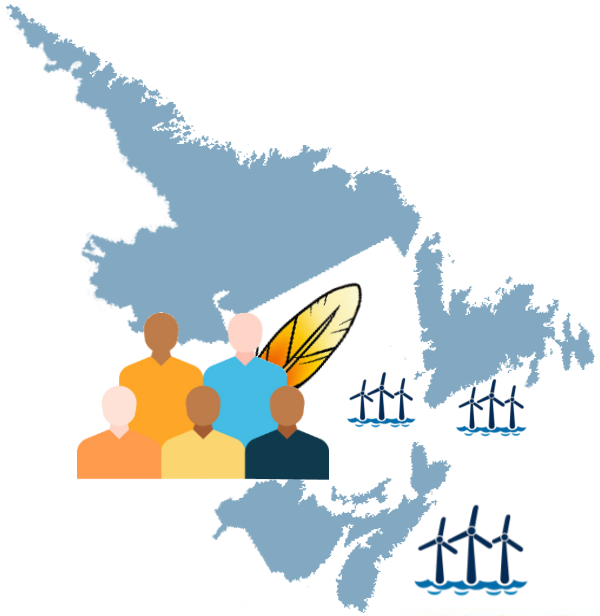
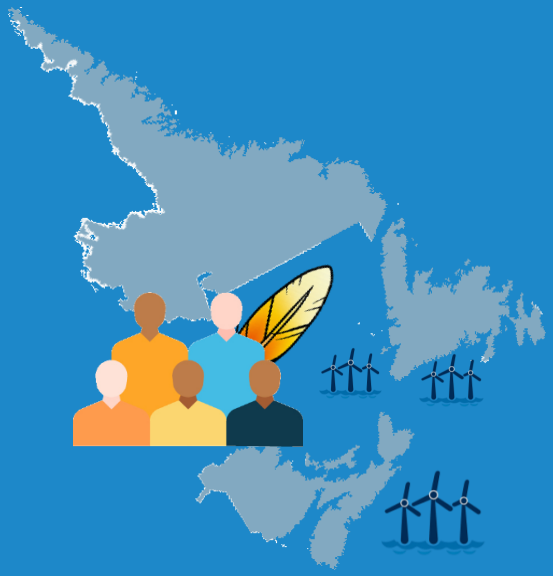


Potential Opportunities for Indigenous Communities and Businesses in Atlantic Offshore Wind

March 2026

Atlantic Economic Council



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The Atlantic Economic Council is the source for independent research, providing the insights and ideas that are vital to supporting a healthy, inclusive and sustainable Atlantic Canadian economy.

Potential Opportunities for Indigenous Communities and Businesses in Atlantic Offshore Wind

Highlights

- The Atlantic region has strong offshore wind resources and is entering an early development phase supported by emerging regulatory frameworks and project planning.
- Ensuring Indigenous participation from the outset will be critical to capturing long-term benefits through equity ownership, workforce development and supply chain engagement.

The Atlantic Economic Council makes the following recommendations to support Indigenous participation:

- Establish an Indigenous-focused offshore wind skills and training accelerator, modeled on proven programs. Deliver training in communities with wraparound supports such as transportation, childcare, information technology and training materials to address labour shortages and enable access to technical roles.
- Expand and simplify Indigenous access to equity financing, such as Canada Infrastructure Bank (CIB) investments, to support long-term ownership and wealth generation in offshore wind projects.
- Introduce provincial Indigenous loan guarantee mechanisms in the Atlantic region to complement federal and provincial programs outside the region and enable Indigenous equity participation in offshore wind projects.
- Encourage Indigenous participation through procurement commitments, targeted incentives and early supplier engagement. Complement this with employment and training initiatives, while ensuring compliance with trade obligations.
- Create an Indigenous supplier pre-qualification program and database to integrate Indigenous businesses into early-stage and indirect offshore wind supply chains.
- Develop joint governance and benefit-sharing models for ports and transmission infrastructure and the offshore wind supply chain, ensuring Indigenous participation in decision-making and economic returns.
- Implement Indigenous governance across regulatory and environmental processes, including licensing, approvals and offshore wind decision-making bodies.

Atlantic Economic Council

Introduction

Offshore wind is a key technology in the clean-energy transition, generating electricity from wind turbines installed in marine environments where wind conditions are typically stronger and more consistent than on land. It can deliver large volumes of reliable, low-carbon electricity at scale and support electrification across energy- and emissions-intensive sectors. Offshore wind systems can be deployed using both fixed-bottom and floating technologies, depending on water depth and seabed conditions.

Global offshore wind capacity has expanded rapidly and is projected to reach about 300–320 gigawatts (GW) by 2030, reflecting its growing role in meeting clean energy demand. While offshore wind remains relatively capital-intensive, costs are declining. In Canada, 2030 emission-reduction targets and the commitment to net-zero by 2050 are driving demand for large-scale offshore wind. Federal initiatives such as the Offshore Wind Predevelopment Program supports early-stage planning in Nova Scotia and Newfoundland and Labrador, including grid integration assessments and opportunities for Indigenous participation.

Atlantic Canada is emerging as a promising region for offshore wind development, supported by strong wind resources and a strategic geographic position. Policy and regulatory frameworks are evolving, and early market engagement processes are underway. Hydro Quebec issued a Request for Information on potential offshore wind development near Nova Scotia. Appendix 1 provides further details of the legislative framework. Nova Scotia is leading initial development efforts through Call for Information and prequalification processes, while Newfoundland and Labrador is advancing the regulatory and planning foundations for future offshore wind deployment.

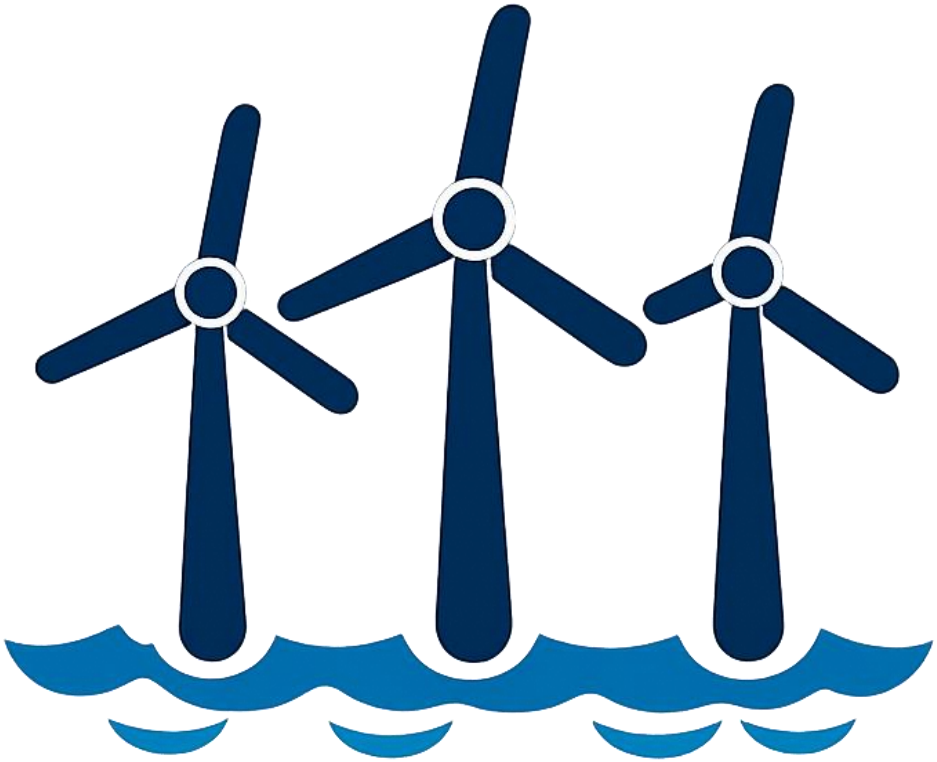
Indigenous communities and businesses have an important role to play in offshore wind development. They are already active participants in energy projects across the region and are well positioned to contribute through equity partnerships, workforce development and supply chain engagement. Strengthening Indigenous participation will be critical to ensuring that offshore wind development supports long-term Economic Reconciliation growth.

This report, commissioned by the Atlantic Policy Congress of First Nations Chiefs Secretariat (APC) under the Atlantic Indigenous Economic Development Integrated Research Program (AIEDIRP), was prepared by the Atlantic Economic Council with research support from Kirkpatrick Parsons Consulting. It examines the economic, supply chain and workforce opportunities associated with offshore wind development in the Atlantic region. The report assesses the role of Indigenous communities and businesses and provides recommendations to support their participation and long-term involvement. The analysis draws on a review of existing literature and engagement with Indigenous organizations, industry stakeholders and regional partners. Appendix 2 summarizes our methodology and who participated in the interviews, along with the interview questions.

Offshore wind in a global context

Role of offshore wind in the energy transition

Offshore wind is a major driver of clean-energy growth as electricity systems seek to expand low-carbon supply at scale. Its growth is supported by larger turbines and project sizes than onshore wind. New offshore wind turbines in Europe average about 9.7 megawatts (MW) compared with roughly 4.5 MW for onshore units, allowing offshore projects to generate more power per turbine and leverage economies of scale. Offshore sites also achieve higher capacity factors, often 40–50%, due to stronger and more consistent winds at sea.



A 2025 global offshore wind report indicates that growth is expected to accelerate over the next decade despite short-term cost and financing pressures.

Global market growth and regional dynamics

Global capacity is projected to reach about 300–320 GW by 2030. China remained the largest offshore wind market in 2024, dominating capacity additions and project awards. European markets continue to drive deployment, supported by ongoing auctions and policy commitments, particularly in United Kingdom, Germany and Denmark.

These trends have driven rapid global deployment. Europe and Asia lead development, with Denmark, Germany and China at the forefront. Momentum is also building in emerging markets such as Brazil, where offshore wind is increasingly seen as a strategic complement to existing renewable resources. Worldwide offshore wind capacity increased by about 24% between 2022 and 2023 as new projects came online.

BloombergNEF similarly highlights that the sector is entering a phase of rapid but uneven expansion, with strong near-term growth concentrated in Asia and Europe, including markets such as China, Taiwan and the Netherlands. BloombergNEF also identifies several emerging markets such as Japan, South Korea, and India as countries to watch.

Canada is not yet included among leading or emerging offshore wind markets due to the absence of operational projects. However, recent policy and leasing developments, particularly in the Atlantic region, signal growing momentum and future market potential.

Offshore wind demand is shaped by long-term climate commitments and clean electricity objectives, but it will ultimately depend on broader trends in electricity consumption and economic growth rather than short-term market signals. Policies aimed at achieving net-zero emissions and expanding clean electricity supply are expected to drive sustained growth in power demand over the coming decades. In this context, offshore wind is widely recognized as a reliable source of large-scale electricity generation and a critical complement to onshore renewables, particularly in systems requiring substantial new clean power to support electrification.

The United States represents an important source of offshore wind demand, driven by state-level procurement targets along the Atlantic coast and rising electricity needs in coastal regions. Offshore wind costs have become increasingly competitive in several markets, including the US Northeast, and are expected to continue declining, despite recent slowdowns in deployment momentum.

The United States Department of Energy identifies offshore wind as a strategic resource for advancing decarbonization, particularly in coastal regions with high electricity demand. It highlights offshore wind's contribution to grid reliability and long-term emissions reduction, as well as its role in strengthening energy security and supporting broader economic activity.

