

Electrify your career

Indigenous Opportunities Network

A career at Ontario Power Generation (OPG) is so much more than a job. Our strength is our people, and together we're innovating energy production, building an electric future and working towards a better Ontario for us all.



ONTARIO
POWER
GENERATION



▶▶ Electrify your career with OPG!

Interested in a career with OPG? Visit jobs.opg.com to view our current opportunities. Follow these steps to apply:

1. Select 'See Current Openings'.
2. Click on the opportunity to which you'd like to apply.
3. Apply to the opportunity.
4. Notify the Indigenous Opportunities Network team that you've applied at jobs@opg.com.

If you don't see a position that fits your skill set, please join OPG's Indigenous Talent Network by completing a profile and uploading a resume at jobs.opg.com. Your resume and profile will be reviewed internally, and you will be notified as soon as an opportunity arises that matches your skill set!

▶▶ Testimonials

"ION helped me navigate a career I love within the nuclear industry. There really is a job for any skill set here at OPG and ION helps mentor you to find the right placement or trade that suits you."

- *Jennifer Mueller, Civil Maintainer*



"The ION program was life changing for me as it helped me gain experience and be acclimated to OPG Nuclear Projects by encouraging me to contribute and be a part of multiple projects. Now, I have the incredible opportunity to lead my own project and it all started with ION."

- *Daniel Stevens, Project Leader*



▶▶ Indigenous Opportunities Network

The Indigenous Opportunities Network (ION) dedicated to recruitment of Indigenous people, honouring OPG's Reconciliation Action Plan (RAP) and Equity, Diversity, and Inclusion (ED&I) Strategy. The program strives to create an engaging and inclusive workforce that reflects the broad diversity of Indigenous communities and peoples across our company.

The program establishes a network of employers in the energy industry and develops approaches to Indigenous recruitment and build career pathways to OPG and across the industry.

Critical to the day-to-day operations of OPG, a wide variety of professionals support our power generation business in many ways across the province, including:

- Engineers
- Project Management
- Supply Chain/Procurement
- Human Resources
- Finance
- IT
- Law
- Real Estate
- Corporate Regulatory Affairs
- Administration
- Health & Safety
- Indigenous Relations
- Communications
- Marketing

Join our Indigenous talent network at jobs.opg.com

▶▶ Students

OPG recruits students from universities/colleges for a paid work term directly related to their field of study. Indigenous students will have opportunities to work on a variety of projects that will complement their studies at school. In addition, students will work in an environment filled with supportive peers and have opportunities to participate in social activities and charity events at our work sites.

Visit our jobs.opg.com today to learn more about student opportunities at OPG!

▶▶ Electrify your career in the skilled trades!

Skilled trades are critical to OPG's success as Ontario's low-cost nuclear generator. Central to the operation and life extension of our facilities, OPG encourages Indigenous peoples with an interest in the skilled trades to pursue a partnership with a Building Trades Union that sponsors work on our sites.

OPG's sites are home to a number of building and construction trades including:

- Boilermakers 128.boilermaker.ca
- Carpenters thecarpentersunion.ca
- Electricians cusw.ca & ibew353.org
- Insulators Insulators95.com
- Ironworkers lw721.org
- Labourers joinliuna.ca
- Millwrights millwrightlocal2309.ca
- Operating Engineers iuoelocal793.org
- Painters iupaint.on.ca
- Plumbers/Pipefitters uacanada.ca/ua_locals
- Sheet Metal Workers sitcom.ca/SMWIA
- Teamsters teamsterscanada.org



►► **New to Skilled Trades? Kagita Mikam can Help!**

OPG supports recruitment for Indigenous individuals to pursue skilled trades careers, to get started follow these steps:

Step 1: Application to Kagita Mikam

Kagita Mikam Aboriginal Employment and Training Agency is an ION partner that provides employment and training services to all eligible Indigenous people. To submit your application, visit their website at www.kagitamikam.ca. If you have any questions, please contact info@kagitamikam.ca.

Step 2: Skills Assessment

Kagita Mikam will review your application to determine your program eligibility and notify qualified candidates of their enrollment in ION's placement process.

Step 3: Security Clearance

All positions require a Standard or Site Security Clearance.

For positions in the nuclear industry, Site Access Security Clearance is required. This includes:

- Canadian Security Intelligence Screening Indices Check
- Criminal Record Name Check in Canada
- Employment and Education Verification
- Equifax Credit Check (if applicable)
- Driver's Abstract Check (if applicable)
- Two pieces of documentation: one legal status document and one piece of photo identification

For positions at Hydroelectric or Corporate facilities, a Standard Access Security Clearance is required.

Step 4: Orientation and Training

During this step, applicants will complete orientation and training, which involves in-class instruction, computer-based learning and hands-on exercises to help align their skills with targeted positions.

Step 5: Building Your Career

Congratulations! As a successful ION candidate, you will now be placed in a suitable position within the energy sector. Throughout your career, you'll also receive on-going support from our network of program alumni and partner organizations.

▶▶ About Ontario Power Generation (OPG)

OPG produces almost half of the electricity that Ontario homes, schools, hospitals and businesses rely on every day. We are committed to ensuring that our energy production is reliable, safe and environmentally sustainable for Ontarians today and for the future.

OPG's diverse fleet, that includes 66 hydroelectric stations and two nuclear stations, is now more than 99 per cent free of smog and carbon emissions. We produce this power at 40 per cent of the cost of other generators!

Additionally, from transportation electrification to small modular reactors, energy storages to micro grids and medical isotopes; OPG is diversifying and investing in new technologies that will help drive the clean economy of the future.

▶▶ Interested in a career with one of our vendor partners?

OPG works closely with hundreds of project partners across Ontario on various initiatives, including one of Canada's largest clean energy projects - Darlington's Refurbishment. Some of our vendor partners with a local presence on OPG sites include the following:

- Black & McDonald Limited www.blackandmcdonald.com
- BWXT Canada www.bwxt.com
- CanAtom Power Group AtkinsRéalis www.atkinsrealis.com
& AECON www.aecon.com
- ES Fox www.esfox.com
- GE Power www.governova.com

▶▶ Investing in our future

OPG invests in its future by assisting local youth in their pursuit of post-secondary education. In partnership with Kagita Mikam and the Millwright Regional Council (MRC), we created the Indigenous Millwrighting Training Program where upon graduating, new Millwright apprentices will be eligible to be dispatched to work on OPG's Darlington Refurbishment Project directly with OPG and with our vendor partners.

Details of these programs and application deadlines of each scholarship will be announced annually to community members.