



Research to identify clean energy capacity building opportunities for remote communities in BC.

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Disclaimer

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Executive Summary

This report presents the results of a research study on opportunities for Indigenous remote community members in British Columbia to build capacity in clean energy. The goal of the project was to address the needs of approximately 44 remote communities in BC. The research aimed to understand the roles of Indigenous organizations in clean energy and climate adaptation, identify available learning opportunities, and pinpoint critical training gaps.

The study took a comprehensive approach, analysing Indigenous organizations involved in clean energy and climate adaptation, compiling a list of training programs, interviewing energy professionals, and identifying gaps. The research was further strengthened through collaboration with the RCES working group during the midpoint presentation.

The key findings of the research highlighted a strong network of Indigenous organizations actively involved in clean energy and climate adaptation. The list of training programs provided opportunities for collaboration to implement the RCES working group's recommendations. However, interviews with experienced professionals in remote communities in BC revealed significant gaps in training.

Although data gathering posed some challenges that may have affected the depth of analysis, the research incorporated cultural sensitivity and community engagement to provide meaningful insights and recommendations for capacity building in clean energy for Indigenous remote communities.

The research aims to strengthen capacity building for Indigenous remote community members in clean energy and climate resilience. The findings emphasized the importance of community engagement, tailored capacity building, cultural sensitivity, inclusivity, accessibility, and partnerships. The recommendations include short-term, mid-term, and long-term strategies to empower communities with skills for clean energy and climate resilience. Implementing these recommendations promises sustainable, prosperous, and culturally sensitive communities for the future.

Executing these recommendations is crucial for robust capacity building, elevating the role of Indigenous remote communities in BC in clean energy and climate adaptation. This endeavour holds the potential for enduring environmental, social, and economic benefits.

Introduction

Remote communities in British Columbia, primarily governed by Indigenous nations, rely on diesel fuel for their electricity needs and face significant greenhouse gas (GHG) emissions. In response to this challenge, the CleanBC Remote Community Energy Strategy (RCES) was developed, with the goal of reducing GHG emissions associated with diesel use in remote communities by 80% by 2030. This strategy also aims to promote economic development and support Indigenous reconciliation commitments.

To guide the implementation of the RCES, the RCES Working Group was established. This group consists of representatives from seven Indigenous nations with remote communities. In June 2022, the Working Group submitted a recommendations report to the province, highlighting the importance of capacity building initiatives for remote communities². The Working Group recommended a comprehensive plan for capacity building in clean energy project development for remote Indigenous communities. The plan focuses on Indigenous-led training and trauma-informed approaches, catering to fundamental community and individual needs. It advocates for experiential, hands-on learning with customizable curricula, aiming to reflect the unique requirements of each community. The Working Group also emphasized in-community training, when possible, while supporting community members' travel to centralized locations and promoting the involvement of First Nation companies and staff in all training initiatives.

The purpose of this project is to identify and strengthen capacity building opportunities for members of Indigenous remote communities in relation to clean energy and climate resilience. Capacity building involves learning experiences that promote personal and organizational growth towards clean energy development and climate resilience. The project aims to understand the roles of Indigenous organizations involved in clean energy and climate change adaptation, document existing learning opportunities, and identify training gaps.

Investing in capacity building initiatives for members of Indigenous remote communities can catalyze transformative change. Equipping community members with the knowledge and skills needed for clean energy development and climate resilience not only enables them to reduce greenhouse gas emissions and dependence on diesel fuel but also fosters economic growth, preserves cultural heritage, and strengthens Indigenous reconciliation commitments. These initiatives lay a foundation for sustainable development, promising a greener and more prosperous future for generations to come, all the while upholding the principles of cultural sensitivity and preserving Nation sovereignty.

²[Recommended actions and strategies for achieving the CleanBC diesel reduction goal for BC's remote communities](#)

The research aligns with the BC Community Clean Energy Branch's work plan to implement the RCES Working Group's recommendations. The deliverables will be shared with provincial staff across multiple ministries and excerpts of the report will be shared on the UBC Sustainability Scholars online project library.

Project Limitations

Throughout the research project, several limitations impacted the study scope and research process.