However, recent US federal decisions to scale back or withdraw certain offshore wind–related funding initiatives have introduced uncertainty into the near-term development outlook, potentially slowing deployment timelines. These developments may alter the pace of US offshore wind expansion and create opportunities for other regions to advance earlier along the offshore wind development curve.

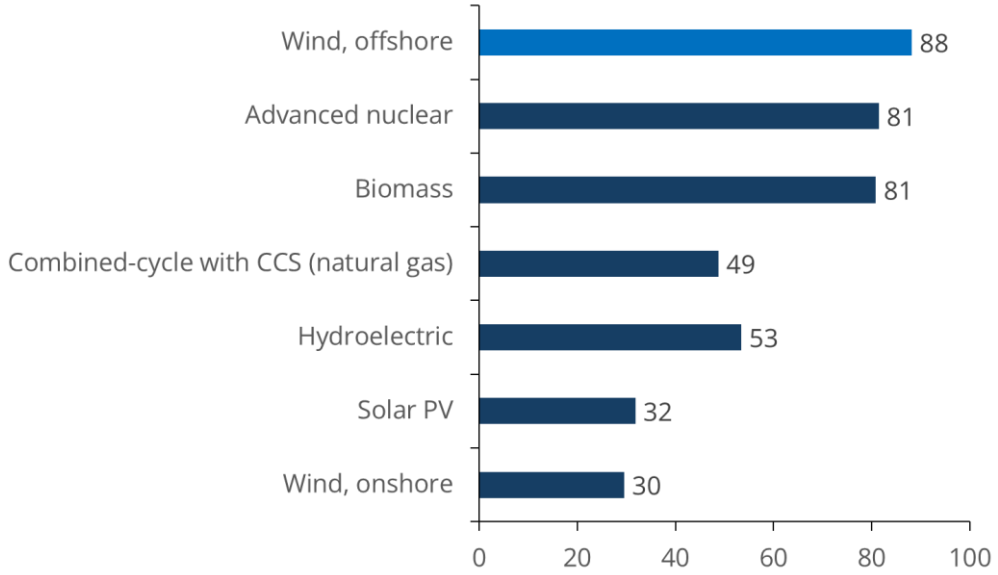
Cost competitiveness of offshore wind

Comparing the cost competitiveness of offshore wind with other energy sources is important, as the scale and location of offshore investments involve significant risks. The levelized cost of electricity (LCOE) is commonly used to make these comparisons. LCOE represents the average cost of producing electricity over the lifetime of a project, including construction, operation and financing costs. In simple terms, it shows how much it costs to generate one unit of electricity.

The US Energy Information Administration (EIA) estimates the LCOE of new generation technologies expected to enter service around 2030. Onshore wind and solar photovoltaic (PV) present the lowest LCOE among the technologies considered, as shown in the graph below. In contrast, offshore wind remains among the highest-cost options, with costs comparable to or exceeding those of advanced nuclear and biomass. This reflects the capital-intensive nature of offshore wind development, including turbine installation, offshore infrastructure and marine logistics. Net Zero Atlantic projects about 15% LCOE reductions for fixed-bottom offshore wind in the Middle Bank reference case between 2030-2040.

Offshore wind remains among the highest cost generation technologies

Levelized cost of electricity (2024, US$/MWh)



Source: US Energy Information Administration

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Offshore wind remains more capital-intensive and costly than onshore wind and solar PV generation due to higher infrastructure and marine installation requirements. Weighted-average levelized costs for newly commissioned projects are about USD $0.034/kWh for onshore wind, USD $0.043/kWh for utility-scale solar PV and USD $0.079/kWh for offshore wind, according to the International Renewable Energy Agency (IRENA). This makes offshore wind roughly two to three times more expensive than onshore wind.

Costs also vary by technology. Fixed-bottom offshore wind in shallow continental shelf waters is generally less expensive than floating offshore wind in deeper waters. Floating projects require more complex installation and larger laydown areas at ports, increasing overall project costs. The Atlantic Canada Offshore Wind Grid Integration and Transmission Study: Phase II report mentioned earlier indicates offshore infrastructure costs of about USD $4,300–$7,600 per kW for fixed-bottom projects and USD $6,400–$11,300 per kW for floating offshore wind[1].

However, global offshore wind costs have declined significantly over time. IRENA shows that the global cost of offshore wind electricity has fallen by about 60% since 2010 and is expected to continue declining as deployment expands through learning-curve effects and supply chain maturation.

Learning-curve economics[2] shape the long-term competitiveness of offshore wind. As more projects are built, firms standardise designs, scale manufacturing, and improve installation and operations. These learning effects reduce technical risk, shorten construction timelines, and lower financing and supply chain costs. They also improve efficiency and reduce the cost per kilowatt-hour of offshore wind generation. Costs of offshore wind-generated electricity are projected to fall by about 36% by 2035, according to the National Laboratory of the Rockies. Larger turbines, improved foundations and more efficient operations will drive this decline.

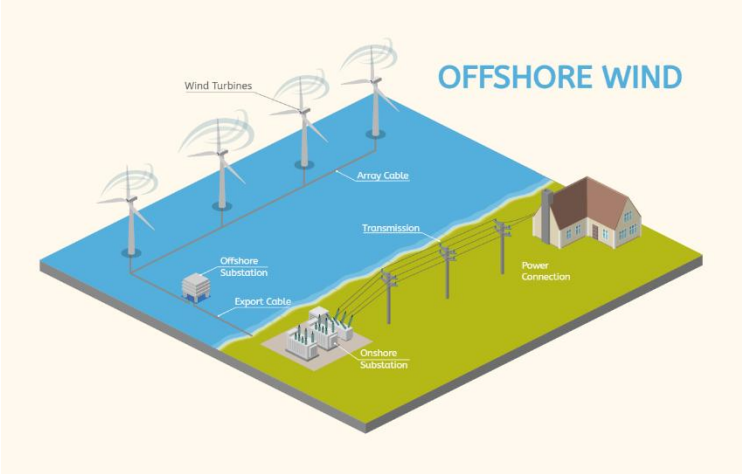
[1] These values reflect offshore infrastructure cost ranges only and should not be interpreted as full delivered-power cost estimates.
[2] In simple terms, learning-curve economics refers to the idea that costs decrease as more projects are built and experience increases, making processes more efficient over time (The MBA Institute).

Policies for development

Supportive policy frameworks are essential to attract developer and investor financing for offshore wind projects. Due to the high costs and investment risks associated with offshore wind development, governments may play a role by investing in transmission infrastructure, supporting stable electricity prices through long-term power purchase agreements, or providing other financial incentives. Governments may also directly invest in projects or subsidize the industry through lower royalties or pricing mechanisms such as feed-in tariffs. These measures can improve project viability and encourage private investment, particularly in regions where the offshore wind industry and supply chains are still developing.

At the same time, policy design must balance risk and opportunity for multiple stakeholders. Developers may choose to invest in regions with more predictable regulatory environments and stronger financial supports. Indigenous communities, governments, and developers therefore need to negotiate benefit agreements that balance economic opportunities with the risks and costs associated with offshore wind development, helping ensure the successful launch of a new industry in the region.

The Government of Canada is introducing a suite of clean economy investment tax credits, including the proposed 15% Clean Electricity Investment Tax Credit, to foster investment and provide greater certainty for key sectors. These measures support a competitive economy and sustainable growth, as outlined in Budget 2025.



Offshore wind in an Atlantic context

Strategic position

The Atlantic region's extensive coastline positions it to participate in the global offshore wind sector. National investment in offshore wind is projected to reach nearly $1 trillion by 2040, creating significant opportunities for the region to play a central role in the country's offshore wind industry. Appendix 3 provides details on the regional development landscape.

The Public Policy Forum further emphasized that the Atlantic region's offshore wind potential is exceptionally large and could transform the region into a major clean-energy producer, comparable to the role of oil in Texas or hydroelectricity in Québec. The Forum identified the Sable Island Bank as one of the most promising offshore wind sites globally. It estimated that this area alone could generate enough clean electricity to power nearly seven million average Canadian homes, nearly twice the total electricity consumption in the Atlantic region annually.

Constraints in US offshore wind development, including maritime regulations such as the *Jones Act* and limited vessel availability, create potential opportunities for Atlantic Canadian ports. Halifax (Nova Scotia) and Argentia (Newfoundland and Labrador) are well positioned to support key activities for US-based offshore wind projects. In Nova Scotia, the Port of Sheet Harbour and the Atlantic Canada Bulk Terminal in Sydney are already supporting US-based projects.

The Atlantic region has world-class offshore wind resources, featured by strong and consistent wind resources, particularly off the coasts of Nova Scotia and Newfoundland and Labrador. Average wind speeds at 120 metres turbine hub height consistently exceed 9-11 metres per second (m/s) and capacity factors in Atlantic Canada are 50-60%, among the highest globally. These coastal wind conditions are among the most favourable in the country for large-scale energy generation, positioning the region to lead the nation's offshore wind development, as highlighted by Natural Resources Canada.

The Government of Nova Scotia has highlighted several strengths that support offshore wind development, including:

- Strong and abundant offshore wind resources;
- Available land to support staging, fabrication and operations facilities;
- Established port infrastructure capable of supporting offshore construction and logistics;
- A capable and competitive supply chain and workforce; and
- Extensive experience in offshore and energy-related industries, including marine operations.

Many of these strengths extend across the Atlantic region, where similar coastal conditions, port assets and offshore expertise position the region to support large-scale offshore wind development.

Offshore wind potential varies across Atlantic provinces in scale, technology and development readiness. Table A summarizes these differences and each province's strategic role in future offshore wind development, drawing on the Atlantic Canada Offshore Wind Grid Integration and Transmission Study: Phase II report, led by Net-Zero Atlantic and conducted by Stantec.

Table A: Offshore wind potential and strategic positioning by Atlantic province

Province	Technical potential	Resource type	Key advantages highlighted	Possible role in deployment scenario (2050)
Newfoundland and Labrador	~473 GW	Predominantly floating wind (deep water)	- Largest resource in the Atlantic region - Strong potential for hydrogen and export market	~4–5 GW
Nova Scotia	~434 GW	Mix of fixed-bottom and floating	- Balanced and accessible resource - Significant capacity within designated Wind Energy Areas - Strong regulatory readiness	~9 GW (largest share)
New Brunswick	~37 GW	Mostly floating wind	- Smaller resource base - Less competitive scale in comparison to Nova Scotia and Newfoundland and Labrador	~2 GW
Prince Edward Island	~9.5 GW	Mostly fixed-bottom (shallow waters)	- Very limited scale - Not suitable for large expansion	~1 GW

Note 1: Values presented are scenario-based and reflect data and assumptions at the time of analysis. Actual deployment outcomes may vary. These estimates are for a 16.5 GW buildout scenario in total across the Atlantic region that was defined prior to Wind West project discussions. This table is not an estimate of maximum buildable offshore wind capacity by 2050.
Note 2: ~ means about or roughly.
Source: Net-Zero Atlantic

Potential economic benefits

Economic context of offshore wind in the Atlantic region

Offshore wind is expected to generate significant short-term economic benefits in the Atlantic region through higher employment and local spending than onshore wind projects, despite higher generation costs. The Atlantic Economic Council estimated that the development of about five GW of offshore wind, such as the scale proposed in Nova Scotia through seabed leasing targets, could support around 5,000 jobs nationally. This reflects the labour-intensive nature of offshore construction, marine logistics, and subsea installation and operations. More than 50% of offshore wind project spending is expected to flow to local firms, while ports such as Halifax, Argentia and the Port of Sheet Harbour are already supporting large US offshore wind projects.

