognizing the sensitive experience of many small, remote communities and their relationships with larger urban centres for training and employment. The **importance** of employment and income benefits is **high**, as employment and income are critical for community growth, and also in relation to the emphasis on these benefits raised by residents in the CEA RAA during engagement for the Project. The **probability** of the effect is **high,** considering there are operating mines already (e.g., Brucejack and Red Chris), and the likely development of other projects identified in Table 24.7-1.

Slowdown (e.g., care and maintenance) or closure of various projects may result in a negative cumulative effect as a result of reduced employment and income. The **magnitude** of the decrease in employment and income at Reclamation and Closure is rated as **moderate.** This is because, based on current information, the only closure potentially coinciding with the proposed Project (or a closure happening prior to or after the closure of the proposed Project), is the closure of the Brucejack Mine (closure being currently planned from 2033 to 2035). While other projects and activities could cease operation at or around the closure of the Project, these projects or timelines are currently unidentified. The **geographic extent** of the effect is **regional** / **Indigenous people**, as the decrease in this benefit will be experienced within the CEA RAA. The effect is expected as the projects transition from Operations to Reclamation and Closure activities when the majority of employment and income opportunities will gradually fall and then cease, resulting in a **short-term duration** effect that will be **sporadic** in **frequency** as employment opportunities are terminated. The **reversibility** of the effect is **short-term** with **moderate resiliency**, as employment and income benefits will return to pre-Project levels but it may take 1 to 3 years for residents to find alternative employment. The **social context** is assessed as being **neutral**, with some sensitive features. The **importance** of the removal of the employment and income benefit is **high**, given that this will temporarily contribute to unemployment in the CEA RAA. The **probability** of the effect is **medium**, considering the uncertainty of overlapping closure dates for the proposed Project and the Brucejack Mine, and other projects**.**

Gender-based Analysis Plus Highlight

For the Employment and Economy VC, the characterization of the residual cumulative effects takes into consideration the potential impacts on women, Indigenous women, youth and low-income persons, single parents and caregivers, and rural populations without reliable transport (refer to Appendix 20-3, Diverse Subgroups Existing Conditions Supplement).

There will be a beneficial residual cumulative effect of increased employment and income during Construction and Operations. The **magnitude** of the residual effect is rated as **moderate;** while the Project and other potential projects and activities will provide employment and income opportunities, it is unknown how many of those opportunities will be filled by people from diverse subgroups. As noted previously in Section 24.4.3, Characterization of Existing Conditions, women, including Indigenous women, are less likely to work in construction or mining when compared to men, due to the lack of skills, the nature of the available jobs, concerns over mistreatment, or household responsibilities; in the case of single parents and/or low-income families, additional barriers may include the inability to afford childcare or transportation, or to be

away from home for long periods of time as required for rotational work. The lack of transportation options or the lack of a driver's licence can limit the ability of those living in rural communities to get to transportation pickup spots offered by the Project. While the Project will aim to maximize the employment of individuals from diverse subgroups of the population, the size of the benefit is expected to be lower compared to the overall characterization of this effect, and in consideration of the various barriers faced by this group. The **geographic extent** of the effect is **regional** / **Indigenous people**, as most employment benefits will take place within the CEA RAA; however, those living in rural, more remote areas may find it more challenging to stay informed on employment opportunities, apply, and qualify for jobs. The effect is expected during Project Construction and Operations, and the 14-year period coinciding with other projects and activities; thus, the effect **duration** is **medium-term** with **continuous frequency**. The **reversibility** of the effect is **reversible short-term**, as the effect will be reversed when the Project and other operating projects (e.g., the Brucejack Mine) transition to closure and relevant employment and income benefits cease. **Resiliency** is **low**, while the **social context** is assessed as being **high**, in consideration of barriers to training and employment faced by diverse individuals that may exclude them from the participation in available benefits. The **importance** of employment and income benefits is **high**, understanding that interest in these benefits was expressed frequently during the engagement for the Project by Indigenous and CEA RAA residents. The **probability** of the effect is **medium,** in consideration of the incomplete understanding of the underlying issues that may prevent various individuals from seeking and obtaining project employment**.**