- Comprehensive and up-to-date information on all Indigenous organizations involved in climate adaptation was challenging to gather, affecting the accuracy of the Indigenous organization constellation.
- The inventory of existing training programs may also not have been comprehensive, limiting the effectiveness of the gap-analysis process and subsequent recommendations.
- Creating a one-size-fits-all approach to capacity building was challenging due to the diversity among Indigenous remote communities.
- A four-month duration constrained the depth of analysis for all training programs and capacity-building needs.
- Additionally, a change in the project's scope occurred when an additional resource was no longer available, requiring prioritization and focus on specific aspects.
- Finally, interviews with professionals involved in clean energy and climate adaptation provided valuable insights but introduced potential bias or limitations.

Despite these limitations, the author remained flexible and adaptable throughout the research process, incorporating cultural sensitivity and community engagement to provide meaningful insights and recommendations for capacity building in clean energy for Indigenous remote communities.

Research Approach [Methodology]

The research methodology involved reviewing existing data and resources related to Indigenous organizations engaged in clean energy and climate change adaptation, creating an inventory of existing training programs, conducting interviews with professionals, assessing gaps and needs, and developing actionable recommendations aligned with the goals of the project and Indigenous reconciliation commitments. During the midpoint presentation to the RCES working group, collaborative feedback was facilitated which helped to enhance the credibility of the research. The approach that was used encouraged engagement and helped to make informed decisions.

Project Results

Constellation of Indigenous Organizations

To tackle the challenge of decarbonizing Indigenous remote communities, it was essential to identify and comprehend the Indigenous organizations already involved in climate policy and programs. The objective was to create a comprehensive visual representation of the Indigenous-involved groups working in clean energy and climate adaptation, also known as a constellation of Indigenous organizations. The involvement of indigenous representation in these groups varies; in some cases, participation is more active than others.

The mapping of this constellation of Indigenous organizations had several key objectives. The visualization aimed to prevent duplication of efforts in implementing the recommendation of the RCES working group by identifying and revealing potential overlaps and connections between organizations. The hope is that this will enable cross-collaboration and knowledge-sharing, allowing members from different groups to contribute their unique perspectives and expertise to achieving the recommendations highlighted by the RCES working group.

Understanding the relationships between different Indigenous organizations will help identify potential synergies, enabling more effective and coordinated initiatives. By leveraging collective efforts, the network aims to maximize the impact of clean energy and climate adaptation projects within Indigenous remote communities.

The constellation of Indigenous organizations will serve as a valuable foundation for subsequent stages of research, providing a clear understanding of the collaborative landscape and fostering a cohesive approach to capacity-building opportunities.

