

Federal Authority Advice Record (FAAR)

FAAR Response must be submitted by February 27, 2026

Baptiste Nickel Project – FPX Nickel Corp. (proponent)

Registry File: 90051

Department/Agency	Employment and Social Development Canada (ESDC)
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1. Will your department or agency exercise a **power, perform a duty or function**, or provide **financial assistance**, related to the project to enable it to be carried out in whole or in part?

No.

As relevant,

- a) Specify the power, duty or function, or financial assistance, and the likelihood that it will be required to construct the project, based on the Initial Project Description, as either Required, Potential, Likely, Unlikely or Not Required
 - b) Describe any associated Indigenous or public consultation, including timelines
 - c) Describe any associated information requirements (e.g., alternative means assessment, habitat offsetting), and specify those that may be coordinated with the impact assessment process, if an impact assessment is required
 - d) Identify any associated project-specific guidance or issues of which the proponent should be aware, or information the proponent should provide.
 - e) Indicate whether your department or agency has identified any power that it will not be exercising or may not be able to exercise to allow the project to be carried out, in whole or in part.
2. **Using Table 1**, identify project- and context- specific **key issues**, based on the expertise within your mandate¹ and the information in your possession, including the Initial Project Description, any exchanges with the proponent or others related to the project and known means to address the effects of the project. For each key issue:
 - a) Specify the key issue (e.g., specific species and location)
 - b) Specify the project component or activity linked to the key issue
 - c) Explain why it's a key issue based on:
 - i. biophysical effect pathway(s) from the specific project component or activity
 - ii. concern unique to the project or a priority within your mandate
 - iii. the issue being material² to decision making under the *Impact Assessment Act*
 - d) Identify how the issue could be resolved, including through means other than an impact assessment

¹ Refer to the [Memoranda of Understanding with IAAC](#).

² An issue is material to decision making if its analysis is anticipated to affect the conclusions on (1) whether adverse effects within federal jurisdiction or direct and incidental adverse effects (collectively adverse federal effects) are likely not significant, or of low, medium or high significance; (2) appropriate mitigation measures for significant adverse federal effects; or (3) justification in the public interest

- e) Identify additional information the proponent could provide including to give confidence on how the issue can be addressed through other means.

Please see ESDC responses in Table 1 below.

Eva Lazar – Executive Director, Strategic Integration, Policy and Partnerships Directorate (SIPPD) of the Skills and Employment Branch (SEB), ESDC.

Name and Title of Departmental / Agency Responder

Table 1: Key Issues to inform the impact assessment process

This table should outline key issues to inform the impact assessment process, including whether an impact assessment is required and, if so, the scope of the assessment and tailoring of the Tailored Impact Statement Guidelines/Application Information Requirements in a substituted assessment.

Key issues are the major concerns directly related to a project component or activity, the analysis of which is anticipated to be material to decision-making under the *Impact Assessment Act*.

Federal authorities' advice should be guided by the identification and resolution of key issues. If an impact assessment is required, it will be focused on key issues.