At Reclamation and Closure, there will be a decrease in employment and income, resulting in an adverse cumulative effect for diverse subgroups. The **magnitude** of the decrease in employment and income residual cumulative effect at Reclamation and Closure is rated as **high,** given that employment at the Project, and related spin-off opportunities, as well as employment at other projects with coinciding closure dates (e.g., Brucejack Mine) will decrease as the Project transitions into Reclamation and Closure. When compared to the broader population, this effect is expected to be more profound for those already in low-income families or for single caregivers because of losing a source of primary income. The **geographic extent** of the effect is **regional** / **Indigenous people**, as the decrease in this benefit will be most notable at the CEA RAA level. The effect is expected to be of **short-term duration** as the Project transitions from Operations to Reclamation and Closure when the majority of employment and income opportunities with the Project cease, and the effect will be **sporadic** in **frequency**. The **reversibility** of the effect is in the **long-term**, as it may take individuals from diverse subgroups more time to obtain comparable employment. The **resiliency** is **low**, and the **social context** is assessed as being **high**, considering pre-existing barriers to employment. The **importance** of the removal of the employment and income benefit is **high**, given that this will temporarily contribute to the unemployment in the CEA RAA, likely disproportionately impacting individuals from diverse subgroups. The **probability** of the effect is **medium,** considering the incomplete understanding of the underlying issues that may prevent various individuals from seeking and obtaining project employment and the uncertainty associated with the timing of coinciding closure of other projects**.**

24.7.3.3 Changes to Project Expenditures, Business Opportunities, and Gross Domestic Product Benefits

During Project Construction and Operations, there is the potential for a beneficial cumulative residual effect in Project expenditures, business opportunities, and GDP benefits. The **magnitude** of the residual effect is rated as **high,** considering the coinciding spending of the proposed Project, the spending of the Brucejack Mine and Red Chris Mine, and other potentially active developments during the same period. The **geographic extent** of the effect is **beyond regional**, as procurement of goods and services, while

also covering the CEA RAA, will extend beyond the assessed region. The effect is expected during the 14-year period of the proposed construction and operation activities of the Project, and, as such, the effect **duration** is **medium-term** with **continuous frequency**, as the procurement and GDP benefits will extend over those years. The **reversibility** of the effect is **short-term**, as the effect of the Project will be reversed when the projects transition from Operation to Reclamation and Closure, with most of the benefits initially decreasing and then ceasing, with **moderate resiliency**, given that the CEA RAA economy is fairly diversified. The **social context** is assessed as being **neutral**, as it has some sensitive aspects (e.g., employment opportunities focused on construction and mining). The **importance** of the benefit is **high**, noting that interest in Project procurement opportunities was expressed frequently during the engagement for the Project. The **probability** of the effect is **high,** considering the operational Brucejack Mine and Red Chris Mine, and the likely development of other projects identified in Table 24.7-1**.**

A decline in spending, for example associated with multiple or coinciding closures of projects, could result in an adverse cumulative effect of reduced expenditures, business opportunities, and GDP benefits. The **magnitude** of the decrease in procurement opportunities and contribution to GDP at the Project's Reclamation and Closure is rated as **moderate,** in consideration of the potential coinciding closure activities of the Project with the Brucejack Mine and other potential projects or activities. The **geographic extent** of the effect is **regional** / **Indigenous people**, as the decrease in this benefit will be experienced within the CEA RAA. The effect is expected, as the projects transition from Operations to Reclamation and Closure, assessing this as an effect of **short-term duration** and **sporadic frequency**, as procurement opportunities cease. The **reversibility** of the effect is **short-term**, and the **resiliency** is **moderate**, with procurement and GDP benefits decreasing to pre-Project levels. The **social context** is assessed as being **neutral**, with some sensitive features associated with business opportunities or expenditures in the CEA RAA. The **importance** of the removal of this benefit is **moderate**, given that this can temporarily result in an economic slowdown as the region transitions to other opportunities. The **probability** of the effect is **medium**, considering the uncertainty of overlapping closure dates for the proposed Project and the Brucejack Mine, and other projects**.**

24.7.3.4 Changes to Tax Revenue

During Project Construction and Operations, there is the potential for a beneficial cumulative residual effect from the increased tax revenue. The **magnitude** of the cumulative residual effect is rated as **moderate,** considering the tax revenue that will be contributed by the Project, currently operating mines, and other potential projects and activities. The **geographic extent** of the effect is **beyond regional**, as most taxes, beyond the specific Project contributions to royalties or other payments, are made at the provincial and federal level. The effect is expected during Construction and Operations of the Project, over the 14-year period; as such, the effect **duration** is **medium-term** with **continuous frequency**. The **reversibility** of the effect is **reversible short-term**, as the effect will be reversed when the Project, and other operating developments, transition from Operations to Reclamation and Closure, and most of the benefits decrease, with **high resiliency**, as the provincial and federal taxes are collected on most economic activities. The **social context** is assessed as being **neutral**, with some distinctive characteristics. The **importance** of the benefit is **moderate**, being realized at the provincial and federal levels. The **probability** of the effect is **high,** in consideration of the already operating projects such as the Brucejack Mine and Red Chris Mine, and the likely development of other projects identified in Table 24.7-1.