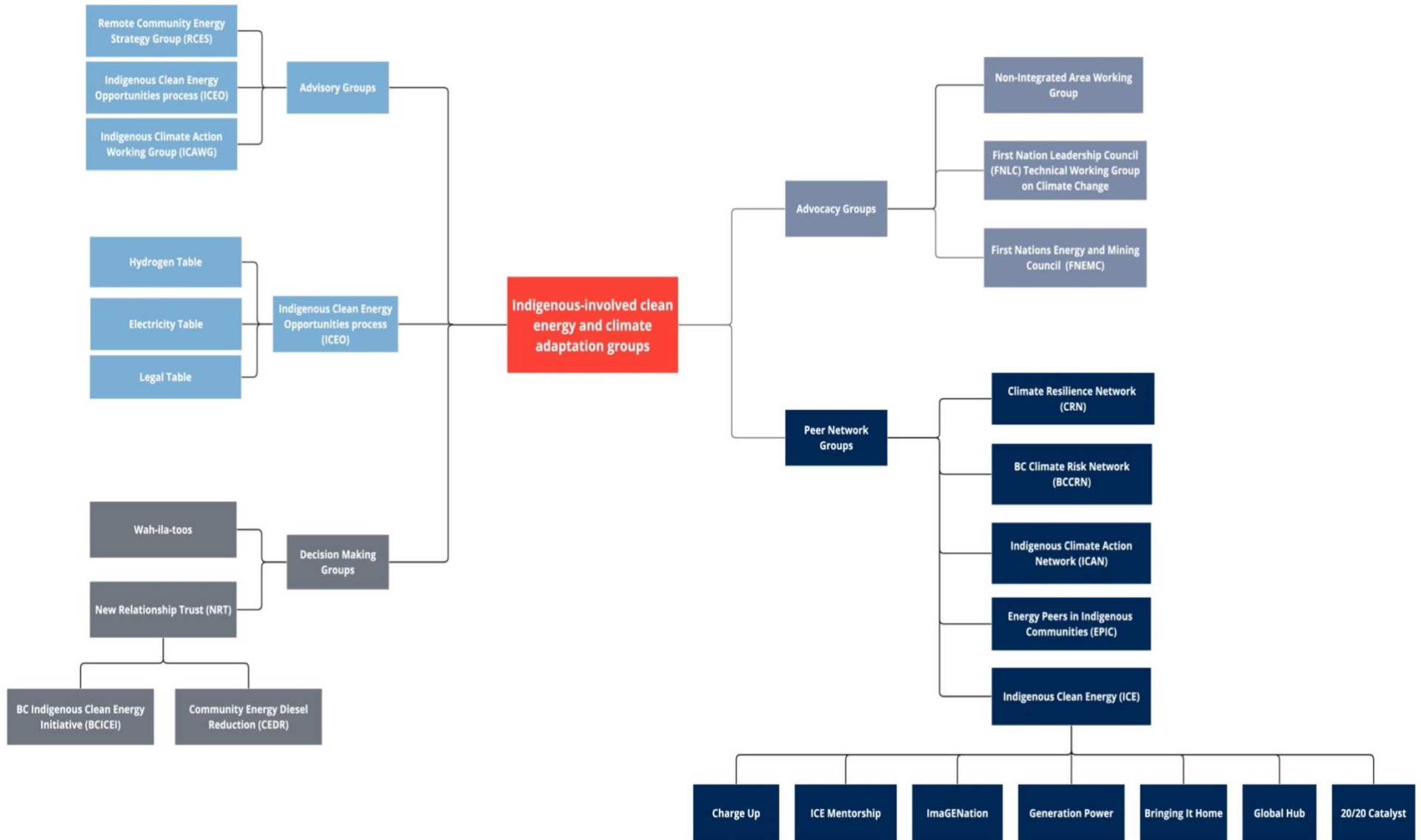


Figure 1: Constellation of groups with Indigenous involvement in clean energy and climate adaptation in BC policy and programs.

Table 1: Detailed description of Indigenous involved organisations

Organization Name	Mandate	Established Date	Number of Members	Convenors	Member Nations
Clean BC Remote Community Energy Strategy Working Group (RCES WG)	Advise on the implementation of the RCES Action Plan	2021	9	BC Ministry of Energy, Mines, and Low-Carbon Innovation	Gitga'at, Haida, Heiltsuk, KHFN, Nuxalk, Ulkatcho, Xeni Gwet'in
Indigenous Climate Action Network (I-CAN)	I-CAN offers funding for remote Indigenous communities to hire a full-time staff position (Climate Action Coordinators) and individual and peer networking support. Climate Action Coordinators plan and implement energy efficiency, renewable energy generation, and climate change adaptation projects for their communities.	2019	10	Funded by the BC Ministry of Energy, Mines, and Low-Carbon Innovation, BC Hydro, and National Resource Canada Administered by the Coastal First Nations Great Bear Initiative	Metlakatla, Gitxaala, Heiltsuk, Nuxalk, Gitga'at, Kitasoo/Xai'xais, Wuikinuxv, Skidegate, Old Massett and the Council of the Haida Nation
Indigenous Clean Energy (ICE)	provide technical assistance, capacity building, and project financing to help indigenous communities transition to clean energy.	2000			
Community Energy Diesel Reduction (CEDR)	provides non-repayable funding contributions for clean energy initiatives to eligible remote communities that are off-grid residential regions that rely on diesel fuel for electricity generation. provide independent advice and guidance on the implementation of the Program including Project prioritization, pathfinding, and promoting partnerships.	2022		Funded by the Ministry of Energy, Mines, and Low-Carbon Innovation and BC Hydro Administered by the New Relationship Trust	
BC Indigenous Clean Energy Initiative (BCICEI)	provides support and capacity building funds to all Indigenous communities working on the development of clean energy projects. The program's objectives include developing local clean energy and energy efficiency projects in Indigenous communities, building Indigenous capacity, creating benefits such as ownership, revenue sharing, business development, and local employment, as well as identifying potential funding partnerships.	2016		Funded by Pacific Economic Development Agency of Canada (PacifiCAN) Administered by the New Relationship Trust	
First Nations Leadership Council (FNLC) Technical Working Group on Climate Change	The First Nations Leadership Council is comprised of the political executives of the BC Assembly of First Nations, First Nations Summit, and the Union of BC Indian Chiefs. This group works together to develop coordinated approaches to issues relevant to First Nations communities throughout the province.				

