

## JOIN OUR TEAM

### We have opportunities in:

- Student and Grad Programs
  - > Youth Hire Program (Summer Trades)
  - > Co-op Programs
  - > Community Outreach Representatives—Power Smart Team
  - > Tour Guides
- Skilled Trades
  - > Trades Trainee Program (Power Line Technician Pre-apprenticeship)
  - > Apprenticeship Programs: Power Line Technician, Electrician, Mechanic and more.
- Engineering/Technology
  - > Communications, Protection & Control Technologist (CPC Tech) Trainee
  - > Engineers-In-Training and Graduate Technologist-In-Training Programs
- Administration
- Management
- Legal
- Safety, Health and Environment

## HOW TO APPLY ONLINE

Visit [bchydro.com/careers/how\\_to\\_apply.html](http://bchydro.com/careers/how_to_apply.html) to get started.

### First Time Applicants > Register Now

1. Register a User Name & Password
2. Create Profile
  - Complete Diversity Questionnaire
  - Add Work Experience/Designations/Education & Training
  - Add Attachments
  - Select Preferences
  - Release or “unlock” your Profile
3. Create a Job Alert
4. Find and Apply for a Job

### Returning Applicants

1. Log-In to Profile with User Name and Password
2. Find and Apply for Jobs > Search Jobs
3. Click on Job Posting > Review posting
4. Click on Apply
5. Complete the job posting Questionnaire
6. Send Application (Message will state: “Thank you for applying for one of our job postings”)

Once you have successfully applied online and received a confirmation email from [e-recruiting.no-reply@bchydro.com](mailto:e-recruiting.no-reply@bchydro.com) forward to [aboriginal.employment@bchydro.com](mailto:aboriginal.employment@bchydro.com).

If you are having technical difficulties, please contact [RecruitmentHelp@bchydro.com](mailto:RecruitmentHelp@bchydro.com).

## ABORIGINAL EDUCATION & EMPLOYMENT STRATEGY TEAM:



**Jeannie Cranmer, AEES Manager**  
Toll Free: 1 877 461 0161 #1 Employment  
Phone: 604 623 4401  
Fax: 604 623 3577  
[jeannie.cranmer@bchydro.com](mailto:jeannie.cranmer@bchydro.com)

- Community outreach: Career Information Sessions, Career Fairs
- Strategic Partnership with BC Hydro, Industry, First Nations and Aboriginal Organizations
- Develop and deliver training programs



**Valerie Monkman, AEES HR Advisor**  
604 623 4416  
[valerie.monkman@bchydro.com](mailto:valerie.monkman@bchydro.com)

- Candidate coaching and mentoring
- Creating/Managing Aboriginal Talent Pools
- Aboriginal Recruitment
- Manages Youth Hire program (capacity development)



**Melanie Woods, AEES HR Analyst**  
604 623 4385  
[melanie.woods@bchydro.com](mailto:melanie.woods@bchydro.com)

- Diversity and AEES program support including administration, analysis, reporting, marketing & promotion, communications and special projects
- Project manager for launch of the new Aboriginal Employee Network (RAIN Network)



[bchydro.com/careers](http://bchydro.com/careers)

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**BC hydro**

FOR GENERATIONS



# BC HYDRO ABORIGINAL EDUCATION & EMPLOYMENT STRATEGY

**BC hydro**

FOR GENERATIONS



BC Hydro is at a critical point in supporting the growth of the province. We have major capital projects worth billions of dollars under way all across the province and will continue to grow our skilled workforce. BC Hydro has been a leader in Aboriginal relations, and will continue to advance this leadership position.

BC Hydro recognizes that the Aboriginal population of British Columbia has a distinct legal, historical and cultural status and is committed to working with the Aboriginal population according to the following Aboriginal Relations Statement of Principles.

[bchydro.com/community/aboriginal\\_relations.html](http://bchydro.com/community/aboriginal_relations.html)

### Employment

- BC Hydro will co-operate with Aboriginal peoples and educational institutions to develop initiatives that support Aboriginal people acquiring knowledge and skills that will prepare them for employment with BC Hydro and its subsidiaries.
- BC Hydro will develop employment equity programs with a goal of increasing Aboriginal representations in the Hydro workforce to a level proportional to their working population in British Columbia.