In the case of multiple or coinciding closures of projects, there may be an adverse cumulative effect associated with the reduced tax revenues. This adverse cumulative effect could occur during Project's Reclamation and Closure Phases. The **magnitude** of the decrease in government tax revenue is rated as **moderate.** This is

because the only known closure that could coincide with the proposed Project is the closure of the Brucejack Mine. While other projects and activities could cease operation at or around the time of closure of the Project, these projects or timelines are unknown or unconfirmed. The **geographic extent** of the effect is **beyond regional**, as taxes are paid at the provincial and federal level. The effect is expected to be **short-term** in **duration** as the Project transitions from Operations to Reclamation and Closure, and the effect will be **continuous** in **frequency**, given that the payments of taxes gradually decrease. The **reversibility** of the effect is **short-term**, and of **moderate resiliency**, as after planned Closure, the change in government revenue will return to pre-Project levels, and it may take some time for this revenue to be replaced by revenue from other sources. The **social context** is assessed as being **neutral**, with some distinctive features. The **importance** of the removal of this benefit is **moderate**, given that the benefits are realized at the provincial and federal level. The **probability** of the effect is **medium,** in consideration of the uncertainty of overlapping closure dates for the proposed Project and the Brucejack Mine**.**

24.7.3.5 Changes to the Cost of Living

The Project is expected to have an adverse cumulative residual effect on the cost of living for residents of the CEA RAA, with the effect largely anticipated during Construction and Operations. The **magnitude** of the residual effect is rated as **low,** because while the Project and other present and reasonably foreseeable future projects have the potential to increase the cost of living in the CEA RAA, the increase in prices is expected to be within range of previously reported price changes. The **geographic extent** of the effect is **regional** / **Indigenous people**, as remote CEA RAA communities typically have high transportation costs and limited options for product or service alternatives, limiting the ability for people to manage costs in the case of a rising cost of living scenario. The effect can take place during the 14-year period covering construction and operating activities; however, the effect is expected to level off after initial changes in the price level driven by procurement, and thus the effect **duration** is **medium-term** with **continuous frequency**, given that the increase in the cost of living would be driven by increased economic activity. The **reversibility** of the effect is **long-term**, with the expectation that this effect will be reversed after the closure of operating mines. **Resiliency** is rated as **moderate**, considering the limited ability of the CEA RAA to respond to the change. The **social context** is assessed as being **neutral**, given the existence of some sensitive features (e.g., small remote communities). The **importance** of the benefit is **moderate**, as this benefit will be realized at the CEA RAA level. The **probability** of the effect is **medium,** taking into consideration that the increase in the cost of living is likely, but that it may not occur**.**

Gender-based Analysis Plus Highlight

For the Employment and Economy VC, the characterization of the residual cumulative effects on women, Indigenous women, youth and low-income persons, single parents and caregivers, and rural populations without reliable transport is provided below.

During Construction and Operations, there will be a residual cumulative effect in cost of living with disproportionate effects to diverse subgroups. The **magnitude** of the residual effect is rated as **moderate,** as all potential increases in the cost of living will disproportionally impact those already struggling financially (e.g., low-income persons, single caregivers). The **geographic extent** of the effect is **regional** / **Indigenous people**, in consideration of the high transportation costs to deliver supplies to remote CEA RAA communities, combined with the limited availability of alternatives within communities for potential substitutes to lower the costs. The effect is expected during a 14-year period, and the effect **duration** is **medium-term** with **continuous frequency**, given that the increase in the cost of living would be driven by cumulative economic activities. The **reversibility** of the effect is **long-term**, with the expectation that

this effect may be reversed with the slowdown of economic activities that drive the demand for goods and services in the CEA RAA. The **resiliency** is **low** and the **social context** is assessed as **high**, considering the limited ability of disproportionately impacted individuals to respond to the change. The **importance** of this change is **high**, understanding that changes in the cost of living will be realized at the CEA RAA levels. The **probability** of the effect is **medium,** assuming that the increase in the cost of living is likely, but that it may not occur, depending on how the CEA RAA economy responds to increased economic activity**.**

24.7.3.6 Summary of the Assessment of Residual Cumulative Effects

A summary for the characterization of residual cumulative effects for the Employment and Economy VC is provided in Table 24.7-2. The characterization criteria used for the effect descriptions are described in Section 10.6, Characterization of Residual Effects, in Chapter 10, Valued Component Effects Assessment Methodology.

