

Choose your adventure

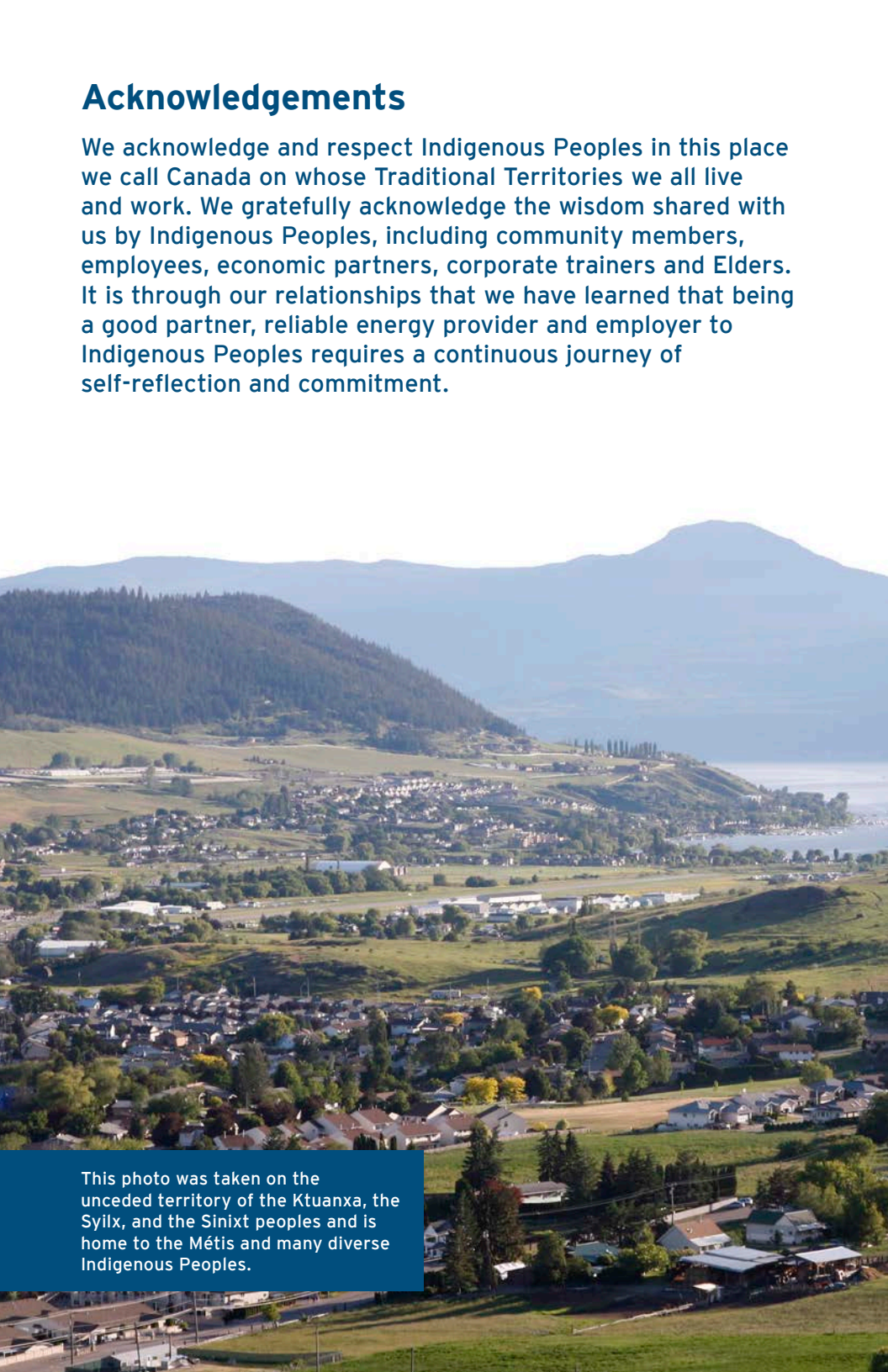
**Career pathways for Indigenous youth
and young adults**



Aimee Montpellier, an Indigenous leadership program intern, has both Taku River Tlingit and Tahltan First Nation in her background.

Acknowledgements

We acknowledge and respect Indigenous Peoples in this place we call Canada on whose Traditional Territories we all live and work. We gratefully acknowledge the wisdom shared with us by Indigenous Peoples, including community members, employees, economic partners, corporate trainers and Elders. It is through our relationships that we have learned that being a good partner, reliable energy provider and employer to Indigenous Peoples requires a continuous journey of self-reflection and commitment.