Offshore wind investment is expected to deliver long-term economic and energy-system benefits in the Atlantic region, including stronger regional infrastructure and support for clean-energy industries. The Atlantic Economic Council estimated that the capital spending on wind energy projects between 2024 and 2030 is estimated at nearly $15 billion, including about $7 billion in offshore wind investment related to hydrogen production[3], grid integration and electricity exports. More than $5 billion of this spending is expected to occur in the region, supporting local supply chains, community economic activity, and long-term energy security and decarbonization objectives.

Realizing these benefits will also require complementary investments in transmission and grid reliability, which may raise electricity prices in the short term but lower and stabilize costs over time by enabling greater use of low-cost renewable energy.

Interprovincial infrastructure such as the NS–NB intertie illustrates the type of transmission investment needed to integrate new offshore generation, support electricity exports and enhance regional system resilience. The Eastern Energy Partnership is an agreement among Atlantic Premiers to advance interregional transmission and strengthen regional energy systems. In parallel, Clean Grid Atlantic is a proposed private-sector initiative aimed at building transmission infrastructure to support large-scale clean energy development across the region. Natural Resources Canada will provide almost $5 million to Net Zero Atlantic for the Data Analysis and Modelling for Atlantic Offshore Wind and Transmission project.

[3] Some hydrogen-related projects in Newfoundland and Labrador have stalled.

Economic impact of offshore wind in the Atlantic region

Offshore wind development can generate significant economic impacts at both the national and provincial levels, including job creation, gross domestic product (GDP) contributions and public revenues. Deloitte's economic impact assessment of EverWind Fuels' Point Tupper project provides an example of these impacts during construction and operations. The study underscores a robust basis for assessing near-term economic contributions and for evaluating the enabling conditions that would support future offshore wind development. An ongoing impact study by Net Zero Atlantic is also examining the socioeconomic impacts of offshore wind development in Nova Scotia, further contributing to the evidence base as the sector evolves.

Construction of phases one and two are expected to generate substantial one-time economic impacts at the provincial and national levels. Nearly $14 billion in capital expenditure is projected to contribute about $9.4 billion to Canada's GDP and support close to 47,000 full-time equivalent (FTE) jobs over the construction period. Nova Scotia is expected to capture a significant share of these impacts, with an estimated $5.2 billion contribution to GDP and nearly 22,100 FTE jobs, reflecting the province's anticipated role in large-scale energy infrastructure development.

Once operational, phases one and two are expected to generate sustained annual economic benefits. Deloitte estimates that ongoing operations would contribute close to $1.5 billion per year to the nation's GDP and support almost 4,000 FTE jobs countrywide. Annual operational impacts are projected at about $1.4 billion in GDP and over 3,000 FTE jobs, in Nova Scotia. Operations are also expected to generate recurring labour income of over $200 million annually at both the national and provincial levels, alongside annual government revenues of nearly $145 million across the nation, including about $125 million in Nova Scotia.

In Nova Scotia, projections further illustrated the scale of potential economic impacts. Testimony before a Nova Scotia Legislative Assembly Committee (January 27, 2026) highlighted that up to five GW of offshore wind could support about 5,000 construction jobs and 2,000 permanent operational jobs. The province has introduced a levy on offshore wind developers of $7,000 per MW of installed capacity, which could generate up to $35 million in annual revenues depending on total deployment. Achieving this scale would require major transmission investment, including about $20 billion to support projects such as Wind West and enable electricity exports.

Additional project-level assessments reinforce these findings. Jupia Consultants' economic impact assessment of the Exploits Valley Renewable Energy Corporation (EVREC) project similarly estimates the expected construction and operational impacts of a proposed large-scale green hydrogen and onshore wind development in Newfoundland and Labrador. The scale and structure of the investment provide a relevant benchmark for offshore wind development, although the project itself is based on onshore wind generation.

The EVREC project is expected to involve nearly $12 billion in capital investment. Construction activities will contribute about $1.4 billion to provincial GDP and support nearly 11,000 FTE person-years of employment in Newfoundland and Labrador. Annual operations would contribute close to $190 million to provincial GDP and support more than 600 long-term FTE jobs, while generating sustained labour income and household spending over an expected 34-year operating life.

The scale of investment alone does not determine local economic benefits, as supply chain limitations may constrain value capture within a province. While total capital investment in offshore wind can reach up to $70 billion, Nova Scotia is currently positioned to capture only a portion of this value (about $330 million to $5.6 billion). On the other hand, floating offshore wind may offer greater opportunities for local participation and cost efficiencies, aligning more closely with existing regional capabilities. These factors suggest that economic outcomes will depend not only on project scale, but also on the development and integration of local supply chains.

Estimated economic impacts from large-scale renewable energy projects in development provide a clear benchmark for assessing offshore wind potential. Projected construction and operational phases show that the region can mobilize significant capital investment, support large construction workforces and sustain long-term operational employment. Offshore wind development would be expected to generate comparable or greater economic impacts, given its higher capital intensity. It would also build on existing workforce capacity, port and logistics infrastructure, and regional supply chain capabilities identified in Marine Renewables Canada's supply chain assessment.

Infrastructure and supply chain readiness

Port infrastructure and regional readiness

The region's readiness for offshore wind development is reinforced by the Net Zero Atlantic assessment of Atlantic ports, which identified port infrastructure as a critical enabler of offshore wind development. The study highlighted ten ports across Nova Scotia, New Brunswick, and Newfoundland and Labrador with the potential to serve as primary offshore wind hubs supporting one or more functional roles, including:

- Fixed-bottom marshalling;
- Floating staging and integration;
- Floating foundation assembly;
- Floating combined foundation assembly; and
- Staging and integration.

While targeted upgrades—such as expanded laydown areas, enhanced heavy-lift capacity and improved deep-water access—would be required at many locations, the assessment found these gaps to be strategic and manageable within the primary port roles assessed[4]. Additional details on individual ports are provided in Appendix 4. Importantly, offshore wind–ready ports could anchor regional supply chains, support skilled employment and position the Atlantic region to serve both domestic projects and export supply chains. These export opportunities include emerging offshore wind markets in Brazil and Latin America, as well as US projects influenced by *Jones Act* vessel constraints.

[4] Findings are based on assumed installation scales and timelines (e.g., 1 GW projects, with typical fixed-bottom and floating installation rates).

Existing supply chain and inclusive participation

A supply chain analysis by Marine Renewables Canada interviewed more than 1,000 regional firms and found that roughly 21-28% already have products, services or experience directly applicable to offshore wind supply chain. Many more firms provide products or services similar to those applicable to offshore wind supply chains. These include:

- Marine operations;
- Fabrication;
- Logistics;
- Engineering; and
- Environmental services.

This underscores the region's ability to build on existing industrial strengths rather than develop an entirely new sector from the ground up.

Opportunities for Indigenous participation was also underscored in the Marine Renewable Canada study. About 8% of firms with offshore wind supply chain potential are Indigenous-owned, while a broader 16% are Indigenous- or diverse-owned. Indigenous businesses were identified as well positioned to contribute through land and ocean stewardship expertise, community engagement and potential equity participation in offshore wind projects.

These findings align with an earlier analysis by the Atlantic Economic Council, which identified renewable energy as a key sector for Indigenous partnerships and growth in the Atlantic region. To date, many Indigenous partnerships in the region have been concentrated in onshore wind development, suggesting a strong foundation for expanding collaboration into offshore wind.

Indigenous participation in offshore wind

Policy context

The regional offshore wind assessments for Newfoundland and Labrador and Nova Scotia emphasize the inclusion of Indigenous perspectives as essential to responsible project planning and decision-making. These approaches align with broader reconciliation commitments, including the Truth and Reconciliation Commission's Call to Action 92, which calls on the corporate sector to adopt the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a framework for reconciliation.

UNDRIP emphasizes Indigenous self-governance, self-determination and economic self-sufficiency, including meaningful participation in decisions affecting lands, waters and natural resources.

The assessments recognize most Indigenous Peoples, as having deep cultural, social and economic ties to marine and coastal environments. These rights extend to both onshore and offshore areas and include treaty rights and the duty to consult in offshore wind development, as reflected in Section 18.1 of the *Canada–Nova Scotia Offshore Petroleum Resources Accord Implementation and Offshore Renewable Energy Management Act*. They call for the integration of Indigenous knowledge to inform baseline conditions, impact assessment and mitigation measures.

While approaches across the Atlantic region continue to evolve, our previous Economic Reconciliation research highlights the importance of aligning development with the principles of UNDRIP to support meaningful participation and rights-based decision-making.

Mi'kmaq Ecological Knowledge Studies provides reports that help inform project development decisions by documenting Mi'kmaq traditional knowledge, resource use and culturally significant places from a Mi'kmaw perspective. The Unama'ki Institute of Natural Resources represents the five Mi'kmaw communities of Unama'ki (Cape Breton) in natural resource management and environmental stewardship.

Early regional planning incorporates Indigenous participation through structured engagement, knowledge advisory processes, and rights-based frameworks such as Etuaptmumk (Two-Eyed Seeing)[5] and Netukulimk[6]. This approach lays the foundation for meaningful involvement in offshore wind development. This early integration creates opportunities for Indigenous participation in project design, governance and consultation. It also supports the identification of long-term economic and community benefits as offshore wind development advances.

Early community engagement and capacity-building efforts led by Net Zero Atlantic, in partnership with the Confederacy of Mainland Mi'kmaq (CMM) and the Unama'ki Institute of Natural Resources, also contributed to early-stage participation in offshore wind planning (2022–2025). Funded in part through Natural Resources Canada's Smart Renewables and Electrification Pathways Program (SREP), these partners provided accessible, evidence-based information and facilitated two-way dialogue to support inclusive and sustainable offshore wind development. This work offered an opportunity for communities to build understanding and participate meaningfully before major planning and regulatory decisions are made. Net Zero Atlantic's 2024 What We Heard Report consolidated the questions, concerns, and insights shared by rural and Mi'kmaw communities, providing decision-makers with clear documentation of community-identified priorities and information needs.

Our 2025 Indigenous Economic Reconciliation report highlights the importance of aligning major development projects with the principles of UNDRIP. This includes ensuring meaningful Indigenous participation in decision-making and respect for Indigenous rights. It also emphasizes creating economic opportunities through workforce development and partnership structures.

In this context, maximizing the economic potential of offshore wind for Atlantic Indigenous communities and businesses can contribute to Economic Reconciliation in the region. Strengthening Indigenous participation in emerging sectors through equity involvement, supply chain opportunities and long-term partnerships will be important. Capacity building through training and skills development will help Indigenous businesses and communities benefit from the emerging offshore wind industry.

[5] Two-Eyed Seeing (Etuaptmumk in the Mi'kmaw language) is a concept that brings together Indigenous and Western worldviews to consider issues from multiple viewpoints.
[6] Netukulimk is a Mi'kmaq concept that emphasizes the sustainable and respectful use of natural resources to support community well-being and long-term environmental balance.