Table 24.7-2: Characterization of Residual Employment and Economy Cumulative Effects

Residual Effect	Effect Direction and Phase	Characterization Criteria				
Changes in employment and income	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		High	Regional / Indigenous people	Medium-term	Continuous	High
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-term	Moderate	Neutral	High	
	Decrease during Reclamation and Closure	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Moderate	Regional / Indigenous people	Short-term	Sporadic	Medium
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-term	Moderate	Neutral	High	
Changes in Project expenditures, business opportunities, and GDP benefits	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		High	Beyond Regional	Medium-term	Continuous	High
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-term	Moderate	Neutral	High	
	Decrease during Reclamation and Closure	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Moderate	Regional / Indigenous people	Short-term	Sporadic	Medium
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-term	Moderate	Neutral	Moderate	
Changes in tax revenue	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Moderate	Beyond Regional	Medium-term	Continuous	High
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-Term	High	Neutral	Moderate	
	Decrease during Reclamation and Closure	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Moderate	Beyond Regional	Short-term	Continuous	Medium
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-term	Moderate	Neutral	Moderate	

Residual Effect	Effect Direction and Phase	Characterization Criteria				
Changes in the cost of living	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Low	Regional / Indigenous people	Medium-term	Continuous	Medium
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Long-term	Moderate	Neutral	Moderate	

Note:
GDP = gross domestic product

Gender-based Analysis Plus Highlight

For the Employment and Economy VC, the characterization of the residual cumulative effects takes into consideration potential impacts on women, Indigenous women, youth and low-income persons, single parents and caregivers, and rural populations without reliable transport, and is summarized below in Table 24.7-3 (refer to Appendix 20-3, Diverse Subgroups Existing Conditions Supplement).

Table 24.7-3: Characterization of Residual Employment and Economy Cumulative Effects in Consideration of Gender-based Analysis Plus

Residual Effect	Effect Direction and Phase	Characterization Criteria				
Changes in employment and income for women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Moderate	Regional / Indigenous people	Medium-term	Continuous	*Medim*
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Short-term	*Low*	*High*	High	
	Decrease during Reclamation and Closure	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		High	Regional / Indigenous people	Short-term	Sporadic	Medium
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Long-term	*Low*	*High*	High	
Changes in the cost of living for women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation	Increase during Construction and Operations	**Magnitude**	**Geographic Extent**	**Duration**	**Frequency**	**Probability**
		Moderate	Regional / Indigenous people	Medium-term	Continuous	Medium
		Reversibility	**Resiliency**	**Context**	**Importance**	
		Long-term	*Low*	*High*	*High*	

Note:
Any characterizations in this table that are different than those presented in Table 24.7-3 are noted in italics.

Residual cumulative effects and their characterization criteria and confidence evaluations are summarized in Table 24.7-4 and take into consideration the parameters of confidence already described in Section 24.6.5, Summary of the Assessment of Residual Effects. As noted in Table 24.7-4, one adverse high risk has been identified for changes in tax revenue as the Project transitions from Operations to Reclamation and Closure. As a result of this transition, there is a high risk of reduced tax and revenue opportunities. This high-risk rating is primarily a function of the geographic extent, which, by definition (due to the nature of the federal and provincial tax revenues) is characterized as beyond regional. However, this reduction in the tax revenue, relative to the total federal or provincial tax revenue, is unlikely to impact the government's ability to function or provide services effectively.