An aerial photograph showing a town nestled in a valley. The foreground is dominated by green fields and residential houses. In the middle ground, there are more buildings and a road. The background features rolling hills and a large mountain range under a clear sky. The lighting suggests it's either early morning or late afternoon, with long shadows and a warm glow.

This photo was taken on the unceded territory of the Ktuanxa, the Syilx, and the Sinixt peoples and is home to the Métis and many diverse Indigenous Peoples.

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A message from Andrea Cadogan, vice president, people

It's an exciting time here at FortisBC, one of incredible transformation and growth. We're moving toward a low-carbon future while ensuring we continue providing safe, reliable and affordable energy to our more than 1.2 million customers'. So, with more than 100 years of experience behind us, we're rethinking the future of energy in B.C. And we need curious and innovative people to join us on this adventure.



Rethinking energy means looking at innovations to reduce our customers greenhouse gas (GHG) emissions. We're doing this by developing more supplies of low-carbon Renewable Natural Gas¹ and other renewable and low-carbon gases² such as hydrogen, which will displace conventional natural gas. We've also developed a comprehensive suite of energy-efficiency rebate programs to help our customers not only reduce their GHG emissions, but also save energy and money.

We need engineers and tradespeople, but we also need people in finance, marketing, communications, human resources, project management, safety, sales, customer service and more.

We believe in building authentic, mutually respectful relationships with Indigenous Peoples. Continually listening and learning, we acknowledge unique Indigenous cultures, histories and values. We're excited about what lies ahead and having new talented individuals join us in the next few years. Could you be one of them?

¹Renewable Natural Gas is produced in a different manner than conventional natural gas. It is derived from biogas, which is produced from decomposing organic waste from landfills, agricultural waste and wastewater from treatment facilities. The biogas is captured and cleaned to create Renewable Natural Gas (also called biomethane).

²FortisBC uses the term renewable and low-carbon gas to refer collectively to the low-carbon and carbon-neutral gases or fuels that the utility can acquire under the Greenhouse Gas Reduction (Clean Energy) Regulation, which are: Renewable Natural Gas (RNG or biomethane), hydrogen, synthesis gas (from wood waste) and lignin. Depending on their source, all of these gases have differing levels of lifecycle carbon intensity. All gases would meet the proposed B.C. carbon intensity threshold for low-carbon gases of 36.4 g CO₂e per megajoule set out in the 2021 B.C. Hydrogen Strategy.