Indigenous engagement in US offshore wind

In the United States, the Mashpee Wampanoag Tribe in Massachusetts signed a Tribal Benefit Agreement with Vineyard Offshore. The agreement supports workforce training, education and community funding, while project plans include early engagement and workforce pipeline development. This model focuses on capacity building and supply chain readiness rather than equity ownership or revenue-sharing.

A second example from California shows how engagement is structured at the project level. The Canopy Offshore Wind project established a Tribal Communication Plan that supports early and ongoing consultation with Tribal Nations, including workforce discussions and input on project development. The approach emphasizes relationship-building and the integration of Tribal knowledge into planning and decision-making.

Indigenous engagement in the US offshore wind is implemented through formal consultation processes and continuous communication across project stages. Federal frameworks require government-to-government consultation, supported by early engagement, information sharing and collaboration with Tribal Nations. This approach emphasizes trust, respect and the incorporation of Indigenous perspectives into decision-making over time.

Indigenous engagement in Australia offshore wind

Australia has established a legislative framework that regulates offshore renewable energy development while recognizing Indigenous rights in marine areas. The *Offshore Electricity Infrastructure Act* 2021 creates the licensing regime for offshore renewable energy projects in Commonwealth waters, including offshore wind, through feasibility, commercial and transmission licences in designated offshore areas. The *Native Title Act* 1993 recognizes Indigenous rights in land and waters, including "sea country," and provides a legal basis for consultation and participation when offshore energy projects affect Indigenous communities.

Australia's First Nations Clean Energy Strategy 2024–2030 also prioritizes workforce development to support Indigenous participation in the clean energy transition. The strategy highlights the need to expand training, skills development and employment opportunities for First Nations workers in areas where large clean energy projects are planned. These include Renewable Energy Zones, offshore wind areas and hydrogen hubs. It also encourages governments, developers and training institutions to coordinate workforce programs and integrate employment and training into clean energy projects.

Project-level agreements further illustrate how offshore wind developers engage with Indigenous communities. The Gunaikurnai Land and Waters Aboriginal Corporation signed an engagement agreement with the developers of the proposed Blue Mackerel offshore wind project in Victoria. The agreement supports early Indigenous participation during the feasibility stage and provides resources for community engagement, cultural heritage protection, employment pathways and long-term economic participation.

Equity and financing

Offshore wind development can create opportunities for Indigenous equity ownership through financing and partnership arrangements that support Indigenous participation. Indigenous communities and organizations may participate through various partnership models, including equity investments, joint ventures, limited partnerships, and mutual benefits agreements.

Several large-scale energy projects have already adopted shared equity structures that recognize Indigenous communities as long-term partners. The following examples illustrate how this approach has been applied in practice.

- **EverWind Fuels**
  - The Point Tupper Green Fuels Project in Nova Scotia is a clean energy initiative that will produce green hydrogen and ammonia using new wind power. The project is expected to generate long-term economic and technical benefits for the region. It is being developed in partnership with Mi'kmaw First Nations, including Paqtnkek, Potlotek and Membertou. These partnerships include shared equity and benefits agreements that support Indigenous ownership, training, employment and procurement.

- **Wasoqonatl intertie project**
  - The CIB is supporting the Wasoqonatl intertie, a 160-kilometre transmission line linking Nova Scotia and New Brunswick, to improve grid reliability and enable clean power trade between the provinces. The CIB is providing $54 million in equity loans to support ownership stakes for Mi'kmaw communities in Nova Scotia and Mi'gmag communities in New Brunswick. The project strengthens interprovincial electricity capacity while advancing Indigenous participation in major clean energy infrastructure.

- **Argentia Renewables project**
  - The Argentia Renewables project in Newfoundland and Labrador is a wind-to-hydrogen development at the Port of Argentia. Indigenous participation currently focuses on engagement, employment, and contracting, with potential to expand as the project advances.

- **Battery energy storage project**
  - The Trenton Battery Energy Storage Project in Nova Scotia is a grid-scale clean energy initiative designed to support renewable power integration and enhance grid reliability. The project is being developed at a single primary location near Trenton by NRStor Trenton Energy Storage GP Inc., with an equity partnership that includes Wskijinu'k Mtmo'taqnuow Agency Ltd., which represents 13 Mi'kmaw communities.

- **Novaporte offshore wind port**
  - The Novaporte project in Sydney, Nova Scotia plans to develop Canada's first offshore wind marshalling port. The facility will support offshore wind assembly, logistics and port operations, as well as recycling and decommissioning activities over the project lifecycle.

  - The project includes an equity partnership with Membertou First Nation, providing Indigenous participation in ownership and long-term economic benefits. Offshore wind activity at the port could generate employment, local spending and community revenues through equity participation. This could be reinvested in infrastructure, housing and broader economic development opportunities.

Financing and support programs

The federal government has introduced programs intended to increase Indigenous access to capital and support participation in equity partnership in major projects. Up to $10 billion in loan guarantees is available through the Indigenous Loan Guarantee. Delivered by the Canada Indigenous Loan Guarantee Corporation, the program reduces financing risk and borrowing costs for Indigenous investors. These measures are designed to facilitate Indigenous ownership stakes in large-scale developments.

At the provincial level, additional financing approaches illustrate how Indigenous loan guarantees can be structured. Ontario and Alberta have established programs providing up to $3 billion each to support Indigenous equity participation in major projects. In contrast, several provinces outside the Atlantic region, including Quebec, Manitoba, Saskatchewan and British Columbia, have established provincial Indigenous loan guarantee programs to support equity participation in major projects. No equivalent programs currently exist in the Atlantic region, highlighting a gap in financing tools for offshore wind development and other large-scale investments that can support Economic Reconciliation.

The Green Transition Fund in Newfoundland and Labrador targets the greening of commercial operations in traditional sectors and development of new opportunities related to the growth of a green economy. The program supports research and development projects related to green transition and green economy supply chain improvement. It also includes streams for projects led by Indigenous and rural proponents that are focused on a green economic transition.

Indigenous Services Canada's Community Opportunity Readiness Program (CORP) supports Indigenous communities in advancing the early stages of economic and energy projects by funding planning, feasibility studies, and environmental assessments and business readiness activities. CORP has supported renewable energy initiatives in the Atlantic region by helping communities build the institutional and technical capacity needed to engage with proponents, secure financing and participate meaningfully in large-scale energy developments.

The Indigenous Infrastructure Program, delivered through the CIB, supports Indigenous-led infrastructure projects through flexible financing and advisory services. The program has two funding streams. The Indigenous Community Infrastructure Initiative provides low-cost, long-term loans covering up to 80% of project costs, typically between $5 million and $100 million. The Indigenous Equity Initiative supports ownership participation by offering loans of $5 million to $100 million, covering up to 90% of an Indigenous group's equity stake.

Federal policy also supports offshore wind through broader clean energy incentives. Clean economy Investment Tax Credits provide refundable credits covering a portion of capital costs, improving project viability and attracting investment. At the same time, other measures may increase costs. For example, a 25% tariff on certain imported steel products used in energy infrastructure could raise construction costs where domestic supply is limited. Together, these factors highlight the importance of aligning incentives with supply chain conditions to support cost-competitive offshore wind development.

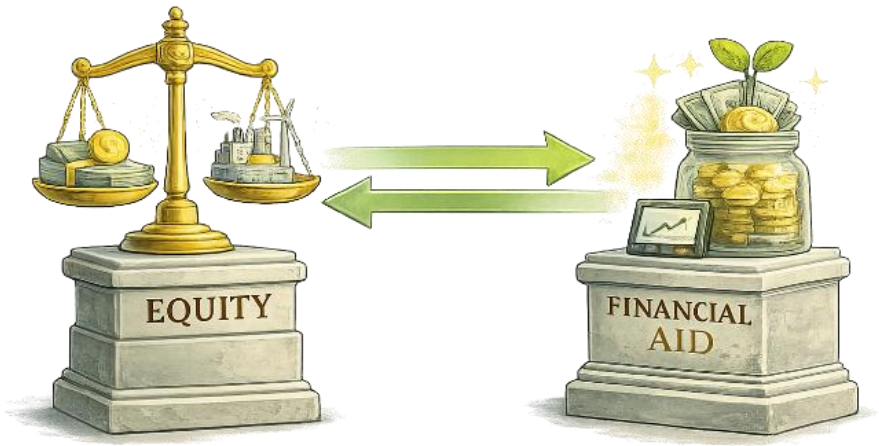
While these programs play an important role in enabling Indigenous equity participation in large-scale projects, access to financing alone may not be sufficient to support full participation in offshore wind development. Indigenous-led organizations such as the Ulnooweg Development Group and the Joint Economic Development Initiative (JEDI) help address financing and capacity gaps through business support, access to capital and training programs. However, additional targeted supports may still be needed to build capacity and improve Indigenous access to offshore wind procurement opportunities as the sector develops.

The federal government is also supporting clean electricity expansion in New Brunswick to ensure affordable, reliable and low-carbon power as demand grows. It has committed up to $1 billion in support for Indigenous-led wind projects through the CIB's Clean Power, and Indigenous Equity Initiative and Natural Resources Canada's SREP. This funding supports wind capacity development, technical participation and direct benefits for multiple Mi'kmaw Nations.

The SREP supports early-stage development activities that Indigenous communities often cannot fund independently, such as feasibility studies, grid integration planning and technical assessments. The program helps Indigenous communities transition from prospective participants to informed equity partners and supply chain actors as offshore wind development advances.

The First Nations Finance Authority (FNFA) further supports Indigenous equity participation by providing access to affordable long-term financing for community and economic development projects. FNFA raises capital through pooled borrowing and bond issuance, offering lower interest rates and flexible terms than conventional loans. This approach helps First Nations finance infrastructure, housing and economic enterprises, including participation in energy and public-private partnership projects.

Wataynikaneyap Power in Ontario is a majority First Nations–owned electric utility developing transmission infrastructure to connect remote communities to the grid. It has improved reliability, reduced diesel use, and generated long-term revenues. The First Nations Major Projects Coalition highlights that such utilities enable participation across the electricity value chain. This model could allow First Nations in offshore wind to act as power purchasers or aggregators through purchasing power agreements, securing access to clean electricity and stable revenues.



Supply chain participation

Indigenous businesses in the Atlantic region are well positioned to support regional energy supply chains. Many Indigenous communities have strong links to coastal and rural economies and bring relevant capabilities that align with offshore wind development.

Evidence from the Canadian Association of Petroleum Producers (CAPP) highlights the range of Indigenous participation across energy supply chains. Indigenous-owned businesses operate in areas including:

- Construction;
- Transportation;
- Environmental services;
- Equipment support; and
- Camp operations.

In some sectors, especially the oil sands, procurement from Indigenous businesses reaches billions of dollars each year. This reflects sustained and large-scale involvement.

The CAPP report stresses that this supply chain participation delivers real economic outcomes. It supports Indigenous employment, builds long-term business capacity and generates stable revenues for communities. CAPP presents Indigenous procurement as evidence that economic inclusion is working and as a core element of effective Environmental, Social and Governance performance that also strengthens project delivery.

A British Columbian natural gas supply chain report showed the upstream energy sector spent about $11 billion between 2018 and 2024, supporting economic activity across roughly 120 municipalities and Indigenous communities. Indigenous-affiliated suppliers played a growing role in this spending. Over 135 Indigenous-affiliated businesses provided over $800 million in goods and services, and the number of Indigenous vendors increased by more than 50% over that period. This evidence reinforces

that Indigenous participation in energy supply chains delivers real economic value, expands business opportunities, and builds capacity.