Organization Name	Mandate	Established Date	Number of Members	Convenors	Member Nations
First Nations Energy and Mining Council (FNEMC)	Tasked with taking on ICEO (Indigenous clean energy opportunities processes) The First Nations Energy and Mining Council (FNEMC) supports and facilitates First Nations efforts to manage and develop energy and mineral resources in ways that protect and sustain the environment for generations while enhancing the social, cultural, economic and political well-being of First Nations in British Columbia.	2007			
Indigenous Clean Energy Opportunities Process (ICEO)		2019		FNEMC & EMLI	
Indigenous Climate Action Working Group (ICAWG)	The overall mandate of the Working Group is to provide technical advice and collaborate with CAS on a broad range of matters related to preparing for and adapting to climate change. This technical advice and collaboration does not constitute free, prior and informed consent, and the Working Group does not constitute a consultative body nor fulfil the province's duty to consult.	2015	16	BC Climate Action Secretariat	Not applicable. Members are affiliated with several Nations but do not necessarily represent those Nations.
Wah-ila-toos	Wah-ila-toos is a single window access for Indigenous, rural and remote communities to obtain Government of Canada funding and resources for clean energy initiatives. Wah-ila-toos' mission is to provide funding for renewable energy and capacity-building projects and related energy efficiency measures in Indigenous, rural and remote communities across Canada.	2022	7	Natural Resources Canada	Nunavut Inuit, Gwich'in First Nation, Metis Community of Île-à-la-Croise, Kitigan Zibi Anishnabeg Nation, Hailzaqv Nation, Haida Nation

Inventory of Training Programs

This research involved compiling a list of training programs accessible to Indigenous remote community representatives in the areas of clean energy and climate adaptation. The Indigenous organizations involved in these efforts were carefully analyzed to determine their mandates and focus areas.

The inventory included a wide range of training programs that covered topics such as business management & entrepreneurship, energy project development, project financing and equity structures, community energy engagement and planning, technical skills, leadership and management skills, career development and job readiness skills, cultural competence, community engagement, developing asset management, maintenance, culture and kinship, resources and support, energy and sustainability, youth-led projects, mentorship, and capacity training. Each program was described in detail, highlighting the specific skills and knowledge that participants could acquire, which would contribute to clean energy development and climate resilience in indigenous communities.

Moreover, the research documented the target audiences and delivery methods of the training programs. This information revealed whether the programs were intended for community members, leadership, youth, or specific professionals. It also highlighted the different delivery methods used, such as in-person workshops, online courses, mentoring programs, or on-the-job training.

The findings provide a critical overview of the existing training opportunities available to Indigenous remote community representatives in the field of clean energy and climate adaptation. This comprehensive data serves as a foundation for further analysis, including the gap analysis, which can identify potential areas for improvement and develop actionable recommendations to address any identified gaps.

