

Scholarships and Training Opportunities for Indigenous Partners

DECEMBER 2019

Timberland Manager for **TimberWest** | **ISLAND**
TIMBERLANDS

Mosaic Forest Management is committed to building strong, collaborative and respectful relationships with First Nations partners across our operating regions and beyond. We recognize and respect the rights of Indigenous peoples, and believe that their participation in our business is key to success.

One focus area for Mosaic is to increase Indigenous representation in our workforce, both within Mosaic's staff as well as by encouraging Indigenous hires throughout our supply chain. This is a key business objective reinforced by our commitment to Progressive Aboriginal Relations Certification (see sidebar). Beyond hiring practices that encourage Indigenous applicants, we believe we have a role to play in contributing to education and forestry skills development for students and workers. For that reason, we have many scholarship and training opportunities available for Indigenous learners at various stages in their education and career development.

SCHOLARSHIPS AND BURSARIES

Scholarships for Graduating High School Students

By the end of 2019, Mosaic will offer each School District in our operating areas on B.C.'s Coast an annual \$1,000 scholarship to be awarded to a graduating Indigenous student entering a forestry-related discipline (trades, technical, degree), alternatively an Indigenous student entering a fisheries or other Natural Resource Management field. These awards are administered by the individual school districts directly, and students can find out more about these awards by contacting their school's Indigenous student support worker.

Progressive Aboriginal Relations Certification

Progressive
Aboriginal
RELATIONS **BRONZE
LEVEL**

Canadian Council for
Aboriginal Business 

Mosaic Forest Management is proud to be recognized for our leadership as a partner for Indigenous peoples through Progressive Aboriginal Relations (PAR) Certification.

PAR certification, a program of the Canadian Council for Aboriginal Business, crystallizes our commitment to pursuing highly-constructive partnerships with First Nation communities.

By being PAR certified, Mosaic Forest Management demonstrates through independent oversight that we are a committed partner with the policies, systems and resources dedicated to achieving positive outcomes in our Indigenous relationships.

PAR evaluates Mosaic's initiatives and outcomes in four key performance areas:

- Leadership actions
- Employment
- Business development
- Community relations

Post-Secondary Scholarships

Mosaic has established scholarships at the following post-secondary institutions. Applications and awards are administered by the educational institutions directly, not by Mosaic.

» VANCOUVER ISLAND UNIVERSITY	<p>Three awards (\$2,000 each) for academic performance in the forestry programs, awarded in June each year. Preference is given to Indigenous students.</p> <p>One bursary (\$1,000) for a forestry student demonstrating financial need, awarded in December each year. Preference is given to Indigenous students.</p>
» UNIVERSITY OF BRITISH COLUMBIA	<p>One \$1,600 bursary awarded yearly (Bob Willington Memorial Endowment)</p> <p>One endowed scholarship supporting an annual award of approximately \$4,000 to an Indigenous Graduate student in a forestry management discipline.</p>
» NORTH ISLAND COLLEGE	<p>One annual \$4,000 bursary to an Indigenous student entering the forestry program, or other related field including Indigenous Leadership. Priority to an Indigenous student from Coastal B.C., demonstrating financial need and leadership.</p>
» UNIVERSITY OF NORTHERN BRITISH COLUMBIA	
» B.C. INSTITUTE OF TECHNOLOGY	

Indspire

Indspire is a nationally registered charitable organization dedicated to raising funds to support Indigenous peoples in Canada, especially youth, achieve their full potential. Mosaic has a five-year agreement with Indspire to provide annual scholarships of up to \$5,000 to post-secondary students from Coastal B.C., entering a forestry related program at an accredited institution. These scholarship applications and awards are administered by Indspire.

» **FOR MORE INFORMATION** on Mosaic's training and scholarship programs for Indigenous partners, contact:

Ken Price, Manager, First Nations Partnerships

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TRAINING OPPORTUNITIES

Indigenous Intern Leadership Program

The Indigenous Intern Leadership Program, made possible by the BC Assembly of First Nations and the Business Council of BC Champions table, brings together qualifying recent graduates with BC employers for a two-year work opportunity. Mosaic is a business partner in this program, and has supported three interns. More information on this program is available at: www.bcbc.com/advocacy/initiatives.

First Nations Partner Training

Mosaic has an internal fund dedicated to identifying and delivering training opportunities in partnership with First Nations. Typically, this fund would support small groups to pursue certificate-style training courses such as pesticide applicator training, firefighting training, supervisor training, silviculture surveyor training, and other certificate programs for starting a career in forestry. These are short courses that provide direct, practical forestry skills training with a focus on job-readiness. Group applications for this type of training are made to Mosaic directly, and awarded at the discretion of the First Nations Relations Team. For more information on this funding program, please contact Mosaic's Manager, First Nations Partnerships.

Indigenous Seats in Forest Industry Trades Training

Mosaic has purchased and holds a limited number of seats in Vancouver Island University's (VIU) Fundamentals of Forest Harvesting and Log Truck Driver Training programs, with the intent of supporting Indigenous applicants in these programs. VIU will screen all applicants, per the standard screening process for these programs. Coastal First Nations' leadership can submit names of potential students to Mosaic's Manager, First Nations Partnerships. Mosaic will also leverage its contractor base and supply chain to identify potential candidates, as well as encourage these companies to mentor students during their student work terms.

Language Revitalization Fund

In 2019, the United Nations marked the International Year of Indigenous Languages. In recognition of this important initiative and its direct relevance to First Nations partners, Mosaic established a one-time \$25,000 fund to support the teaching, revitalization and preservation of languages within local First Nations communities. For more information on this funding program, please contact Mosaic's Manager, First Nations Partnerships.



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