## BC HYDRO ACHIEVES CANADIAN COUNCIL FOR ABORIGINAL BUSINESS "GOLD LEVEL DESIGNATION" SEPTEMBER 2012

For additional information  
[ccab.com/progressive\\_aboriginal\\_relations\\_par](http://ccab.com/progressive_aboriginal_relations_par)

PAR Gold companies demonstrate sustained leadership in Aboriginal relations and their commitment to working with Aboriginal businesses and communities has built the business case that other companies aspire to prove.

Four performance areas—employment, business development, community investment, and community engagement.



## ABORIGINAL EDUCATION & EMPLOYMENT STRATEGY (AEES)

The Aboriginal Education and Employment Strategy involves a long term approach to **recruitment, capacity development** and internal **Aboriginal awareness**.

- BC Hydro's Executive & Board of Directors approved the 10-year strategy to create a representative Aboriginal workforce.
- Aligns with BC Hydro's commitment to develop a diverse workforce that represents the communities we serve within BC and strengthens our goal to create an inclusive workplace by 2017.
- Dedicated human resource (AEES) team supports Aboriginal applicants.

### Applicant Resources

#### Trades Trainee Bursary (TTB)

Applications accepted on an ongoing, first come, first serve basis. TTB's are awarded to applicants who require upgrading in order to meet the minimum requirements for one of our Skilled Trades roles.

For an application email [aboriginal.employment@bchydro.com](mailto:aboriginal.employment@bchydro.com)

#### Aboriginal Scholarships

Applications available online Jan to April each year  
[bchydro.com/community/community\\_investment/scholarships](http://bchydro.com/community/community_investment/scholarships)

#### AEES Outreach activities

- Distribute & advertise job postings in Aboriginal communities
- Attend Career Fairs and provide career information sessions
- Manage Aboriginal applicants, providing support and feedback through the recruitment process
- Strategic relationships and partnership to jointly promote training & employment opportunities

To be added to the AEES distribution list or to schedule a career information session/career fair please contact:  
[aboriginal.employment@bchydro.com](mailto:aboriginal.employment@bchydro.com)

## BUSINESS DEVELOPMENT, COMMUNITY INVESTMENT AND ENGAGEMENT

As part of planning for new projects, BC Hydro will encourage Aboriginal peoples to take advantage of economic, social, and other opportunities and resources:

### Aboriginal Procurement

For additional information on BC Hydro's Aboriginal Procurement Policy check out [bchydro.com/about/partners\\_vendors/aboriginal\\_procurement.html](http://bchydro.com/about/partners_vendors/aboriginal_procurement.html) or contact [aboriginal.procurement@bchydro.com](mailto:aboriginal.procurement@bchydro.com) or call toll free 1 877 461 0161 #2

### Aboriginal Relations and Negotiations

For additional information on BC Hydro's Aboriginal Relations check out [bchydro.com/community/aboriginal\\_relations.html](http://bchydro.com/community/aboriginal_relations.html) or call toll free 1 877 461 0161 #3

### Sponsorships & Donations

[bchydro.com/community/community\\_investment/donations\\_sponsorships.html](http://bchydro.com/community/community_investment/donations_sponsorships.html)

### Electricity Human Resources Canada (EHRC) Aboriginal Workforce Participation Initiative (AWPI)

For additional resources check out EHRC at <http://electricityhr.ca/aboriginal/>

### Industry Training Authority (ITA) Aboriginal Advisory Council (ACC)

For additional resources check out ITA at [itabc.ca/content/aboriginal-initiatives](http://itabc.ca/content/aboriginal-initiatives)

### Skill Builder: BC Utilities Aboriginal Training Group

Skills Builder is administered by the Industry Council for Aboriginal Business (ICAB) For additional resources check out ICAB at [icab.ca/resources/skill-builders](http://icab.ca/resources/skill-builders)