Comment ID	a) Key issue	b) Project component or activity	c)(i) Biophysical effect pathway(s)	c)(ii) Concern unique to the project or a priority within your mandate	c)(iii) Material to federal decision-making	d) Means for issue resolution	e) Additional information from the proponent
<p>Identify comments by organization and comment number.</p> <p>e.g.: IAAC-01</p>	<p>Specify the key issue (e.g., specific species and location).</p>	<p>Identify the project component or activity linked to the key issue.</p> <p>Be specific about the nature, scale, novelty and complexity or the component or activity.</p>	<p>Identify the specific biophysical effect pathway between the project component or activity and the affected environmental or human receptor (including Indigenous Peoples).</p>	<p>Describe why it's a key issue within the mandate of your department or agency, including in terms of priorities of the federal government and in terms of anticipated likelihood, severity or uncertainty of effects.</p> <p>Identify if the key issue is common for projects of this nature or in this sector, or whether it's unique to this project due to its complexity, size or novelty; a sensitive or rare receiving environment; and/or proximity of sensitive environmental or human receptors (including Indigenous Peoples).</p>	<p>Describe why the key issue is material to decision-making as either:</p> <ul style="list-style-type: none"> • an adverse effect within federal jurisdiction, or a direct or incidental adverse effect, that may be significant based on available evidence including: <ul style="list-style-type: none"> ○ federal experts' knowledge and experience with past project assessments; ○ presence of sensitive species, habitats or human receptors (including Indigenous Peoples); ○ novel or complex project activities, components or technologies; ○ high uncertainties in effects or in the effectiveness of mitigation measures; ○ unknown or unproven mitigation; or • a factor for the justification in the public interest anticipated to be material to decision-making such as a likely positive effect contributing to sustainability, to Canada's environmental obligations or climate change commitments or in supporting governmental priorities, such as reconciliation with Indigenous Peoples. 	<p>Describe how the key issue could be resolved or addressed by:</p> <ul style="list-style-type: none"> • Any means, including powers, duties, functions, frameworks, policies or guidance that your department or agency has; • Any means, including powers, duties, functions, frameworks, policies or guidance from another jurisdiction, including the province; • Common, proven, well-understood or standard mitigation measures to mitigate the effect or effect pathway(s); or • Commitments made by the proponent (e.g., in the Initial Project Description). 	<p>Describe information the proponent can provide, or commitments the proponent can make, in their Response to the Summary of Issues that would provide confidence that the issue can be resolved by existing means.</p> <p>Consider whether information, studies, analyses or collaborative work with other authorities would be required to address the issue beyond existing means.</p>
<p>ESDC-01</p>	<p>Economic Impacts</p>	<p>8.5 Local Economy, p. 8-11.</p>		<p>"As part of the development of a socio-economic baseline, additional analysis of primary and secondary data will be conducted to further characterize the existing industry and business profile in the region, as well as to gain a deeper understanding of regional economic development</p>		<p>As part of developing a socio-economic baseline and developing an analysis of the existing industry and business profile in the Project's region, it is recommended that the proponent indicate how the existing infrastructure of the region will either impede or assist in the completion and operation of the Project.</p>	<p><input type="checkbox"/>How the project would economically benefit the community as a whole and equity-deserving groups in the community's labour market at the local, regional, and national levels.</p> <p><input type="checkbox"/>Explicit indication of the anticipated time frame for the</p>

				<i>initiatives and priorities”</i> , p.8-11.			<p>construction and completion of the project and its anticipated lifespan - including consideration of potential risks and mitigation measures related to boom-bust economic cycles.</p> <p><input type="checkbox"/>Project's approximate budget and how much will be spent locally on construction and operation phases including the contracting that will be made to local businesses and the labour force.</p>
ESDC-02	Employment	4.4 Project Workforce, p. 4-20, Table 4.4-2 Project Employment Profiles.		Table 4.4-2 of the Initial Project Description (IPD) outlines the fixed and potential requirements for employment positions associated with the proposed Project. However, no indication is made if the existing labour force within the proposed Project's impacted communities is sufficiently qualified to fulfil the required positions.		It is recommended that the proponent determine if the proposed Project's impacted communities maintain an existing labour force sufficiently qualified to fulfil the employment positions associated with the Project.	<p><input type="checkbox"/>Forecast of the number of jobs to be created, their job categories (i.e. contractual, part-time, or full-time), and the timeframe of these jobs during the construction phase and operation phases of the project.</p> <p><input type="checkbox"/>Labour force characteristics of the community and local workforce (i.e., employment rate, participation rate, income distribution, level of education), broken down by gender, age, equity deserving groups (ie. Indigenous Peoples, racialized groups, persons with disabilities, newcomers) and any other relevant</p>