Natural gas projects in British Columbia show clear Indigenous participation through partnerships. LNG Canada was developed in the traditional territory of the Haisla Nation, which is involved through agreements, contracting, and long-term economic participation. Bridgemans Services partnered with the Haisla Nation and other local First Nations on marine infrastructure, including tug berth construction, through joint project delivery.

Some organizations in the ocean economy are signatories to the United Nations Global Compact's Sustainable Ocean Principles, which promote responsible business practices in ocean industries. Principle 7 emphasizes respect for Indigenous Peoples' rights. Recognizing Indigenous and treaty rights across offshore wind supply chains is therefore consistent with emerging international standards for sustainable ocean development.

Infrastructure opportunities and challenges

Port and marine infrastructure

Port and marine infrastructure drive offshore wind development by enabling construction, logistics and long-term operations. Regions with sufficient port capacity and marine access can capture significant industrial and supply chain benefits. However, limited port readiness remains a key constraint, including insufficient laydown space, lack of infrastructure for floating wind, and reliance on specialized vessels from international markets, which increases costs and delays.

Transmission and energy infrastructure

Transmission infrastructure is essential to scaling offshore wind and delivering power to market, as grid expansion and new connections improve system reliability and support long-term clean energy supply. However, key gaps remain, including the lack of offshore-to-shore links, high capital costs, and grid bottlenecks, which delay project development and increase uncertainty.

Transportation and logistics infrastructure

Persistent infrastructure constraints continue to restrict supply chain access and workforce availability, such as:

- Inadequate road conditions;
- Limited capacity for oversized components;
- Weak rail integration; and
- Airport limitations.

Workforce development

Workforce potential and job demand

Indigenous workforce participation is a key factor in building the human capital required for offshore wind development. Many Indigenous communities are located near coastal project areas and include workers with experience in technical, operational and marine-related roles. Expanding access to targeted training supports Indigenous entry into skilled trades and technical roles. It also enables participation across construction and operations phases and helps address regional labour shortages in emerging offshore wind markets.

Offshore wind development can generate high-quality jobs across the project lifecycle. These include skilled trades, technical occupations and professional roles in areas such as engineering, marine operations and long-term maintenance. The US Offshore Wind Workforce Assessment highlights the strong demand for these roles.

Many offshore wind jobs rely on transferable skills from existing industries. Workers from offshore oil and gas, fisheries and construction, among others, can transition into offshore wind roles. Programs such as Helmets to Hardhats support military personnel in moving into construction and infrastructure careers relevant to offshore wind development.

Education and training pathways

Education and training institutions also support these pathways. Programs such as Nova Scotia Community College's (NSCC's) Nautical Institute marine training program and Holland College's Wind Turbine Technology program provide industry training, that builds skills for wind and marine-related employment. The College of the North Atlantic in Newfoundland and Labrador also offers a Wind Turbine Technician program. Comparable programs are available across the Atlantic region, including at New Brunswick Community College (NBCC) and NSCC, reflecting a region-wide foundation for wind energy workforce development.

The NSCC offers the A'paqt (Marine) Training program, funded through Transport Canada's Oceans Protection Plan, which supports women and Indigenous Peoples pursuing marine careers through targeted training. Eligible students may also access bursaries such as the Ocean Dream Award, which can cover up to 90% of program costs for certain marine programs.

Hanwha Q Energy France signed a memorandum of understanding (MOU) with NSCC and The PIER in Halifax to support offshore wind workforce training, research and innovation. These partnerships aim to strengthen regional skills development and prepare the local workforce for future offshore wind projects in Nova Scotia.

Education pathways play a critical role in sustaining long-term workforce development. Dalhousie University's Indigenous Pathways Program, for example, supports Indigenous students in pursuing education in fields such as engineering. Offshore wind development will require skills in areas including electrical, marine and mechanical engineering. This underscores the importance of these pathways in building long-term workforce capacity.

Early exposure initiatives also help build future workforce pathways. The Ulnooweg Oceans Camp summer program introduces Indigenous youth to marine science and traditional knowledge of the oceans, helping foster interest in ocean-related careers at an early stage.

Additional initiatives also support early exposure to ocean-related careers. Partnerships involving the Marine Institute at Memorial University, Canadian Geographic, Miawpukek Horizon and Mi'kmaw organizations have helped introduce Indigenous youth to ocean-based careers through culturally grounded and experiential learning opportunities.

Indigenous workforce programs and supports

The Indigenous Career Pivot Program 3.0 provides wage subsidies and training for Indigenous workers entering the ocean sector. It is delivered through a partnership between Workforce Warriors and Canada's Ocean Supercluster. The program was initially designed to support 27 placements over three years and has facilitated about 25 placements in full employment or recruitment stages. These roles span multiple ocean-sector industries with an average salary of approximately $85,000. Participants come from across Canada, including British Columbia, Newfoundland and Labrador and northern regions. About 60–68% of participants are women or gender-diverse, and roughly 58% are employed by Indigenous businesses. The program also reports full participant retention to date.

The Indigenous Skills and Employment Training Strategy is a clear example of this approach. The strategy funds Indigenous-led organizations to deliver training aligned with local and regional labour market needs, including trades and technical skills. It is designed to reduce employment gaps, support long-term career pathways and increase Indigenous participation in growing sectors. Offshore wind development can build on this framework to expand skills and support long-term Indigenous employment.

Regional organizations also support Indigenous workforce development. The JEDI offers programs that prepare Indigenous workers for skilled trades and professional careers. These include the Apprenticeship and Trades Awareness program, which introduces participants to career opportunities in the skilled trades, and the Indigenous Internship program, which provides work placements and professional experience with employers across New Brunswick. These initiatives help strengthen workforce readiness and expand pathways for Indigenous participation in emerging sectors.

Industry initiatives further support Indigenous workforce development. Electricity Canada members promote Indigenous hiring and training through targeted programs, partnerships and employment pathways in the electricity sector. This helps increase Indigenous participation in skilled trades and technical roles and strengthens workforce capacity.

Federal support and scalable models

The federal Skills and Partnership Fund (SPF) supports Indigenous-led, demand-driven training partnerships and can directly enable workforce development for emerging sectors such as offshore wind. SPF prioritizes the green economy and has funded Indigenous training initiatives linked to clean and renewable energy, including projects in the Atlantic region. For example, SPF funding has supported the Indigenous Energy Project in Nova Scotia, which delivers training and employment supports for Indigenous workers entering clean and renewable energy sectors.

The Labrador Aboriginal Training Partnership (LATP) is a best-practice example in Indigenous workforce development collaboration. The partnership has successfully delivered industry-specific training aligned with large resource projects, helping thousands of Indigenous participants access employment by matching training to employer demand. Replicating similar training partnerships for offshore wind development would open pathways for greater inclusivity, skills advancement and long-term Indigenous participation in the sector.

Building on this model, LATP delivers a range of training programs aligned with offshore wind workforce needs, including:

- Powerline technician;
- Instrumentation and control technician;
- Heavy equipment operator;
- Metal fabrication and welding;
- Industrial mechanic (millwright);
- Engineering technology; and
- Industrial electrician.

The program is further strengthened by integrated wrap-around supports that reduce barriers to participation and improve completion outcomes. A full list of eligible training programs is provided in Appendix 5.

Participant insights and priorities

Participant insights

Participant insights

We conducted 43 in-depth interviews with 52 participants across the Atlantic region. Interview participants included:

- Regional Chiefs and First Nations Chiefs;
- Indigenous business leaders;
- Economic development officers;
- Offshore and onshore wind developers;
- Offshore and onshore wind suppliers;
- Offshore energy regulators; and
- Industry associations.

In addition, about eight participants from across the Maritimes and Gaspé region attended a roundtable on offshore wind held on February 17, 2026, in Millbrook, Nova Scotia. The study incorporates input from 60 participants in total, including those who participated in the interviews and the roundtable discussion.

Industry opportunities and context

Indigenous organizations and regional institutions in the Atlantic region are already active participants in the energy transition. Participants highlighted experience across a range of sectors, including:

- Onshore wind;
- Hydrogen;
- Oil and gas;
- Port operations;
- Environmental assessment; and
- Community-scale clean energy.

Participants emphasized that this depth of involvement positions offshore wind not as a new or isolated sector, but as a natural extension of a broader net-zero transition. This also underscored that the long development timelines associated with offshore wind provide Indigenous communities with the opportunity to plan strategically, build capacity and engage on their own terms.

It was noted that the economic impact of offshore wind in the Maritimes will be strongest during construction and installation, driven by demand for marine logistics, port services and technical expertise. They highlighted that environmental, engineering and regulatory services are required from the outset and throughout the project lifecycle. In the near term, participants indicated that Indigenous participation is most likely to emerge through smaller-scale fabrication, staging and maintenance activities rather than large-scale manufacturing.

Over the longer term, offshore wind offers opportunities across the full project lifecycle, from planning and construction to long-term operations and maintenance. Decommissioning may also create future opportunities related to site restoration and marine services, drawing on experience from major remediation efforts such as the Sydney Tar Ponds cleanup and the Boat Harbour Remediation Project.

Infrastructure and workforce capacity

Participants noted that, despite strong opportunities, offshore wind development in the Atlantic region faces several capacity constraints. Limits in port space, crane capacity, and deep-water infrastructure were identified as key challenges. Transmission was seen as the most critical bottleneck, as limited grid and export connections constrain project viability and the scale of Indigenous participation.

Workforce readiness was also identified as a major challenge. Participants highlighted shortages in several key occupations, including:

- Crane operators;
- Truck drivers;
- Skilled marine construction labour;
- Construction trades (e.g., electricians, welders, project managers);
- Technical roles such as sonar and scanning operators;
- Engineering roles; and
- Heavy equipment operators.

These shortages are compounded by an aging workforce and the rural and remote location of many Indigenous communities.

Addressing these gaps will require targeted offshore training alongside broader skills development. Participants also stressed the importance of culturally grounded, community-based programs with wraparound supports to strengthen participation, retention and long-term career outcomes.

Capacity building must precede formal participation targets. Without early investment in skills development, business readiness and institutional capacity, Indigenous organizations may face challenges meeting equity, procurement and employment expectations.

Mesgi'g Ugju's'n Wind Farm

A total of 110 Mi'gmaq workers were successfully trained to support operations at a Quebec wind farm, underscoring early and sustained workforce development importance. This outcome was enabled through a partnership between Mi'gmawei Mawiomi Business Corporation (MMBC) and East Coast Wind. MMBC holds a 51% ownership in the Mesgi'g Ugju's'n Wind Farm in Gaspesie, while East Coast Wind provides maintenance services, including mechanical, and electrical and blade servicing.

Workforce development and collaboration

Participants emphasized that early collaboration between Indigenous training organizations and offshore wind developers is essential. Clear communication of job roles, certification requirements, and project timelines allows training programs to align with workforce demand and reduces risk for trainees through hiring commitments and internships. A ranked summary of the skills and training priorities identified during interviews is provided in Appendix 6.