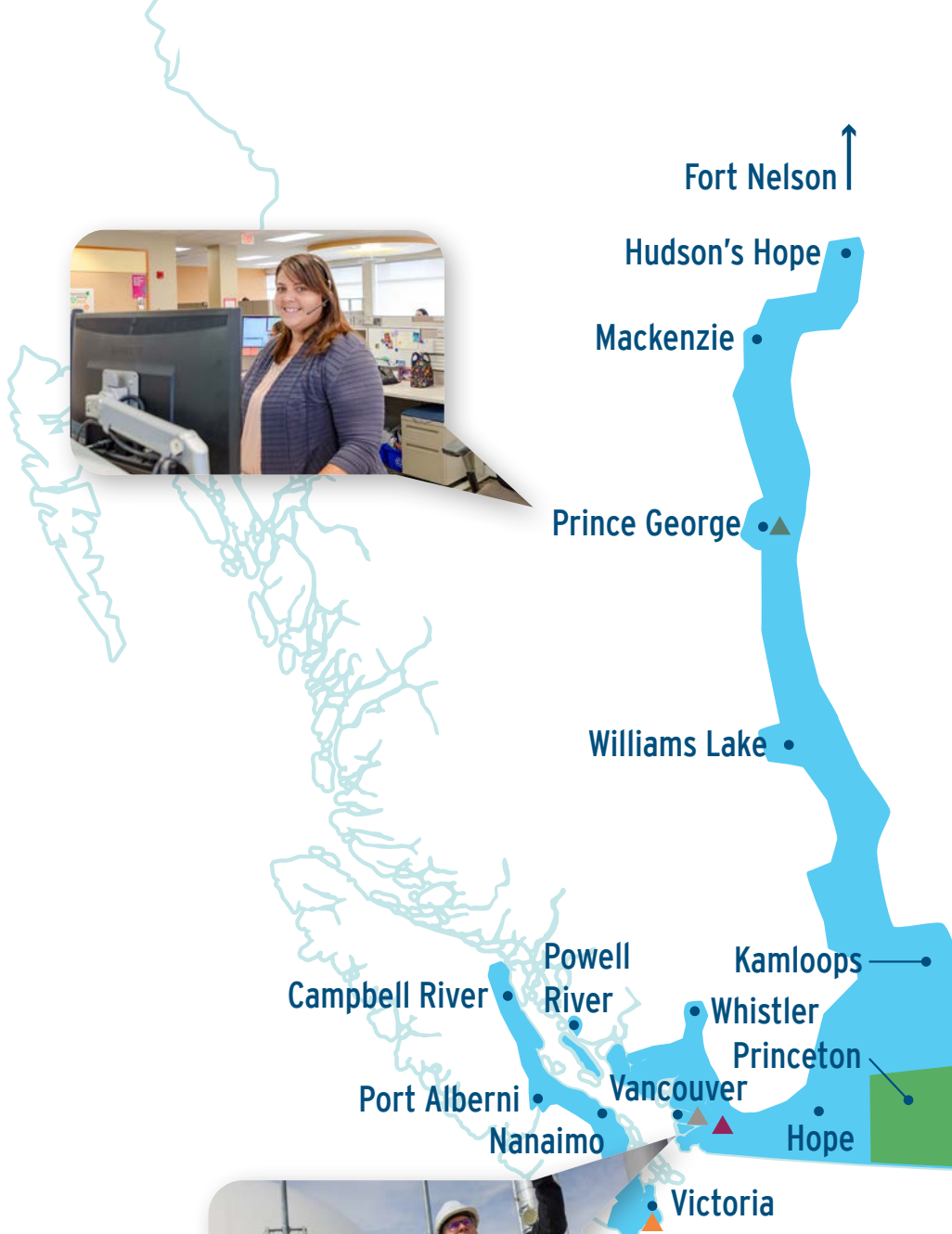
Our company culture

Our 2,600 employees come from backgrounds as diverse as our range of job opportunities! Our values of being safe, customer centric, collaborative, respectful and progressive set the foundation for how we do everything. And we all share a common belief to help cultivate an atmosphere of caring, inclusivity and respect. It's a supportive culture, one where we're compelled to challenge ourselves and each other.

We also give back to communities, through our Warm Hearts employee charitable foundation, community giving days and other community investment opportunities. Our curiosity and desire to learn from each other has fostered a variety of clubs and committees, such as our Indigenous employee circle (see feature story on page 34), Toastmasters, public safety ambassadors and innovation and sustainability ambassadors. We also offer educational opportunities and other employee development opportunities such as our regional health and safety committees.











Greg Edgelow, Indigenous relations manager, consults with a team member. Greg is from the Cree Nation, Treaty 1 Region, Manitoba.



Our locations and service areas

We're B.C.'s largest energy provider with more than 80 locations throughout the province—as far west as Vancouver Island, north to Fort Nelson and east to the Alberta border. We deliver natural gas, electricity and Renewable Natural Gas (RNG) to 135 communities, 58 of which are First Nations. You could be a customer service representative in Prince George, a shop assistant in Penticton, a power line technician in Kelowna or even a key account manager on Vancouver Island. The opportunities are as vast and diverse as our province.



-  Gas service area
-  Electric service area
-  Combined service area
-  Natural gas head office
-  Prince George call centre
-  Burnaby call centre
-  Victoria operations
-  Electricity head office



Recent graduate finds an intern opportunity matching her passions



Brianna Ure, Indigenous leadership program intern.

Unsure of her career ambitions, Brianna enrolled at Okanagan College in Penticton soon after graduating from high school. While there she discovered a passion for anthropology and, after completing an Associate of Arts degree in the discipline, transferred to UBC Vancouver where she completed her Bachelor of Arts degree, majoring in Anthropology.

“Unfortunately, an anthropology degree doesn’t get you many job offers, so I soon went back to school and got a diploma in Art History while working as a server in the restaurant industry,” said Brianna.

When Brianna lost her serving job due to the pandemic, she recommitted herself to finding something that matched her passion. “It was when I was helping a friend look for work in the trades, that I stumbled upon an opportunity with FortisBC that piqued my interest,” said Brianna.

That opportunity was for an Indigenous leadership program intern. Brianna, who self-identifies as Indigenous, quickly applied and was soon hired for the two-year internship working in community and Indigenous relations.

“I didn’t have an understanding of what community relations was before I started,” said Brianna. “But it entirely aligns with what I studied in school and I’m able to lean on my education as I build relationships with First Nations communities and municipalities,” she added.



As an Indigenous person, Brianna says being able to see the work FortisBC is doing with First Nation communities is heartening. “There’s a shift that’s happened where we see First Nations communities and businesses participating in work happening around the province, bringing economic benefits back to those communities. It’s mutually beneficial for the community and FortisBC,” said Brianna.

As for Brianna’s future at FortisBC? “Interning at FortisBC has been such a joy and the people I work with have been so supportive in my development,” she said. “I hope I can continue working here in another capacity after my internship ends.”