Table 24.7-4: Summary of Cumulative Residual Effects on Employment and Economy Valued Component

Residual Effect	Effect Direction and Phase	Residual Effect Characterization	Confidence and Risk
Changes in employment and income	Increase during Construction and Operations	**Magnitude:** High **Geographical Extent:** Regional / Indigenous People **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Short-term **Resiliency:** Moderate **Context:** Neutral **Importance:** High	**Confidence:** Medium **Probability:** High **Consequence:** Major **Risk:** High (Positive *Effect)*
	Decrease during Reclamation and Closure	**Magnitude:** Moderate **Geographical Extent:** Regional / Indigenous People **Duration:** Short-term **Frequency:** Sporadic **Reversibility:** Short-term **Resiliency:** Moderate **Context:** Neutral **Importance:** High	**Confidence:** Medium **Probability:** Medium **Consequence:** Moderate **Risk:** Medium
Changes in Project expenditures, business opportunities, and GDP benefits	Increase during Construction and Operations	**Magnitude:** High **Geographical Extent:** Beyond Regional **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Short-term **Resiliency:** Moderate **Context:** Neutral **Importance:** High	**Confidence:** Medium **Probability:** High **Consequence:** Major **Risk:** High (*Positive Effect)*
	Decrease during Reclamation and Closure	**Magnitude:** Moderate **Geographical Extent:** Regional / Indigenous People **Duration:** Short-term **Frequency:** Sporadic **Reversibility:** Short-term **Resiliency:** Moderate **Context:** Neutral **Importance:** Moderate	**Confidence:** Medium **Probability:** Medium **Consequence:** Moderate **Risk:** Medium

Residual Effect	Effect Direction and Phase	Residual Effect Characterization	Confidence and Risk
Changes in tax revenue	Increase during Construction and Operations	**Magnitude:** Moderate **Geographical Extent:** Beyond Regional **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Short-term **Resiliency:** High **Context:** Neutral **Importance:** Moderate	**Confidence:** Medium **Probability:** High **Consequence:** Major **Risk:** High *(Positive Effect)*
	Decrease during Reclamation and Closure	**Magnitude:** Moderate **Geographical Extent:** Beyond Regional **Duration:** Short-term **Frequency:** Continuous **Reversibility:** Short-term **Resiliency:** Moderate **Context:** Neutral **Importance:** Moderate	**Confidence:** Medium **Probability:** Medium **Consequence:** Major **Risk:** High
Changes in the cost of living	Increase during Construction and Operations	**Magnitude:** Low **Geographical Extent:** Regional / Indigenous People **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Long-term **Resiliency:** Moderate **Context:** Neutral **Importance:** Moderate	**Confidence:** Medium **Probability:** Medium **Consequence:** Minor **Risk:** Low

Note:
GDP = gross domestic product

Gender-based Analysis Plus Highlight

For the Employment and Economy VC, the characterization of the residual cumulative effects takes into consideration potential impacts on women, Indigenous women, youth and low-income persons, single parents and caregivers, and rural populations without reliable transport (refer to Appendix 20-3, Diverse Subgroups Existing Conditions Supplement). A summary of the assessment of the residual effects is presented in Table 24.7-5.

As noted in Table 24.7-5, one high risk has been identified for changes in employment and income for women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation as the Project transitions from Operations to Reclamation and Closure. The resulting decrease in employment and income opportunities presents a high risk, particularly for low-income families, single caregivers, and Indigenous people, as job availability diminishes both at the Project and other projects with closures potentially coinciding with the proposed Project (or a closure happening before or after the closure of the proposed Project); e.g., Brucejack Mine). This cumulative effect, primarily regional in scope, has the potential to create a short-term spike in unemployment, with potentially long-term challenges for individuals to secure comparable employment and income due to pre-existing barriers. The high importance of this income loss underscores the disproportionate impact on some groups in the region.

Table 24.7-5: Summary of Residual Effects on Employment and Economy Valued Component in Consideration of Gender-based Plus Analysis

Residual Effect	Effect Direction	Residual Effect Characterization	Confidence and Risk
Changes in employment and income for women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation	Increase during Construction and Operations	**Magnitude:** Moderate **Geographical Extent:** Regional / Indigenous People **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Short-term **Resiliency:** Low **Context**: High **Importance:** High	**Confidence:** Medium **Probability**: Medium **Consequence:** Moderate **Risk:** Medium
	Decrease during Reclamation and Closure	**Magnitude:** High **Geographical Extent:** Regional / Indigenous People **Duration:** Short-term **Frequency:** Sporadic **Reversibility:** Long-term **Resiliency:** Low **Context:** High **Importance:** High	**Confidence:** Medium **Probability**: Medium **Consequence:** Major **Risk:** High
Changes in the cost of living for women, Indigenous women, youth and disabled individuals, single parents and caregivers, and rural populations lacking transportation	Increase during Construction and Operations	**Magnitude:** Moderate **Geographical Extent:** Regional / Indigenous People **Duration:** Medium-term **Frequency:** Continuous **Reversibility:** Long-term **Resiliency:** Low **Context:** High **Importance:** High	**Confidence:** Medium **Probability**: Medium **Consequence:** Moderate **Risk:** Medium