Table 2: Inventory of existing training programs

Programs	Type	Description	Program Goal	Duration	Target Audience	Skills Covered
20/20 catalyst program	Training	Program teaches renewable energy, community planning, conservation, business management, and energy systems. 'Catalysts' get help with on-site clean energy projects.	Leadership Capabilities Building Community Capacity Community Readiness	3 months	First Nations, Inuit, and Métis	Business Management & Entrepreneurship Energy Project Development Project Financing and Equity Structures Community Energy Engagement and Planning
Generation power	Training	Generation Power engages a holistic, strength-based approach positioning Indigenous leadership as essential to advancing a more sustainable and equitable energy future.	Clean energy and career training program	4-12 months	Indigenous youth First Nation, Inuit or Métis youth	Technical Skills, Leadership and Management skills, Career development and job readiness skills, cultural competence.
Project Accelerator	Training with practical projects	Project Accelerator is designed to support the start-up and development of Indigenous energy efficiency housing projects.	capacity-building training, gain access to a national network of experts and mentors and complete the program with a concrete energy efficiency project underway.	+18 months	First Nation, Inuit, and Métis communities and housing organizations	Community engagement Developing asset management Maintenance
Global Hub	Initiative	Builds Indigenous clean energy capacity through training, mentoring, collaborative-networking, and community-oriented planning to advance project implementation.	Catalyze the development of Indigenous and community-led Renewable Energy Microgrids (REMs) in global regions	over the next three years	Global Indigenous Nations	
Bring it home	Initiative	Supports Indigenous, community-scale energy efficiency projects through planning and implementation.	Fosters community-centred 'Healthy Energy Living': energy efficiency for new and retrofitted homes and facilities; focuses on strengthening capacity across six key domains: to ensure that homes last longer,		Nations' communities	Clean energy and sustainable investment, Governance & Leadership, Asset Management, Maintenance, Skills, Design & Construction, and financing.
BC Climate Action Toolkit	Repository	Provides BC communities with the latest news and events, links to best practices, and resources and tools to help support their climate change	Developed to support an integrated approach to planning and land use management and to achieve	Continuous	Local government staff engaged in emissions reduction	Sustainable Urban Planning, Climate Change Adaptation, Carbon Footprint Analysis

Programs	Type	Description	Program Goal	Duration	Target Audience	Skills Covered
		mitigation and emissions reduction efforts.	low carbon and resilient communities.		initiatives, other audiences	
Energy Peers in Indigenous Communities (EPIC) Network	Pere-to-peer & Peer mentorship	provides capacity-building, funding and support to indigenous communities in BC to advance their renewable energy goals through their own community energy champions	Build capacity for small- scale <100kW renewable energy projects in indigenous communities	3 years	BC First Nations (on-grid communities)	Community Engagement and Outreach, Renewable Energy Project Development, Energy Planning and Sovereignty, Climate Action and Emissions Reduction, Sustainable Economic Development.
Energy Efficiency Mentorship Program	Mentorship	Aims to build skills and knowledge in energy-efficient homes and buildings within Indigenous communities through a peer group of eight Indigenous trainees who are interested in building their capacity, skills and knowledge in energy efficiency.	Cohort of eight trainees will go on to deliver introductory workshops about energy efficiency solutions and practices, for both new construction and existing homes, to First Nations communities in their regions.	3 months	Indigenous Building Specialists, Individuals New to the Housing Field	energy-efficient buildings, retrofitting, Indigenous-led education
First Nations Home EnergySave	Grant	Learning Grant Program is a Fraser Basin Council initiative aimed at building the capacity of Indigenous individuals to advance energy efficiency through training and skills development.	Empower First Nations communities in BC to transition towards energy efficient housing.	Applications open till September 2023	Indigenous individuals	energy efficiency
Renewable Energy for Remote Communities Program	Funding	Provides funding for renewable energy and capacity building projects and related energy efficiency measures in Indigenous, rural and remote communities across Canada.	Reduce the use of fossil fuels for heating and electricity by increasing the use of local renewable energy sources and energy efficiency.	Permanent or long-term (5 years)	All rural and remote communities	Renewable energy, Capacity building, energy efficiency
Northeast Climate Resilience Network	Network	Strengthening regional collaboration on resilience through improved communications between communities on adaptation and better knowledge transfer across organizations.	Increase community, public and private sector awareness of the impacts of climate change.	Phase 1: 2018- 2020 Phase 2: 2020 - Present	All Communities	Climate risk adaptation
Certification in Community Energy Management	Training	Provide the knowledge and resources needed to manage the art and science of saving	Provide the knowledge and resources needed to manage the art and science of saving	2 months	Open to all	Energy saving, lower emissions.

Programs	Type	Description	Program Goal	Duration	Target Audience	Skills Covered
		energy, emissions, and money across the community.	energy, emissions, and money across the community.			
Regional Energy Advisor Training Program	Training	A new initiative from Indigenous Clean Energy that is building up Indigenous energy experts across the country	Make it easier for Indigenous communities and housing providers to access energy audits and find ways to reduce utility bills through energy efficiency actions	9 months	15 indigenous people across Canada	Computer Programs (Typing, using software, etc.), Basic Math, Basic Writing Skills, Residential Construction Practices, Heating, Ventilation, and Air Conditioning. Geometry, Building Science, Energy Efficiency.