Brianna encourages young adults to consider working at FortisBC. “Yes, we need skilled tradespeople like power line technicians, welders and pipe fitters, but we’re more than just trades. There are so many opportunities in a variety of fields you might not think an energy utility would have—like arts and culture—so I encourage everyone to consider a career here.”

To learn more about training, co-op, apprenticeship and scholarship opportunities go to page 31.

Interested in joining us on a new adventure?

A great culture, a wide range of career fields, opportunity for growth and locations around the province—what more could you ask for? How about a competitive salary, group RRSP, pension plan, a flexible benefits package and three weeks annual vacation to start.



“If you’re curious, talented and motivated, you’ll be empowered and supported to grow with us. The job you are hired for today may not be the job you are in tomorrow.”

- Amalie Michaux, manager, talent acquisition

Do you like working outdoors in all kinds of weather? Or do you prefer to stay in one place or work in an office? Are you analytical or creative? Do you prefer working alone or with a big team? Is city life for you or do you thrive in a small town? No matter where your personal preferences and career ambitions lie, we’ve got some amazing career adventures that could be your perfect match.

Keeping B.C.’s energy flowing safely and reliably is a big task and you never know where your adventure could take you! Want to support the development of renewable and low-carbon gases, help ensure our field crews stay safe, or be the face of FortisBC in the communities where we live and work? It’s your adventure, and the following icons will help you choose the adventure right for you.



One of our Kootenay electricity field crews carrying out maintenance on a power pole.

Pick one or more of the following icons you match with



I like helping people.....Go to page 12



I'm computer savvy.....Go to page 15



I'm creative and/or technical.....Go to page 16



I'm very precise with numbers
and details.....Go to page 18



I want to connect and
collaborate with my community.....Go to page 20



I'm into science and innovation.....Go to page 22



I want to help protect the environment.....Go to page 23



I like physical labour and
working in the field.....Go to page 25



I like working with tools and technology.....Go to page 28



I like helping people

Do you see yourself working directly with customers as the face and/or voice of FortisBC? Or perhaps you think you might be a pro at supporting your co-workers who work in the field. If so, here are some examples of opportunities in customer service, emergency operations and administrative support.



Emergency and operations representative

You're the source of calm in chaos as you monitor and dispatch crews to resolve after hours emergencies and keep our field crews informed.



Requirements: courses in business communications and office practices, plus customer service experience



Operations support representative

You're as organized with paperwork as your granny is with her spice rack and your diligence ensures all field work records are complete and accurate.



Requirements: courses in business communications and office practices, plus six months related experience



Field operations assistant

As the go-to person for our field crew managers, you'll set them up for success with your ace organizational and administrative skills.



Requirements: courses in business communications and office practices, plus 12 months related experience



I'm very precise with numbers and details



Project clerk

If you can keep a department of engineers, managers and analysts well-supported with their administrative needs this could be the job for you.

Requirements: courses in business communications and office practices and 18 months related experience



Customer service representative (CSR)

You're the friendly voice of FortisBC and your can-do attitude shines through as you assist customers with account enquiries over the phone.

Requirements: customer service experience, excellent keyboarding skills and Microsoft Office knowledge

Have a look at the career advancement opportunities in customer service.



Benefits administrator

You're the guiding light for employees as you help them navigate their benefit plans throughout various life events.

Requirements: certificate in human resources management and completion of, or enrolled in, certified employee benefits specialist program



Office services clerk

A great opportunity to get your foot in the door, you can learn a lot about us as you oversee the comings and goings of our central mail room.

Requirements: working knowledge of office procedures, office equipment and Microsoft Office



I want to connect and collaborate with my community



I'm computer savvy

Are you a fan of information technology/systems and light up at the idea of providing your colleagues with responsive, secure and simple access to digital information? Or maybe cybersecurity, systems management or working on infrastructure projects is your niche. If so, a career in information systems (IS) could be for you.



IS co-op



Having your head in the cloud is a good thing if you're into IS. Put your education into practice by supporting our project teams with this co-op opportunity. You'll get to learn about the different career paths you could take in IS, such as project management, infrastructure and quality assurance.

Requirements: enrolled in a computer information systems post-secondary co-op program and knowledge of Microsoft, Cisco and OP telephony



I'm into science and innovation



IS portfolio coordinator

You're the first to find a misplaced decimal point in a spreadsheet! A skill that'll come in handy as you support our IS project managers analyzing, tracking and reporting variances and identifying issues and risks with our IS infrastructure projects.