It was noted that training delivered within or near communities improves retention by respecting cultural context and reducing barriers related to travel, housing and family responsibilities. Indigenous training organizations were described as key intermediaries, helping map community skills and support developers in structuring accessible procurement and workforce plans. This collaboration can shift Indigenous participation from short-term labour supply toward long-term workforce and business integration in the offshore wind sector.

Indigenous supply chain and equity

Participants indicated that Indigenous institutions representing multiple communities —such as APC, JEDI and the CMM —are primarily interested in advisory and coordination roles rather than direct manufacturing. These include:

- Environmental assessment and monitoring;
- Integration of Indigenous knowledge;
- Community engagement and regional coordination; and
- Guidance on Indigenous rights and coastal impacts.

These roles position Indigenous organizations as trusted partners throughout project development and operations. They also noted that Indigenous businesses and communities are well positioned to supply a range of services, infrastructure, and skilled labour aligned with existing strengths, mainly in:

- Port and marine services;
- Construction and transportation;
- Accommodation and catering;
- Safety and security; and
- Long-term operations and maintenance.

Indigenous fishing fleets and maritime companies bring relevant offshore experience, while Indigenous-led monitoring can support project permitting and compliance.

Participants underscored equity ownership and joint ventures as important pathways for long-term participation and sustained revenue. Realizing these opportunities will require accessible financing, clear procurement frameworks and early engagement with communities.

Developing Indigenous supplier directories and business databases would support early engagement by allowing developers to identify Indigenous partners at early stages. Industry events and trade shows can further strengthen collaboration across developers, suppliers and governments.

Community readiness and benefits

A strong network of Indigenous organizations already supports offshore wind readiness across the Atlantic region. Organizations positioned to contribute include:

- Wskijinu'k Mtmo'taqnuow Agency Ltd.;
- Membertou First Nation;
- Mi'kmaw Economic Benefits Office;
- Kwilmu'kw Maw-klusuaqn Negotiation Office;
- Ulnooweg Development Group;
- Glooscap Energy/Ventures;
- CMM;
- Unama'ki Institute of Natural Resources; and
- Regional governance and advocacy bodies such as the APC and the Assembly of First Nations.

These organizations already play an important role in preparing the region for offshore wind development. Their work ranges from environmental stewardship and community engagement to workforce development and economic coordination.

Participants emphasized that offshore wind could deliver meaningful community benefits in both the short and long term. Early development may create jobs, training opportunities, and local business activity. Equity participation and operations employment could provide stable revenue over time that supports broader community priorities and economic self-determination. Respondents noted that stronger coordination, earlier engagement and clearer information from developers will be essential to enable sustained Indigenous participation.

Policy support and enabling conditions

Participants noted offshore wind development will require strong financial and policy support. Key enabling supports include:

- Investment tax credits;
- Indigenous loan guarantees;
- Infrastructure financing through institutions (e.g., CIB); and
- Targeted training and workforce programs.

At the same time, several gaps remain:

- Limited provincial equity financing;
- Insufficient port and transmission infrastructure; and
- Procurement bonding requirements limit Indigenous participation because the federal *Indian Act* restricts the use of on-reserve property as collateral under Section 89.

Financial support mechanisms can accelerate offshore wind development. In Taiwan, projects have been supported through feed-in tariffs and partial loan guarantees for lenders, reducing investment risk and supporting project financing.

Participants emphasized that policy frameworks must move beyond voluntary measures. Indigenous participation should be embedded in project agreements and supported by clear reporting and enforcement. Early Indigenous inclusion, alignment with UNDRIP and stronger regional coordination were identified as essential for long-term success.

Embedding local-content requirements in offshore renewable legislation may create trade risks under international agreements. Taiwan's minimum local-content rule was revised following a World Trade Organization challenge from the European Union, highlighting the need to balance participation objectives with trade obligations.

Policy priorities

A roundtable workshop was held on February 17, 2026, in Millbrook, Nova Scotia to explore opportunities for Indigenous participation in offshore wind development. Participants represented a range of organizations and self-identified varying levels of familiarity with offshore wind, from limited to advanced.

Participants generated and prioritized ideas to support Indigenous participation in the sector. These ideas are summarized in the table below and are intended to inform future consideration rather than represent finalized recommendations or expert consensus.

Theme	Ranking type	Rank	Key priority
Industry opportunities	Sequential	1st	Identifying key partners
	Sequential	2nd	Band-owned and Indigenous-owned business opportunities
Capacity and workforce needs	Sequential	1st	Early training to prepare workers for job opportunities, including gaining experience working abroad in offshore wind
	Sequential	2nd	Strengthening capacity within communities to participate in the offshore wind supply chain
	Sequential	3rd	Training programs in priority occupations and safety to support the offshore wind sector
	Not ranked	-	Emerging renewable energy projects onshore are creating additional resources and capacity for participation and investment in other sectors, like construction
	Not ranked	-	Career and job opportunities
	Not ranked	-	Providing funding for investment
	Not ranked	-	Identifying and acquiring a tidewater location for land-based assembly
	Not ranked	-	Planning for a large-scale Indigenous equity investment in NS Power, such as onshore transmission
Indigenous supply chain roles	Sequential	1st	Training, development and capacity for key offshore wind roles
	Sequential	2nd	Prioritizing raw materials and products that First Nations can provide, based on first and fair preference under benefits plans
	Sequential	3rd	Understanding all supply chain opportunities
Knowledge and community benefits	Equal	-	Funding support for community engagement and information sharing
	Equal	-	Clean energy investments based on Indigenous stewardship of the land
	Equal	-	Reinvestment opportunities to build revenue and capacity
	Equal	-	Aligning benefit plans with community goals
	Not ranked	-	Nationhood-building
	Not ranked	-	Understanding potential dollar values and benefits flowing to communities
	Not ranked	-	Developers and communities need to understand how existing business and community benefit models work (e.g., onshore wind, mining), in terms of lessons learned

Theme	Ranking type	Rank	Key priority
Support and policy	Sequential	1st	Proper engagement between First Nations and governments from the start
	Sequential	2nd	Policy that includes Indigenous involvement
	Sequential	3rd	Enhancement of benefits plan policies and partnership agreements
	Equal	-	Partnerships among federal, provincial, and Indigenous governments and organizations
	Equal	-	Creation of a regional corporate entity to build capacity and lead the process
	Not ranked	-	Proactive research and direct engagement with offshore wind developers globally

Note 1: Some priorities were ranked by participants (either sequentially or equally), while others were identified but not ranked. The table reflects this distinction to accurately represent how priorities emerged during the workshop.
Note 2: Grey shading represents priorities with a sequential ranking.
Source: Atlantic Economic Council, based on participant input at the February 17, 2026, roundtable workshop (Millbrook, Nova Scotia)

In addition to the priorities that were ranked by participants, several other priorities were identified during the brainstorming discussion. While these priorities were not ranked or identified as immediate areas of focus, they remain valid contributions and reflect the diversity of perspectives shared at the workshop.

Their inclusion in this report ensures that all voices are captured and acknowledges that these considerations may become relevant as offshore wind planning, engagement and decision-making advance.

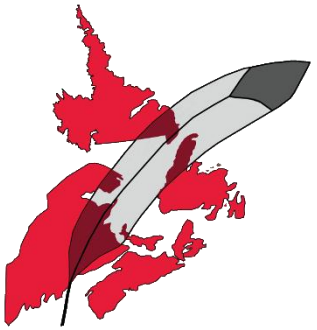
Recommendation to support Indigenous participation

Indigenous participation should be embedded at the foundation of offshore wind development in the Atlantic region. Early engagement and long-term partnership structures are essential to ensure that the sector generates sustained economic participation and community benefits rather than short-term opportunities.

Existing regional capabilities provide a practical starting point for Indigenous participation. Offshore wind can build on established strengths in marine, environmental and energy-related activities. This would allow Indigenous businesses and institutions to enter the sector through areas where experience already exists, providing an opportunity to build capacity.

Supports and information sharing for community readiness are essential. Readiness across infrastructure, financing and workforce must come first and will determine how quickly offshore wind can develop in the region. The long development timelines associated with offshore wind create an opportunity to build these foundations before large-scale development.

Offshore wind presents a long-term opportunity to strengthen Indigenous economic participation and regional clean-energy development. Realizing this opportunity will require coordinated action among governments, developers and Indigenous organizations. Early engagement, sustained capacity building and investment in enabling infrastructure and institutions will be essential to support this effort. Financial supports, including Indigenous loan guarantee programs and improved access to capital, can help enable meaningful participation in project ownership and supply chains.



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Atlantic Indigenous Economic Development Integrated Research Program (AIEDIRP)

Priorities and calls to action

The Atlantic Economic Council presents the following recommendations to support and advance Indigenous participation in offshore wind in the Atlantic region. These calls to action were informed by industry research, comparative experience from other jurisdictions and engagement with regional interest holders.

Priorities	Calls to action
Early engagement and consultation with Indigenous communities	**Project developers and regulators** should create structured engagement between developers and Indigenous organizations early in project planning to identify partners and build long-term commercial relationships based on mutual trust and respect for Indigenous treaty rights.
Workforce and skills development	**Federal and provincial governments, training institutions and project developers** should align offshore wind workforce training with project timelines and identify employment opportunities across project stages. Expand training programs delivered in or near Indigenous communities, supported by wraparound services that enable participation and completion.
Indigenous supply chain participation	**Project developers and Tier 1 suppliers** should adapt procurement structures so Indigenous businesses can participate through smaller contracts, joint ventures, or partnerships.
Community benefits and reinvestment	**Governments and project developers** should develop benefit and revenue models that support reinvestment in Indigenous communities and long-term economic capacity.
Infrastructure readiness	**Federal and provincial governments, in coordination with Indigenous partners,** should invest in port infrastructure, transmission, and marine logistics required for offshore wind.
Policy and governance frameworks	**Federal and provincial governments and offshore energy regulators** should embed Indigenous participation requirements into offshore wind policy frameworks, project agreements and supply chains, and regulatory processes.
Strategic coordination and leadership	**Regional institutions (e.g., APC), governments and Indigenous leadership bodies** should strengthen coordination mechanisms to support information sharing, partnership development, and Indigenous participation in offshore wind planning.

Source: Atlantic Economic Council

Appendix 1: Legislative framework for offshore renewable energy

Recent amendments to the Accord Implementation Acts establish the legal framework for offshore renewable energy development in Nova Scotia and Newfoundland and Labrador. Governance of offshore activities is carried out through joint federal–provincial regulators whose board structures are defined in Section 10 of the Accord Implementation Acts. Under these provisions, board members are appointed by the federal and provincial governments, with the Chair appointed jointly by both governments.

For example, the Canada-Newfoundland and Labrador Offshore Energy Regulator (C-NLOER) board consists of seven members, three appointed by the Government of Canada, three by the provincial government and a Chair appointed jointly by both governments. Similarly, the Canada-Nova Scotia Offshore Energy Regulator (CNSOER) board includes federal and provincial appointees and a jointly appointed Chair. The legislation does not provide for board appointments by Indigenous governments or communities, nor does it require federal or provincial governments to appoint Indigenous representatives.