24.8 Tahltan Sustainability Requirements and Tahltan Risk Assessment Factors for Understanding Potential Effects to Current and Future Generations

For the Eskay Creek Revitalization Project, the "Declaration Act Consent Decision-Making Agreement for Eskay Creek Project" (2022) identifies the Tahltan Risk Assessment Factors and Sustainability Requirements that Tahltan are using to determine whether the Project is sustainable and not resulting in impacts to Tahltan Values and Tahltan people now and for future generations.

Since the beginning of the environmental assessment regulatory process, Tahltan have provided guidance to aid in understanding Tahltan Knowledge and perspectives in several ways, including by providing the following priorities to be used as measuring tools when considering the current and future effects of the Project to Tahltan:

- ***Priority 1.** Health of the land and water – Maintaining the long-term health of the land (including all of its terrestrial and aquatic ecosystems) is a mandatory condition for any kind of land use in all areas within the Nation.*
- ***Priority 2.** Tahltan relationship and connections / Tahltan way of life – The land must be able to continue supporting the Tahltan way of life while meeting the "health of the land" condition established under Priority 1. The Tahltan way of life includes maintaining connections with the land, being able to live off the land, sustaining harvesting and hunting patterns, engaging in cultural and spiritual practices (most of which are tied to the land), and earning a reliable living.*
- ***Priority 3.** Reclamation or restoration to support Tahltan way of life – Land that has been degraded and polluted through industrial use must be healed, through reclamation, restoration, and ritual ceremony.*
- ***Priority 4.** Other uses will be considered, provided they meet all of the territory-wide and site-specific principles, objectives, and constraints under priorities 1, 2, and 3 (Technical Adviser, THREAT, pers. comm., 17 June 2024).*

The Tahltan Assessment is led by Tahltan Knowledge and informed by science, and this is evident in the Hybrid AIR (EAO 2023a) where specific technical requirements are needed to inform Tahltan Knowledge and perspectives for key values such as water, wildlife, fish, quiet enjoyment of the land, and current and future uses for traditional land uses.

It is important to understand that knowledge streams can have relationships similar to tributaries entering a main stream (THREAT 2024), where there are still independent flows where there is weaving of knowledge.

One way for western science practitioners to gain understanding is to see the Project components as barriers (THREAT 2024). Barriers are human activities and Project components that can restrict, limit, or permanently remove Tahltan Values or Tahltan way of life / connection to the values. Viewing the past (seven generations) to determine what barriers may or may not have been in place compared to today, and then viewing into the future will assist in seeing whether the proposed component will add to an existing barrier, remove the barrier, or stay as a barrier.

Viewing the past, current, and future barriers and Tahltan Values as identified in the Hybrid AIR (EAO 2023a), section 4.5, Summary of Effects on Current and Future Generations, and section 4.6, Summary of Eskay Creek's Ability to Meet Tahltan Sustainability Requirements, summarize how this EAC Application must consider the Project's effects in relation to Tahltan objectives regarding balanced and sustainable development and in a fashion that respects the Declaration Act Agreement requirements, the above priorities and guidance, and key Tahltan policy and governance documents, including the "1910 Tahltan Declaration" (Tahltan Tribe 1910), the 1987 "Tahltan Resource Development Policy" (Tahltan Tribal Council 1987), and the 2003 Out of Respect symposium (Tahltan [First] Nation and IISD 2004), as well as the Tahltan Impact Assessment Policy (TCG 2022a).

In addition to the above, the Tahltan Sustainability Requirements (EAO 2023a, 30-31) also specifically indicate avoiding significant impacts to Tahltan Values through residual or cumulative effects, thereby allowing Tahltan to maintain their way of life and to continue their social, cultural, economic, and environmental activities and practices, including those associated with meeting their food security needs. The Tahltan Sustainability Requirements also note that projects should support future use by returning the land to a level of environmental health that supports Tahltan title, rights, and land use across the Tahltan Continuum; avoiding the need for ongoing treatment to restore and maintain land and water to near normal condition; and supporting or assisting the creation of social, cultural, and environmental legacies. The Tahltan Sustainability Requirements thereby capture the Tahltan Continuum's implicit concern with continuity in land use from Tahltan today extending forward to future generations such that they are equally able to use, steward, and enjoy their lands.