Requirements: grade 12, be a Certified Associate in Project Management or equivalent and have a minimum of one year experience in project management support



Technical analyst 1

You'll be on the frontline providing technical support to employees having computer issues, fulfilling service requests, setting up new hardware and installing software. If you're envisioning a career in IS, this role is a great way to get your feet wet and learn all about the different areas of IS.



Requirements: a diploma in computer or electronics technology, computer science or a related field and two years experience



Everybody comes from a different background. Don't be afraid just because it's a utility as you don't have to be an expert in electricity or gas. Get your foot in the door and from there, as long as you have a good attitude, work hard and are respectful and willing to learn, you could make it a long career like I have.

- Tamara Tilley, project controller. Her background is from Taku River Tlingit First Nation, Northern B.C.



I like helping people



I'm very precise with numbers and details



I'm creative and/or technical

Are you creative, detailed and motivated? A career in the engineering field could be your perfect match. And we've got a variety of paths, all leading to diverse and rewarding professions. Or, if you lean more to the creativity side, we've got opportunities in marketing and communications too.

But if you're creative in another way, as in finding creative solutions to problems on big projects, consider working towards a project management opportunity. We need project managers in IS, for our major construction projects, health and safety and procurement.



Technician 1 - corrosion control

Do you like to travel off the beaten track? If so, this role could be for you as you'll be going to remote locations to maintain cathodic protection systems on our pipelines.



Requirements: certified cathodic protection tester (CP1) by the National Association of of Corrosion Engineering and 18 months directly related experience



Geographic information systems (GIS) drafter

Are you creative and analytical? You'll use both abilities producing a variety of gas system drawings using computer assisted drafting software.



Requirements: post-secondary technician certificate program in an appropriate architectural/civil/structural/GIS drafting program



I'm computer savvy



I like helping people



I'm very precise with numbers and details



Engineer-in-training (EIT)

If you have a love for science, a curiosity about how things work and a creative way of coming up with solutions to problems, consider becoming an engineer. Every year we hire recent electrical, civil and mechanical engineering grads as EITs. Under the guidance of a mentor, you could be helping design traffic management systems or figuring out how to best upgrade a gas line as you work in different departments and locations exploring all areas of the gas and electricity business. **Learn more about this four-year program on page 32.**

Requirements: electrical, civil or mechanical engineering degree

Have a look at the career advancement opportunities for an engineering clerk.



I started at FortisBC in 2015 as an engineering co-op student. Seven years later—after five co-op terms, graduating university and three years as an EIT—I received my professional engineering designation. Over the years I've gained asset management and project management experience. I'm now an asset management engineer leading the development of FortisBC's major projects.

- Asia Chu, P.Eng., asset management engineer



Writer/graphic designer/communications coordinator/digital advisor

Do you lean more towards the creative arts? Consider a career in marketing and communications. We produce most of our marketing and advertising materials in house and require skilled and creative individuals for copywriting, graphic design, digital strategy and production planning.

Requirements: two-year related diploma and a minimum of two years experience



I'm very precise with numbers and details

Are you meticulous with an affinity for evolving technology and process improvements? If you have, or are pursuing, a degree in finance, commerce or business administration a job in finance, legal, regulatory or accounting could be for you. Plus, for those interested in pursuing their Chartered Professional Accountant designation, we can support you.



Accounts payable clerk



You'll be part of the team that ensures all our vendors are promptly paid! You're meticulous and have a 'dog with a bone' attitude when it comes to finding data inconsistencies. Plus, you're always willing to help a vendor with an inquiry and support your team using your clerical expertise.

Requirements: post-secondary courses in accounting or finance



Regulatory governance coordinator



If you're one to embrace a challenge, have a head for business and an interest in ensuring customers receive reliable energy services at fair rates, consider Regulatory Affairs. As coordinator you'll support management with regulatory applications and schedules.

Requirements: business or business law (or related) undergrad degree, plus one-three years experience or equivalent



I like helping people



Paralegal

Are you always setting the PVR for the latest TV law drama? Then join our in-house legal team. No suits required! You'll be supporting our team drafting and finalizing contracts, forms and procurement packages.

Requirements: completion of a paralegal course, plus two-three years related experience



Payroll administrator/coordinator

An employee favourite, you're part of the team that makes sure everyone gets paid—26 times a year! With processes and procedures in mind, you help make sure the team does it all in a way that can stand up to auditing. It's a big and rewarding responsibility if you're up to the challenge.