Key provisions include[7]:

- **Submerged land licence regime** for offshore renewable energy development, granting the right to occupy seabed areas for renewable projects *(NL Act s.90; NS Act s.93).*
    - **Competitive licensing process**, allowing offshore renewable seabed areas to be allocated through regulator-administered calls for bids or other licensing processes (*NL Act s.90; NS Act s.93*).
    - **Licence conditions and regulatory flexibility**, allowing licences to be limited to specific renewable technologies or include environmental or policy requirements *(NL Act s.88(3); NS Act s.91(3)).*
- **Jurisdictional control and regulatory oversight**, allowing only corporations incorporated under the laws of Canada may hold a license or any share therein (*NL Act s.96.5; NS Act s.98.6*).
- **Revenue and royalty framework** applicable to offshore renewable energy projects *(NL Act s.97.1; NS Act s.99.1).*

[7] Cox & Palmer, "Significant amendments announced to the Accord Acts – final update," available here.

- **Work and benefits commitments for offshore renewable projects**, including provisions supporting participation of under-represented groups and regional economic benefits *(NL Act s.96.6; NS Act s.98.7).*

- **Consultation processes with Indigenous Peoples**, including provisions that explicitly embeds consultation with Indigenous Peoples into offshore energy decision-making (petroleum and offshore renewables), particularly where those decisions could affect Aboriginal and treaty rights, under section 35 of the *Constitution Act, 1982 (NL Act s.17.1; NS Act s.18.1).*

Guidance from the C-NLOER benefits plan guidelines for oil and gas projects further indicates that proponents are expected to include diversity and inclusion plans aimed at increasing labour market and training participation of under-represented groups, as well as facilitating participation of under-represented groups in the supply of goods and services. This approach could carry over to offshore renewable energy projects.

Appendix 2: Research methodology

We conducted 43 interviews with 52 participants, including Indigenous leaders, Economic Development Officers, Indigenous businesses, organizations and other rights holders from across the Atlantic region.

The interviews also included participants from key energy-sector institutions expected to play an important role in offshore wind development, including offshore wind developers, suppliers, offshore energy regulators and industry associations.

Of the 43 interviews, 26 were conducted with Indigenous organizations, involving 31 participants, while 17 interviews were conducted with non-Indigenous organizations, involving 21 participants.

All interviews were conducted with free, prior and informed consent, and we used Fireflies.ai to support accurate notetaking. The interview questions, which incorporated insights from our literature review on offshore wind development, were approved by APC. Most interviews were conducted online via Teams between late January and early March 2026.

In addition, we held a roundtable on offshore wind on February 17, 2026, in Millbrook, Nova Scotia, with eight participants from across the Maritime provinces.

In total, the study incorporates input from 60 participants, including those who participated in the interviews and the roundtable discussion.

Interview questions

Industry opportunities

1. Is your organization already working in renewable energy or the net-zero transition?

2. What industries in the Atlantic region will benefit the most from offshore wind development? (For example, primary industries like agriculture, forestry and fishing, manufacturing, construction, retail trade, accommodation and food services, professional services, government.)

3. What are some business development opportunities in the following stages of offshore wind development?

    a. Project development (e.g., project management, permitting, environmental assessment, seabed mapping, engineering design)
    b. Manufacturing and fabrication (e.g., turbines, towers, fixed/floating platforms)
    c. Construction, transportation and installation (i.e., supply vessels, barges/cranes, ports, logistics, electrical grid connection, testing)
    d. Operations and maintenance (e.g., facilities management, monitoring, inspection, repair, supply chain management)
    e. Decommissioning (e.g., dismantling, removal, recycling, site restoration)
    f. Sector support (e.g., governments, industry associations, academia, non-profit organizations, unions, training organizations and research)

Capacity and workforce needs

4. What industries have issues with supply chain capacity, skills and labour shortages and lack of infrastructure?

5. What are some examples of key skills and training required to meet the labour needs of offshore wind developments?

6. In what ways would Indigenous training organizations and offshore wind developers work together to address technical or business challenges that come up?

Indigenous supply chain roles

7. What goods and services, materials and equipment, infrastructure or skilled labour would your organization be interested in supplying to the offshore development sector?

8. What goods, services, materials and equipment, infrastructure and skilled labour can Indigenous businesses or communities provide as part of the offshore wind supply chain?

Knowledge and community benefits

9. What Indigenous organizations can currently support offshore wind development and what can be done to the increase Indigenous supply chain capacity?

10. How might research and academic institutions in the Atlantic region benefit from traditional Indigenous knowledge as part of offshore wind development?

11. What are the short and long-term community and economic benefits of developing the offshore wind sector in the Atlantic region?

12. Is your community or organization well-positioned to take advantage of the economic opportunities from offshore wind?

Support and policy

13. What support programs are required to maximize the economic potential of offshore wind development?

14. What policy changes do you think are needed to:

    a. Support Indigenous engagement and investment in offshore wind?
    b. Increase Indigenous participation in the supply chain?

Appendix 3: Regional development landscape

The offshore wind development landscape in the Atlantic region reflects differentiated provincial roles and stages of readiness. While development activity is emerging in some jurisdictions, others are currently positioned to play enabling and supporting roles within a regionally integrated offshore wind system. Nova Scotia and Newfoundland and Labrador have completed regional offshore wind assessments and expanded the mandates of their offshore energy regulators—the CNSOER and the C-NLEOR — to include offshore renewable energy[8].

This regional trajectory is also reflected in Marine Renewables Canada's latest vision report, which outlines a long-term pathway for offshore wind development across the Atlantic region. Recommendation six highlights the need to strengthen Indigenous partnerships across all stages of development, recognizing their role in improving project certainty and enabling long-term participation in the offshore wind value chain.

At the provincial level, initiatives such as the NS-NB reliability intertie, Nova Scotia's Wind West strategy and the Nova Scotia energy storage project outline long-term infrastructure and transmission priorities. These initiatives support multi-gigawatt offshore wind development, reinforcing market confidence and investment readiness across the region.

Nova Scotia

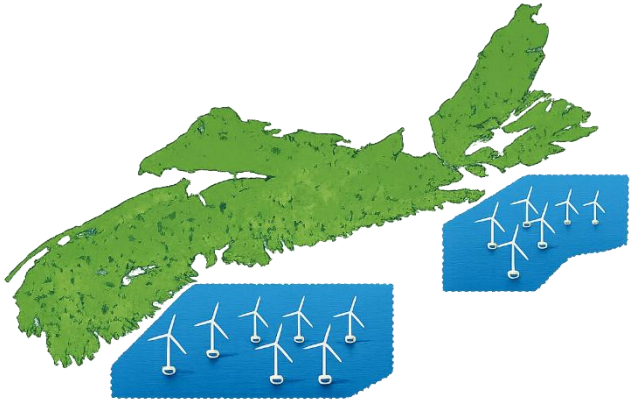
Early-stage offshore wind development in Nova Scotia is advancing through regulatory and market engagement processes, including a Call for Information and prequalification process that are laying the groundwork for seabed leasing. The province has set a target to lease submerged land licenses for up to five gigawatts (GW) of offshore wind by 2030.

The proposed Nova East Wind project represents a potential commercial-scale development in the Maritimes. It signals growing private-sector interest alongside an emerging project pipeline aligned with regional policy and regulatory progress.

[8] The CNSOER and C-NLOER were established under the *Canada–Nova Scotia Offshore Petroleum Resources Accord Implementation and Offshore Renewable Energy Management Act* and the *Canada–Newfoundland and Labrador Atlantic Accord Implementation and Offshore Renewable Energy Management Act*, respectively.

Nova Scotia has designated offshore wind energy areas and set a target of about five GW of offshore wind capacity by 2030, representing an estimated $45–$75 billion in potential investment[9]. Nova Scotia's offshore wind energy areas were identified through an assessment and spatial planning process that considered:

- Technical feasibility;
- Environmental constraints;
- Marine uses; and
- Right holders and Mi'kmaw engagement.



The assessment underscores that the Scotian Shelf has strong and persistent offshore winds, with average speeds of about 9–11 m/s at 120-metre turbine hub height through high resolution modelling. Public release of modelled wind speed data is expected to further enhance accessibility and visualization of these results. It also distinguishes between near-term fixed-bottom opportunities and longer-term floating wind potential based on water depth and marine constraints.

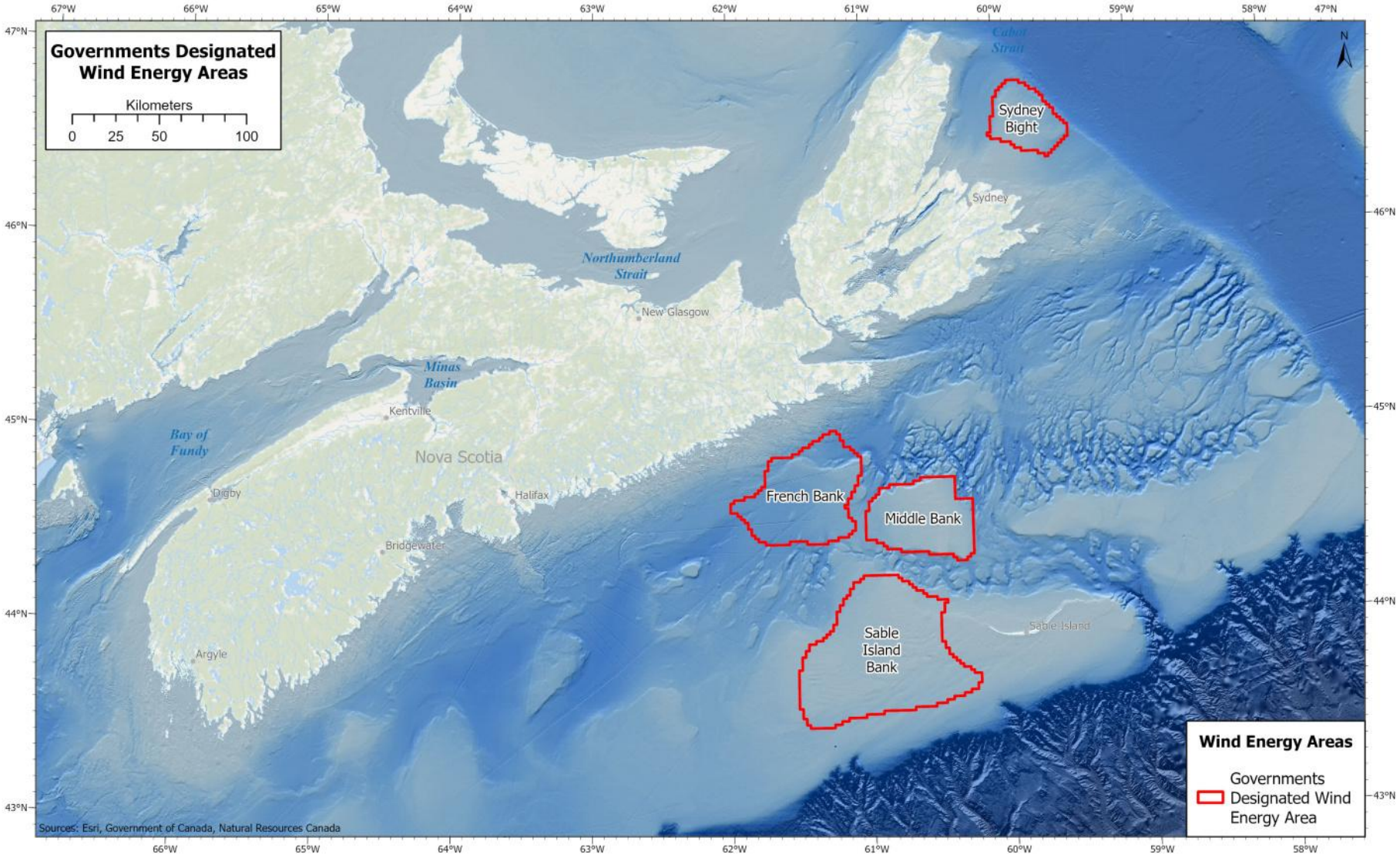
Nova Scotia has further advanced offshore wind development through the completion of three offshore wind roadmap modules. The third module captures Mi'kmaw community perspectives, including the integration of Mi'kmaw knowledge as part of innovation. This integrated framework positions Nova Scotia as the most advanced jurisdiction in the Atlantic region with respect to offshore wind development initiatives.

