



Making a difference...together

First Nations Relations

625 Fisgard Street  
Victoria, BC, V8W 1R4

T: 250.360.3156

[www.crd.bc.ca](http://www.crd.bc.ca)

November 10, 2021

TO ALL PROPONENTS

**Re: 2021-FNR-01 - Development of an Indigenous Internship Program**

In accordance with the provision for addendums contained in the RFP, Addendum No. 2 is hereby issued as a result of:

1. A request for information

Sincerely,

Caitlyn Vernon

Attachments: 1



November 10, 2021  
Request for Information

***The First Nations Economic Development Partnership Model Feasibility Study Report makes several recommendations about increasing Indigenous employment within the CRD. Has an internship program been identified by First Nations as the number one priority for increasing Indigenous employment within the CRD? Has mentoring and job shadowing begun?***

There are no other Indigenous employment initiatives underway at the CRD at this time. As stated in Addendum No.1, the goal of this work is to find out from the local Nations what sort of program might best support their employment aspirations. The scope is left intentionally wide. Mentorship and job shadowing are mentioned in the RFP as aspects to consider in program development.

***Does the project include only First Nations local to the CRD region, or does it also include Métis, Inuit and urban Indigenous peoples in Victoria?***

As stated in the RFP, engagement will be with First Nations.

***Why is the CRD choosing to engage with local First Nations only, rather than the broader Indigenous community?***

The focus of the CRD has been on engaging First Nation governments in the region. Additional background can be found in the First Nations Relations Task Force Final Report and the CRD Statement of Reconciliation, as linked to in the RFP and available on the CRD website.

***Which First Nations are being considered 'local Nations' for the purposes of engagement related to this work?***

The CRD conducts its business within the traditional territories of over 20 First Nations, including Songhees, Xwsepsum (Esquimalt), WJOLELP (Tsartlip), BOKEĆEN (Pauquachin), SĀĀUTW (Tsawout), WSIKEM (Tseycum), MÁLEXEŁ (Malahat), Sc'ianew (Beecher Bay), T'Sou-ke, Pacheedaht and Pune'laxutth' (Penelekt). We anticipate that engagement will focus on the Nations named.

***Can the deadline be extended?***

Yes. The deadline has been extended to midnight PST November 24, 2021.

***Is there a preferred proponent?***

Each proposal is considered on its merits. There is no incumbent or preferred proponent for this work.