Requirements: completion of a recognized level 2 payroll management certificate program



Finance co-op student

If you find deadlines a source of motivation, have an affinity for new technologies and are always looking for ways to improve a process, a career in finance could be a good match for you. As a co-op student you'll assist with daily banking, taxes and month-end closing tasks and you'll have the opportunity to advance your career as a finance professional. **Learn more about our co-op opportunities on page 31.**

Requirements: enrolled in a recognized post-secondary co-op program such as business administration, auditing, accounting, finance or commerce



I'm creative and/or technical



I want to persuade, influence and give back to my community

To operate and grow our business we need people who can positively engage and establish meaningful connections with customers, clients, vendors and municipal and provincial governments. If you can persuade others to see value in working with us, you could have a future in sales, community relations or communications.



Indigenous leadership program intern

Are you an Indigenous post-secondary student or graduate wanting to help advance Reconciliation? As an intern you'll help advance economic reconciliation, community development, cultural preservation and respect. Plus, you'll get practical experience and mentorship in this two-year paid internship.



Learn more about this opportunity on page 8.

Requirements: post-secondary certificate, diploma or degree



Aimee Montpellier, one of our Indigenous leadership program interns, has both Taku River Tlingit and Tahltan First Nation in her background. She studied psychology at Okanagan College and is currently pursuing her degree at UBC. She says she was drawn to the intern opportunity as she wanted to learn more about Indigenous communities and it has inspired her to learn more about her own culture.



Sales support assistant

Have a desire to break into sales and marketing? Here's your chance. You'll learn how we support and add new customers as you juggle a variety of tasks for our sales team, including planning conferences and meetings, maintaining marketing materials and performing administrative duties.

Requirements: courses in business communications, office practices and marketing



Lauren Lea, communications specialist, external relations, started working at FortisBC as a member of our street team. Here, she's assisting a customer at our home show booth.



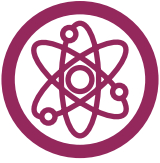
Street team member

If you're enthusiastic and approachable and can think on your feet in bustling environments, the street team could be for you. You'll be the face of FortisBC at community events and home shows we attend across the province. You'll help customers with questions about rebates, conservation and even their bill. Many of our longtime employees started working at FortisBC as a street team member. Could you be next?

Requirements: one-two years experience in customer service and/or promotional work



I like helping people



I'm into science and innovation

We're committed to supporting B.C.'s lower-carbon future with affordable, reliable and diversified energy solutions and we need innovative people to help us achieve our goals. Innovation happens at all levels of the company from small, grass-root ideas to big initiatives. But a few jobs are, by their very nature, innovative-like researching and developing new technologies.

If you're into sport sciences such as kinesiology or ergonomics, a career on our safety team could be for you. After all, safety is one of our core values and whether in the office or the field, we're all committed to doing our work safely to prevent injuries and accidents.



Renewable Natural Gas (RNG) engineering co-op student



If you're an engineering student who sees gold where others see waste, consider a co-op with our RNG team. You'll be helping to reduce our customer's greenhouse gas emissions as you support the development of more supplies of RNG, an innovative, low-carbon energy source made from the biogas emitted from organic waste.

Learn more about our co-op opportunities on page 31.

Requirements: Mechanical or engineering co-op student (third or fourth year preferred)



Occupational health and safety (OHS) co-op student



In this, your first foray into a safety career, you'll get lots of opportunities to gain experience while cultivating a culture of safety for field and office employees.

Requirements: enrolled in a post-secondary undergrad co-op program in science or related field



I like helping people



I want to help protect the environment



I want to help protect the environment

If you thought an energy provider wouldn't be interested in sustainability and protecting the environment, you'd be wrong. It's embedded in everything we do—from our daily operations, to construction projects, down to each and every customer.

We're dedicated to helping create a cleaner tomorrow for all British Columbians. We're doing this by offering customers a range of energy solutions that includes improving our EV charging infrastructure in our electricity service area, expanding our supply of renewable and low-carbon gases, and investing in innovative, high-efficiency technologies.

You could be working in the field helping to protect species at risk around our infrastructure, or making sure we protect streams near construction projects. Or you could be helping our customers reduce their emissions by planning and delivering educational content or rebate programs that help customers upgrade their aging heating equipment to modern, cleaner technologies. If protecting the environment is your passion, we've got lots of opportunities.



Environmental specialist



If you're into biology, environmental science, natural resource management, hydrogeology, environmental science, environmental or chemical engineering, consider growing your career with our sustainability and environment team.

Requirements: degree or diploma in a related field (biology, environmental science or natural resource management) and one-three years experience in managing sustainability and/or environmental issues



I'm into science and innovation



I like helping people



I like physical labour and working in the field

Our more than 800 tradespeople keep our province-wide energy infrastructure operating safely and reliably every day. A trade is more than a job; it's a career, with opportunities for growth, and we're eager to add more young tradespeople to our workforce. Here are some of our entry level, apprentice and pre-apprentice opportunities.