As outlined previously in this chapter in relation to the Employment and Economy VC, the Project is not expected to have potential to affect the economic significance of agriculture, recreation and tourism, outfitting, or forestry and logging; the potential for the Project to affect the economic significance of activities associated with natural resource use, including traditional harvesting, is anticipated to be negligible to minor.

Project residual effects are anticipated for:

- *Changes in employment and income;*
- *Changes in Project expenditures, business opportunities, and GDP benefits;*
- *Changes in tax revenues; and*
- *Changes in cost of living.*

For the first three of these, residual effects are expected to extend from the Construction and Operation phases, through the Reclamation and Closure phases. Specifically, it is anticipated that they will show positive effects during Construction and Operation, as the Project generates and supports employment opportunities, local business, and tax revenues. However, with the transition to Reclamation and Closure, these benefits will be lost, creating adverse effects until and unless workers and businesses in the area are able to connect with new economic opportunities and prospects. The scientific magnitude of these effects has been evaluated as ranging from low to moderate, and the geographic extent ranges from regional and affecting the Engaged Indigenous Nations to beyond regional. Reversibility is short-term, and, while the importance of tax revenues to local, provincial, and federal governments is evaluated as moderate, the importance of employment and income and of business opportunities is assessed as high, partly due to the specific value of the Project's economic contribution to local and Indigenous communities in the LAA and RAA.

According to the Western science assessment, an adverse residual effect of low magnitude is also anticipated for cost of living, starting in Construction and Operations. Its geographic extent is also expected to be regional and affecting Engaged Indigenous Nations, and, while its reversibility is evaluated as long-term, there is a chance that it may be fully or in part irreversible, extending through Reclamation and Closure to the Post-closure phase. Its importance has been assessed as moderate, as increased cost of living will have implications for day-to-day decision-making by Indigenous and non-Indigenous people living in the LAA and RAA.

A CEA of the Project's employment and economy effects in relation to other current and future developments in the region produces similar results, highlighting the same pattern of increased employment and business opportunities, while projects are in their active phases, with attendant increases in cost of living. However, this assessment also highlights that adverse effects to local business and employment as these projects wind down may be accentuated if several of these developments' closure and post-closure phases coincide. As such, the CEA evaluates effects to local business and employment as positive and of high scientific magnitude during the Project's Construction and Operations phases, and negative and of moderate scientific magnitude during its Reclamation and Closure phases.

The Project is currently affecting traditional uses due to the existing mine footprint and will create additional effects from the current barriers to traditional practices and the related Tahltan values. The chapters of this EAC Application are identifying residual and cumulative effects in both Western science and Tahltan assessments related to water, socio-cultural/human health, wildlife, plants, traditional land practices, and Quiet Enjoyment of Land during all phases, which will require additional mitigations to address or reduce potential effects. However, there are also existing positive effects with the Project both historically and into the future with employment and economy components. In addition, recent community meetings have identified the importance creating social, cultural, and environmental positive legacies for each community along with the economic benefits that can come with the Project.

Tahltan environmental legacies will be part of the proposed Reclamation and Closure processes and Post-closure measures designed to return, where possible, the mine site to the healthy environmental condition specified in the Tahltan Sustainability Requirements. Ongoing measures or treatments to sustain it in this state, with the Project proposed to date, will be necessary due to some of the uncertainties tied to the strategies and management to return the land and water to its current state three to seven generations in the future; as such, the land should be returned to a future natural condition suitable for a range of uses by future generations. To gain further understanding of the potential effects to Tahltan, information contained in this chapter and associated appendices have been shared with Tahltan prior to this EAC Application's submission, and Tahltan are providing their understandings in other sections of the EAC Application and in the Tahltan Risk Assessment Report.

Chapter 4, Tahltan Application Information, currently identifies the predicted negative residual effects on Employment and Economy attributed to the Project, which are linked to other chapters with this subject matter, and are tied with potential legacies identified with Employment and Economy. A number of positive effects of the historic Eskay Creek Mine are noted, and positive effects from the Project are anticipated, including effects relating to employment, training, and career and economic opportunities.

Chapter 4, Tahltan Application Information, also identifies the importance of employment and economy as it is tied to Tahltan economic benefits and the health of the land and water primarily through employment, social, cultural, and environmental legacies, as the chapter is finalized additional effects and mitigations may be documented.