Gap Identification through Professional Interviews

The gap analysis was conducted by interviewing six professionals who are experts in energy generation and demand-side management. The interviews aimed to assess the effectiveness of capacity building efforts in remote Indigenous communities, covering topics such as existing training programs and initiatives, strengths, weaknesses, opportunities, and challenges.

The interviews revealed common themes, including the importance of community engagement, tailored training, capacity building, cultural sensitivity, inclusivity, and collaborations. Each interview provided unique insights that contributed to a comprehensive understanding of the challenges, opportunities, and recommendations for clean energy training and capacity-building initiatives in Indigenous communities. The themes emerging from the interviews are described in more detail below.

Community Engagement and Involvement: During the interviews, the importance of training staff effectively communicating and engaging with community members was emphasized as essential for understanding the community's needs and priorities in clean energy initiatives. This fosters trust, shared responsibility, and commitment to sustainability. It was suggested that aligning training programs with participants' jobs and livelihoods is a strategic approach to increase engagement and commitment to clean energy training efforts. Learning through experience, mentorship, attitude, and aptitude was also highlighted as important for skill transfer. Engaging community members in clean energy training can build trust and shared responsibility, as well as address high turnover rates and ensure continuity in clean energy initiatives. Additionally, conducting surveys within communities helps gauge alignment with community members' perspectives and priorities. Incentivizing survey participation through prizes or rewards encourages active involvement.

Effective training programs require an understanding of what motivates community members. Tailoring training to address their motivations enhances engagement and success. Involving the community in decision-making around operations and maintenance (O&M) from the project's outset is crucial. This requires community input to determine the level of external support and access to resources. Tablets can be used for O&M surveys, allowing participants to document and submit information efficiently. Tablets facilitate accountability and generate comprehensive reports for third-party assessment.

Tailored Capacity Building: Throughout the interviews, it was highlighted that creating training programs that are tailored to the specific needs of Indigenous communities, taking into account practices such as mentorship and experiential learning, is vital. This approach is deeply rooted in traditional Indigenous knowledge sharing and will greatly contribute to the success of clean energy

projects. By customizing capacity-building efforts to fit the unique circumstances of each community, they will be better equipped with the knowledge and skills needed to lead their own initiatives effectively.

It was also expressed that experienced community members can provide support and mentorship, aiding in the training process and helping newcomers gain confidence in their roles. Learning through experience was also identified as an effective way to package and organize opportunities, in cases where there is a limited pool of individuals available to train in indigenous communities. Also, involving the community in decision-making around operations and maintenance from the start of the project is essential as training community members at the entry level empowers them to actively participate in clean energy projects.

Basic training is necessary to enable the operation of clean energy systems and offers short-term job opportunities, enhancing pride and accomplishment. The interviewees stressed the importance of tailoring capacity-building efforts to the unique requirements of Indigenous communities, acknowledging the diverse cultural contexts and challenges these communities face. Providing relevant and accessible training is key to promoting sustainable practices, energy efficiency, and integrating clean energy into housing management, to drive positive change. Training should be designed to be repeatable and adaptable to different skill levels. Meeting participants at their current knowledge and expertise levels is essential.

Cultural Sensitivity: During the interviews, cultural sensitivity emerged as a recurring topic. The focus was on making sure that training resources and methods were respectful and in line with Indigenous values, viewpoints, and trauma-informed considerations. The interviewees emphasized the significance of modifying and interpreting content to accommodate the specific perspectives and values of Indigenous communities. For example, Indigenous leaders, can help with incorporating Indigenous perspectives and knowledge into training materials to improve cultural appropriateness by carrying out translating and vetting; based on past workshops on western minded offerings. Furthermore, collaboration with Indigenous institutions and industry training associations is essential. For instance, the emergence of the Resilience Network pilot program from Indigenous Climate Action Working Group (ICAWG) was identified as a positive step, leveraging First Nations Energy & Mining Council (FNEMC's) pilot initiative and Coastal First Nations (CFN's) support, to make a meaningful impact within the next year by providing training and peer network support.

Inclusivity and Accessibility: In interviews, it was identified that limited access to clean energy and social exclusion due to distance are barriers preventing access to formalized training programs. To promote inclusivity in the clean energy sector, it is essential to provide community-specific trainings. Aligning training programs with participants' jobs and livelihoods was suggested as a

strategic approach to increase engagement and commitment to clean energy training efforts. The interviewee emphasized the need for provincial support through financial means to develop comprehensive and accessible capacity-building programs. Covering costs associated with childcare, travel, and training could enhance inclusivity and participation in clean energy initiatives.