Shop assistant



Do you consider yourself organized, able to use a variety of tools and do you like to assemble things? If so, these traits will come in handy as you prepare all the equipment, parts and raw materials for field and shop crews to ensure they're well-equipped for the job.

Requirements: demonstrated safe work habits and adherence to safety regulations and practices on a sustained basis; have safe driving record and mechanical aptitude



Material handler



You're indispensable and versatile as you'll be needed for minor repairs and maintenance, taking inventory and shipping equipment.

Requirements: current B.C. Class 5 driver's license and ability to operate forklifts and other material handling equipment



I like helping people



I like working with tools and technology



Materials truck driver



Your happy place is behind the wheel, instead of in front of a computer. As a truck driver, you'll be transporting materials and equipment to where it's needed in the field.

Requirements: Class 1 B.C. driver's licence with air brake endorsement



Labourer



You won't need a gym membership with this job as you'll be getting a workout everyday while you support our operations crews with manual labour.

Requirements: Class 5 B.C. driver's licence



Power line technician pre-apprenticeship



If you dream of one day working on power poles, here's your opportunity to learn all about it from the ground as you assist power line crews in this six-month learning opportunity.

Learn more about apprenticeships on page 31.

Requirements: Class 3 B.C. driver's licence with air brake endorsement and ability to use hand and power tools/equipment



Distribution assistant



With 50,000 kilometres of underground gas lines and plans in the works for more, you'll be assisting crews as they install new lines and also repair and alter existing ones in this 24-month training program.

Requirements: valid B.C. driver's license and mechanical aptitude



I like working with tools and technology



Equipment operator



Your childhood dreams can come true if operating big equipment like forklifts and backhoes was one of them.

Requirements: Class 1 B.C. driver's licence with air brake endorsement



One of our equipment operators preparing a trench for a new gas line.



I like working with tools and technology

Do you like to tinker with technology? Or analyze data? Maybe you like to install, operate and repair complex equipment, or dream of designing infrastructure like pipelines and power grids. If you're good at math and physics, are analytical and curious about how things work, this broad field could be for you.



Technician or technologist



If you were the kid who liked to take things apart and put them back together again, or you'd constantly be fixing broken electronics and devices, a career as a technician or technologist might be right for you. We've got a wide variety of these opportunities in all areas of our business. You could be planning and implementing the removal of invasive plant species around our infrastructure, supporting the design of pipeline expansions, or even operating and maintaining specialized equipment.

Requirements: completion of technologist diploma program and eligible for certification at the technologist level by the Applied Sciences Technologists and Technicians of B.C. (ASTTBC)



Communications, protection and controls technologist



You'll be supporting our key value of safety, ensuring our power system is operating efficiently and safely by maintaining and repairing telecommunication and electrical apparatus.

Requirements: two-year engineering technologist diploma and be enrolled in a four-year electrician apprenticeship program



I'm computer savvy



I'm into science and innovation



Liquefied natural gas (LNG) operator



LNG is a growing field globally as countries look for cleaner alternatives to diesel and coal. As an LNG operator, you'll be at the helm of one of our LNG plants operating and maintaining equipment and overseeing the storage and shipment of supplies.

Requirements: power engineer's certificate, demonstrated mechanical aptitude and able to obtain Occupational First Aid Level 1



System operator



Curious about how electricity gets to our homes, businesses and public spaces? You'll become an expert as you monitor and control electricity generating facilities, high voltage transmission systems and switching stations ensuring the lights stay on 24/7 for our more than 100,000 electricity customers.

Requirements: electrical and computer engineering technology diploma



Planning and design technologist



You'll be planning complex gas service line requests. It could be for a new commercial development, or a homeowner who wants to bring gas service to their house. You'll be defining project scope, determining costs and conducting field visits when necessary.

Requirements: post-secondary technology diploma in an appropriate discipline and certified or eligible for certification at the technologist level by the ASTTBC



I like physical labour and working in the field

Training, co-op, apprenticeship and scholarship opportunities

Co-op opportunities

Opportunities for paid work experience is available to students enrolled in post-secondary programs. We look for co-op students every semester and placements last from four to 12 months. Opportunities are available in marketing, finance, information systems, engineering, pipelines, transmission and more. Many of our co-op students go on to become full-time employees after graduation.

Apprenticeships

Our success relies on having highly skilled operations crews, so we offer in-house apprenticeships across the province in both natural gas and electricity operations. Ready to gain real world experience and skills for a rewarding career in trades?