The offshore wind areas designated in Nova Scotia include[10] [11]:

- Middle Bank;
- Sable Island Bank;
- French bank; and
- Sydney Bight.

A geographic visual of these areas is provided below.

[9] Nova Scotia's 5-GW target remains, but the Canada-Nova Scotia Offshore Energy Regulator's Call for Information indicates that the first development phase may cover only about 3 GW, with additional capacity to be offered in later rounds.
[10] The Canada-Nova Scotia Offshore Energy Regulator's Call for Information includes Sydney Bight, Middle Bank and French Bank as areas identified for the first development phase.
[11] Outlined in the Canada-Nova Scotia Offshore Wind Strategic Direction (September 2025), Sable Island Bank is not included in the initial Call for Bids.



Sources: Esri, Government of Canada, Natural Resources Canada, Government of Nova Scotia

Achieving this scale of development will require major transmission upgrades, most notably through the proposed Wind West project. Over the longer term, the project could support up to 60 GW of offshore wind generation in the Atlantic region and is expected to involve $15–$25 billion in transmission investment, including enhanced interties.

Nova Scotia has also advanced offshore wind through international collaboration with Massachusetts. A recent MOU focuses on enabling future electricity exports from Nova Scotia to New England, including the development of cross-border transmission and grid integration. It also supports coordination on supply chains, infrastructure and workforce development.

Newfoundland and Labrador

Newfoundland and Labrador is supporting offshore wind development from a newly established regulatory foundation. Provincial activity accelerated following the creation of the C-NLOER, which for the first time enabled the regulation of offshore renewable energy[12]. The province continues to monitor the evidence base and build institutional readiness needed for future offshore wind planning, rather than advancing near-term project solicitation.

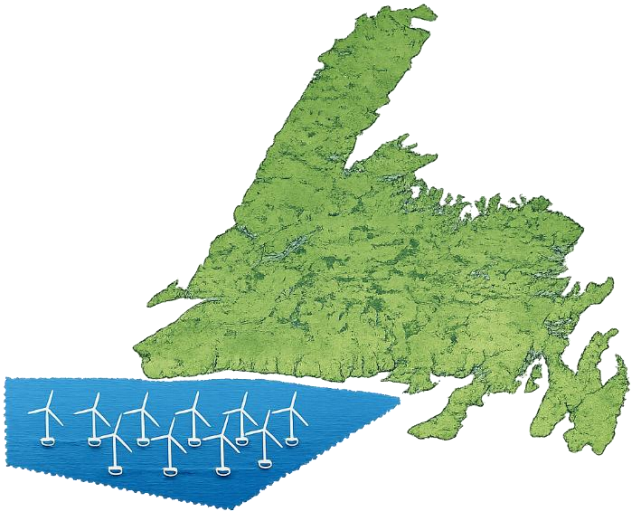
However, offshore wind development in the province is shaped by its current energy context. Newfoundland and Labrador already generates nearly all of its electricity from renewable sources, primarily hydroelectricity, and the immediate need for additional renewable generation is therefore less pronounced in the short term. The C-NLOER's current focus remains largely on regulating oil and gas exploration, development and production, while transmission constraints and limited export infrastructure continue to shape the pace and direction of offshore wind development.

The province benefits from strong offshore wind resources that support long-term development potential. Newfoundland and Labrador has one of the strongest offshore wind resources in the Atlantic region, with average wind speeds exceeding 11 m/s and net capacity factors in the range of 50–60%, indicating robust potential for large-scale development and electricity exports. Average wind speeds offshore of the island of Newfoundland typically range from about 8 to 11 m/s at hub height, placing the region within the range of established international offshore wind markets. These wind conditions are sufficient to support large-scale projects using both fixed-bottom and floating technologies, subject to local water depths.

[12] Relevant regional assessments and studies have contributed to the broader evidence base informing offshore wind development in the province.

Regional studies indicate that offshore wind development conditions are favourable along the south and west coasts of the island of Newfoundland due to:

- Suitable water depths;
- Favourable seabed conditions;
- Fewer conflicts with marine uses; and
- Availability of relevant data.



Although the regional assessment covers offshore waters around both Newfoundland and Labrador, this spatial focus reflects technical and planning feasibility rather than wind strength alone.

Overall, Newfoundland and Labrador's regional assessment places offshore wind development at an early, pre-commercial stage. The province has not designated offshore wind areas and has not launched calls for information or competitive bids. Instead, current efforts focus on identifying enabling conditions for offshore wind development. These include strong offshore wind resources, the strategic role of ports such as Argentia, Stephenville, and Corner Brook, and longer-term opportunities oriented toward export-led development.

New Brunswick and Prince Edward Island

New Brunswick and Prince Edward Island can support offshore wind development through electricity transmission, port and logistics infrastructure. They will also help build supply chain capacity, including procurement, workforce development and training. Provincial policy positions both jurisdictions as enabling hubs within a regional clean electricity system, rather than as primary locations for offshore wind generation. In Canada, however, there is growing policy interest in establishing an offshore wind regulatory framework, which could allow the other Maritime provinces to host their own offshore wind projects over time, but they may need to negotiate offshore accords with Canada.

New Brunswick has emphasized its role as a transmission and energy-export corridor. The province has focused on grid modernization, expanded interprovincial interties, and improved access to external markets for large volumes of renewable electricity. Prince Edward Island has similarly highlighted the need to expand subsea cable capacity and strengthen grid reliability to facilitate higher renewable electricity flows within the Atlantic region.

Most provinces and territories signed a National Energy Corridor Agreement in March 2026 to advance electricity infrastructure across the nation. Federal discussions on nation-building energy infrastructure further reinforce these objectives. New Brunswick has advanced proposals under the Energy East Partnership. These proposals prioritize expanded interprovincial and subsea transmission capacity to move large volumes of renewable electricity, including wind, across the region and into export markets. Prince Edward Island has aligned with these efforts by seeking investments to enhance transmission access and system resilience.

Together, these policy directions position both provinces as critical enablers of offshore wind development at scale, supporting long-term regional growth even where generation activity is concentrated elsewhere.

Appendix 4: Indicative infrastructure and investment requirements for ten Atlantic ports

Port	Province	Indicative Capital Cost (CAD)*	Offshore Wind Roles Considered
Belledune	New Brunswick	$178 million	Fixed-bottom marshalling
Saint John (Long Wharf and Lower Cove)	New Brunswick	$257 million	Fixed marshalling and floating staging and integration
Channel–Port aux Basques	Newfoundland and Labrador	$324 million	Fixed-bottom marshalling
Argentia	Newfoundland and Labrador	$8.8 million – $230 million	Fixed marshalling; full floating capabilities
Mortier Bay	Newfoundland and Labrador	$470 million–$965 million	Fixed marshalling; full floating capabilities
Atlantic Canada Bulk Terminal (Sydney)	Nova Scotia	$135 million –$230 million	Fixed marshalling; full floating capabilities
Melford International Terminal	Nova Scotia	$260 million –$442 million	Fixed marshalling; full floating capabilities
Novaporte (Sydney)	Nova Scotia	$346 million –$654 million	Fixed marshalling; full floating capabilities
Sheet Harbour	Nova Scotia	$247–$490 million	Fixed marshalling; full floating capabilities
Port Hawkesbury Paper	Nova Scotia	$358 million	Fixed marshalling and floating staging and integration

*Based on a 1 GW project with a one-year installation timeline for fixed-bottom projects and one integrated unit per week for floating projects was considered in these estimates. These estimates represent an AACE 18R-97 Class 5 Estimate, which carries an approximate accuracy of -30% to +50%.
Source: Net-Zero Atlantic

Appendix 5: Training programs offered by the Labrador Aboriginal Training Partnership (2025-2027)

New courses and programs	
Administration (office and business)	Laborer
Automotive service technician	**Occupational health and safety**
Bear monitor	Orientation to trades and technology
Blasting (mining)	Machinist
Business management (human resources)	**Metal fabricating**
Camp attendant	**Mobile crane operator**
Carpentry	Plaster/Painter
College bridging	Plumbing
Commercial driving (class 1 and 3)	Power sport technician
Construction/Industrial electrician	**Powerline technician**
Cook	Prospecting
Customer service representative	**Rebar/Concrete form worker**
Diamond driller	Refrigeration and air conditioning mechanic
Driller blasting	Scaffolding
Engineer technology	**Security guard**
Food handling	Sheet metal worker
Firefighting	Solar PV installer
Heavy duty mechanic technician	**Steamfitter/Pipefitter**
Heavy equipment operator	**Tower steel assembly**
Industrial mechanic (millwright)	Trades bridging
Information technology/Computer systems	**Warehouse technician/Supply chain and logistics**
Instrumentation and control technician	**Welder/Metal fabricator (fitter)**
Insulator	Underground miner

Note: Highlighted occupations were identified as relevant to offshore wind development based on interviews conducted for this research. The Atlantic Economic Council categorized these occupations using qualitative insights from participants.
Source: Labrador Aboriginal Training Partnership, Atlantic Economic Council

Appendix 6: Skills and training priorities for offshore wind

Rank	Skill/Training Category	Key Themes/Elements
1	Marine and Maritime Operations	Vessel crewing, offshore logistics, seafarers, marine science, commercial diving, marine operations, vessel design/servicing
2	Environmental Skills and Monitoring	Environmental monitoring, regulatory compliance, hydrography, Geographic Information Systems (GIS), environmental assessments, fisheries-related studies
3	Engineering and Scientific Disciplines	Civil, mechanical, electrical, and marine engineering, research scientists, geologists, oceanographers
4	Electrical Trades	Industrial electricians, electrical systems, turbine electrical maintenance
5	Indigenous Knowledge and Cultural Competencies	Indigenous rights, consultation, cultural awareness, community engagement, integration of traditional knowledge
6	Operators and Specialized Offshore Roles	Crane operators, remotely operated vehicle operators, specialized equipment operators
7	Safety and Offshore Survival Training	Offshore survival, rope access, fall protection, confined space training, marine safety certifications, working at heights
8	Project and Construction Management	Project management, construction management, procurement, logistics, supply chain planning
9	Wind Turbine Technicians	Turbine and blade technicians, maintenance roles
10	Technical Support and Data-Oriented Roles	GIS, data analysis, robotics/artificial intelligence support
11	Welders	Offshore-certified welding, underwater welding, construction support
12	Pipefitters	Industrial pipefitting, turbine maintenance support
13	Crane Work (General)	Heavy lifting during construction, offshore crane procedures

Note: The Atlantic Economic Council identified all skills and training priorities through research interviews and ranked them according to the number references to each skill or training category.
Source: Atlantic Economic Council