Partnerships and Collaborations: Successful clean energy training initiatives were achieved through partnerships with experienced community members and organizations. The importance of collaborations and partnerships in enhancing capacity-building programs was emphasized. Partnering with entities like the Indigenous Energy Advisory Capacity Building Program, short-term training program (current funding ends March 2024) by Eco Trust Program, provided opportunities to standardize and enhance training efforts. However, other organizations, like Fraser Basin Council, also have longer-standing training-focused initiatives. Additionally, the recently completed (Spring 2023) Joint Nation Off-Grid Energy Training Program, was identified as potential best practice for a community partnership model. The training program offered citizens and leaders from five BC First Nations numerous opportunities to enhance their skills and share their knowledge. The participating Nations have remote communities that depend on diesel generation and are at different stages of developing run-of-river hydropower projects with the assistance of Barkley Project Group. The training program received support from Natural Resources Canada.

The customized, community-based training approach, along with partnerships, was emphasized as crucial for effective skill transfer and successful clean energy projects within Indigenous nations. In essence, the insights drawn from the interviews converge on the importance of tailoring clean energy training to Indigenous communities' needs and values. Community engagement, cultural sensitivity, and partnerships emerged as key drivers for effective capacity-building initiatives. By fostering collaboration, embracing cultural contexts, and customizing training approaches, in capacity-building initiatives remote Indigenous communities are further equipped in leading their own sustainable clean energy projects, fostering both empowerment and environmental stewardship.

Some unique insights were gathered from the study, including:

Skills for Comprehensive Education and Capacity Building: Indigenous communities have identified a pressing need for comprehensive education to address the lack of knowledge and training on heat pump systems and maintenance. This highlights the significance of equipping community members with the skills required to reduce reliance on external experts. Vital areas of focus include heating energy efficiency, HVAC operations, and maintenance. These communities express a strong desire for training that spans power reliability, energy advisory, and off-grid energy efficiency. To support sustainable practices, training should encompass not only technical skills but also non-engineering proficiencies such as project management, financing, and employment training.

Creating a network for housing managers akin to climate action coordinators could provide targeted support and resources, further enhancing capacity-building initiatives.

Skill Development for Optimal Energy Generation: Indigenous nations recognize the importance of the skill sets necessary for successful energy generation projects. These encompass various stages, from project development and construction to environmental services and assessments. Interestingly, many of these skills are not exclusive to clean energy projects and can be applied across diverse contexts. Direct involvement and employment training are seen as effective ways to foster capacity, making investing in both technical and practical skills crucial for project leadership. Moreover, adapting training to existing energy systems, even non-clean energy ones like diesel generators, holds value, as these transferrable skills can be vital for future renewable energy projects.

Fostering Energy-Integrated Sustainable Practices: Indigenous nations desire sustainable energy practices, which aligns with a need for enhanced understanding and skills related to energy concepts and technology use. Bridging the gap between energy aspirations and comprehension requires education on utility bills and renewable energy. Notably, communities express varying levels of interest in energy self-sufficiency and renewable energy, underscoring the importance of tailoring education to meet specific desires. To maximize home energy efficiency, skill sets extending beyond technical competencies are crucial. For example, demonstrating how basic tasks like fixing ceilings and maintaining exhaust fans contribute to energy efficiency and community well-being. Basic housing management knowledge, asset management, computer skills, financial management, and project management play key roles in achieving energy-efficient homes while demonstrating the broader impacts on community well-being.

Conclusion

In summary, the insights from Indigenous community studies highlight a multifaceted approach to skill development. These communities seek comprehensive education to address technical gaps, including heating energy efficiency, HVAC maintenance, and power reliability. Beyond technical expertise, investment in non-engineering proficiencies and project-specific training is crucial. The holistic goal of integrating energy efficiency into sustainable practices necessitates a nuanced skill set that encompasses utility understanding, renewable energy education, and a range of management skills. By working alongside Indigenous Nations in developing these skills, a more enabling ecosystem is created to foster Indigenous Nations' proactive role in shaping their energy future and enhance their community's well-being and environmental sustainability.