Electric apprenticeships - power line technician

Interested in becoming a power line technician in the Southern Interior? A temporary, six-month pre-apprentice position is the starting point to be considered for our power line technician apprenticeship opportunities. You'll get hands-on job training that will not only prepare you for a power line technician apprenticeship position, but also put you on the road to becoming certified in your trade.

Electric apprenticeships - communications, protections and controls (CPC) technologist apprenticeship

CPC technologists install, maintain and repair our telecommunication and electrical equipment to ensure our power systems stay safe and in top performance. It's a highly skilled position and requires applicants have a two-year engineering technologist diploma to be considered for our four-year electrician apprenticeship.

Engineer-in-training (EIT)

If you have an engineering degree, preferably electrical, civil or mechanical, consider our EIT program. Rotations last eight to 12 months and may take you across B.C. Mentors will work with you as you learn and explore different areas of the gas and electricity business. Many of our professional engineers started out as a co-op student and then moved onto an EIT position after graduation.



Scholarships and training opportunities

Developing the skills and talent for the future of B.C.'s energy industry is important to us. We've developed training programs and engaged with industry partners to help Indigenous Peoples gain access to employment opportunities in skilled trades and technical careers with FortisBC.

Indigenous women in trades

We're proud to fund 10 annual scholarships for Indigenous women at Okanagan College and Thompson Rivers University. Students can choose from a variety of training paths including welding, plumbing, gas and pipefitting and electrical trades with scholarships ranging from \$1,500 to \$4,000 per student.



Two REnEW students are getting hands-on experience installing energy-efficient windows as part of their training.

Residential Energy Efficiency Works (REnEW)

REnEW is a training program we created in co-operation with community groups to help people who've experienced barriers to employment. Successful applicants train for jobs in the growing field of energy-efficiency retrofitting. Students gain self-confidence and job-ready skills, while employers gain access to the entry-level skilled workers they need. Learn more about the program at fortisbc.com/renew.

Continuing your education

We are committed to encouraging and supporting employee growth. Your leader can work with you to identify development opportunities that meet our needs and help you build the skills and knowledge you need for a successful career journey with us.

PLATO Testing

Are you curious and do you like to figure out how things work? Consider becoming a software tester. Every year we welcome Indigenous students from PLATO Testing for a three-month internship as part of an eight-month software tester training course. Successful graduates can go on to becoming a full-time software tester with PLATO Testing. Learn more about the opportunity at platotesting.com.



This photo was taken on the unceded territory of the Ktuanxa, Okanagan and Secwepemc peoples.

Finding mentorship and support through Indigenous employee circle



Members of the Indigenous employee circle include Indigenous leadership intern, Aimee Montpellier, community and Indigenous relations manager, Breannen Dick and project controller, Tamara Tilley.

The Indigenous employee circle was formed by a small group of Indigenous employees in 2020 as a way to create a safe place and sense of community for Indigenous employees. There is no hierarchy in the circle as the members wanted to create an equal level community. They meet two times a quarter and focus on a variety of topics chosen by the members. Some past topics have included a virtual cedar weaving workshop and a presentation on Indigenous art.

Everyone has their own reason for joining and enjoys different benefits. Tamara shared how her confidence and courage has increased since being part of the circle. “I now want to share how proud I am of my Indigenous history with my co-workers,” she said.

Other members speak of how the circle has supported them as they reconnected with their Indigenous roots and families.

Bree says the circle has given her a strong sense of community and a place to go for comfort. "It's important for organizations to support and provide a safe place for marginalized groups. It's vital to retention," says Bree.

The group has grown to almost 90 members and all employees are welcome to join. "FortisBC is the first company I've worked at that has a group specifically for Indigenous Peoples and that's incredible," says Bryan. "Anytime there's an opportunity to support a marginalized group within an organization is incredible, especially from an allyship perspective," he added.

Learn about how we work together with First Nations communities and Indigenous Peoples at fortisbc.com/indigenous.



Ashley Cardinell, workforce development business partner.

Ashley's journey

A proud member of Little Saskatchewan First Nation in Manitoba, Ashley's skills and experience in Indigenous Relations have led to proven success in roles in Ottawa, Toronto and Calgary. And now, as a new resident of Vancouver, she joins FortisBC as a workforce development business partner. Starting with the company in September, 2022, Ashley's responsibilities include supporting partnerships, employment, education and training opportunities with FortisBC's Indigenous and Major Projects Workforce Strategy. But for Ashley, it's more than a job—it's a passion. Living by the mantra, "when one of us wins, we all do," Ashley has spent a lifetime connecting with her identity through powwow dancing, ceremony, language and volunteering. And, in her new capacity as a workforce development business partner, Ashley plans to continue to develop strategies for Indigenous engagement on major projects.

Next steps

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