It is Skeena Resources view that, in addition to supporting Tahltan environmental and economic legacies as they relate to traditional use of healthy landscapes, the Project will also support Tahltan social and economic objectives associated with local growth of and opportunities for business and employment, again without requiring development of extensive pristine environmental areas. These opportunities are of finite term, which introduces the potential for negative effects when the Project moves into its Reclamation, Closure and Post-closure phases. However, its mitigation measures have a strong focus on diverse and inclusive hiring, training of employees, provision of professional development, programs to support and retain Indigenous employees, and use of Indigenous-owned subcontractors and businesses; these, in turn, will support the development of skills and experience on the part of Tahltan employees and businesses that will maximize future opportunities with other proponents of mining or related industries.

24.9 Follow-up Strategy

A follow-up strategy is proposed to monitor and adaptively respond to any changes to Employment and Economy VC topics. The proposed strategy leverages the Socio-economic Monitoring Plan proposed in Chapter 21, Infrastructure and Services Effects Assessment, recognizing the relationships between employment by the Project and its interactions with community infrastructure and services.

In addition to indicators proposed in Chapter 21, Infrastructure and Services Effects Assessment, for the Socio-economic Monitoring Plan the following indicator sets are proposed in relation to monitoring of changes predicted for the Employment and Economy VC:

- Monitor the level of employment of and the level of income earned by LAA and RAA residents, including for those from Engaged Indigenous Nations;
- Monitor the number and value of contracts awarded to LAA and RAA businesses, including Indigenous -owned businesses;
- Monitor the payment of taxes by the Project and the potential flow of other payments to LAA and RAA communities; and
- Monitor the cost of living in the LAA and RAA communities.

This monitoring will help to understand changes to the current context as well as the contributions of Project (both positive and adverse) in relation to LAA and RAA residents and businesses. Monitoring these indicators will also support understanding the effectiveness of mitigation measures proposed in Section 24.5.3, Mitigation Measures and Effectiveness, and any need for adaptive management measures.

24.10 Conclusions

The Project has the potential to interact with economic conditions in the LAA and RAA, and therefore result in potential effects on the Employment and Economy VC. Indigenous Knowledge and feedback from Engaged Indigenous Nations were considered in the assessment of effects.

The potential for adverse effects resulting from changes to the economic significance of natural resource-based activities, as related to traditional hunting, trapping, fishing, and plant gathering, was assessed as negligible to minor.

The anticipated beneficial effects of the Project during the Construction and Operations phases include provision of employment and income, increased spending on goods and services (e.g., business contracts), and payment of government taxes, as well as resulting spin-off economic opportunities. Anticipated adverse effects of the Project are those resulting from the consequential removal of employment and economic benefits, as well as adverse effects are anticipated during the Reclamation and Closure phase. Increased Project benefits during Construction and Operation can also drive up the cost of living in the LAA and RAA.

The Project is expected to result in the following residual effects:

- Changes to employment and income:
  - Increase during Construction and Operations, and
  - Decrease during Reclamation and Closure;
- Changes to Project expenditures, business opportunities, and GDP benefits:
  - Increase during Construction and Operations, and
  - Decrease during Reclamation and Closure;
- Changes to tax revenue:
  - Increase during Construction and Operations, and
  - Decrease during Reclamation and Closure; and
- Changes to the cost of living:
  - Increase during Construction and Operations.

The above-mentioned effects were considered in relation to marginalized groups, which include women, Indigenous women, youth, low-income persons (un/underemployed), single parents and caregivers, rural populations, and people without reliable transportation. Two disproportionate effects were identified: changes in employment and income and changes in the cost of living.

Cumulative residual effects are anticipated for the above-noted positive and adverse effects of the Project on the Employment and Economy VC, and a set of mitigation and enhancement measures has been proposed.

A follow-up strategy is proposed that leverages the Socio-Economic Monitoring Plan previously described in Chapter 21, Infrastructure and Services Effects Assessment to monitor Project benefits, understand the ability of diverse subgroups to benefit from the Project, and monitor the cost of living in the LAA and RAA.

24.11 References

Legislation and Regulations

Community Charter, SBC 2003, c 26.

Declaration on the Rights of Indigenous Peoples Act, SBC 2019, c 44.

Employment Standards Act, RSBC 1996, c 113.

Local Government Act, RSBC 1996, c 323.

Local Government Grants Act, RSBC 1996, c 275.

Nisga'a Final Agreement Act, SBC 1999, c 2.

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