							<p>socioeconomic characteristics.</p> <p><input type="checkbox"/> Adverse effects to local employment - how would they be managed or mitigated (mitigation measures); what employment related programs will be made accessible to those negatively affected by the project (e.g. ESDC employment and training programs), such as job skills and employment training or re-training.</p> <p><input type="checkbox"/> Comprehensive inclusive workforce strategies that outline plans to hire and retain local residents and identify and reduce employment barriers to improve the labour market outcomes of Indigenous Peoples and equity deserving groups.</p> <p><input type="checkbox"/> Assistance to be provided to former employees when the project's facility will permanently shut down (ie. severance pay, retraining/skilling, an offer of another job, or an early retirement package).</p>
ESDC-03	Training and Apprenticeships	10.1 First Nations Engagement, p. 10-2.		Regarding the Project and First Nation's engagement, the proponent asserts in the IPD that it is committed to "ensuring that Aboriginal		To follow through on its commitment to ensuring Aboriginal peoples have equitable access to training and education that will allow them to benefit from employment	<input type="checkbox"/> Employer-sponsored training of employees and potential employees – how this will be

				<p>peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects”., p. 10-2.</p>		<p>opportunities associated with the Project, it is recommended that the proponent access training and apprenticeships programs offered by ESDC. They include the following:</p> <ul style="list-style-type: none"> • Indigenous Skills and Employment Training (ISET) • Skills and Partnership Fund (SPF) 	<p>facilitated, particularly for Indigenous Peoples and equity-deserving groups.</p> <p><input type="checkbox"/>Engagement with the Indigenous Skills and Employment Training (ISET) and the Skills and Partnership Fund (SPF) First Nations and Métis service delivery providers in the region throughout the project’s lifespan.</p> <p><input type="checkbox"/>Details on the types of skills and knowledge that may be required to support the completion of the project throughout each stage of the project’s lifespan (from construction to operation) and how to assist the local workforce in acquiring them, particularly for Indigenous Peoples and equity-deserving groups.</p> <p><input type="checkbox"/>The availability and accessibility of training programs to effectively train the local population and potential workers from surrounding areas (e.g. ESDC employment and training programs).</p>
ESDC-04	Socio-economic conditions for Indigenous Peoples	8.6 Health and Community Services, p.8-11.		<p>This section of the IPD outlines the health and community services that are currently available in the proposed Project’s location within the Northern Region of the First Nations Health Authority (FNHA). However,</p>		<p>It is recommended that the proponent indicate how the proposed Project and the increase associated with the region’s labour force and general population will impact the region’s existing health and community services for Indigenous peoples. Furthermore, the proponent should</p>	<p><input type="checkbox"/>Specific strategies to increase hiring and training of Indigenous people of varying socioeconomic characteristics, such as through the ISET and the SPF</p>

				it does not indicate how the proposed Project will impact those services and those currently accessing them.		indicate how it would address any existing and/or potential deficiencies regarding Indigenous people's ability to access these services.	programs. These strategies must include an estimation of the total number of employees expected from local Indigenous communities and the elimination of existing barriers to participation of Indigenous peoples.
ESDC-05	Socio-economic conditions	4.4 Project Workforce, p. 4-21, Table 4.4-1 Accommodations.		This section of the IPD outlines the accommodation services and the Accommodation Facility that will be required to support the Project's labour force. However, this section of the IPD makes no mention of other social services that will be required to address the needs of the Project's labour force such as day care and educational services.		It is recommended that the proponent outline in the IPD what existing social services currently exist for the Project's labour force within the Project's existing communities and how it will address any shortcomings regarding them.	<input type="checkbox"/> The social and economic context of the region of study (i.e. main economic industries, similar projects in the area) in relation to the project. <input type="checkbox"/> Details on any commitments to maximize the positive socio-economic outcomes of the project for local communities and all segments of their populations, such as employment and enhanced social services. <input type="checkbox"/> Evaluation of the availability and affordability of childcare services for workers that provides details on the number of childcare spaces available, costs and how the project will impact access to early learning and childcare programs and services to the broader community. <input type="checkbox"/> An assessment of essential wraparound supports and community services (education,

								transportation, access to social services) that are available to the project's local workforce.
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Please insert additional rows as necessary.