

ASSEMBLY OF FIRST NATIONS
FIRST NATIONS LABOUR MARKET STRATEGY
POLICY ISSUE PAPERS

Storyline Version

AFN seeks a joint policy process to develop a distinct, First Nations labour market strategy	1. The Relationship: A Joint Policy Process	2nd draft	A joint process to ensure FN input on FNLMS to ESDC
This joint process will set the tone for the long-term relationship of partnership and autonomous First Nations decision making over labour market matters	2. The Relationship: End Game	2nd draft	Setting up a n-to-n, gov-to-gov relationship for the governance of FLMS
First Nations' unique constitutional, cultural, demographic, economic and social conditions justify a distinct strategy	3. FNLMS/FNLMA	2nd draft	Rationale for an distinct FN strategy
The new strategy should be embedded in a Statute reflecting First Nations' right to self-determination	4. The policy Instrument	2nd draft	A statute (enshrined) as opposed to Gs&Cs (discretionary) approach to FNLMS
The Statute would create a FN Labour Market Commission and Secretariat, require the Minister to table a five year Spending Plan and to enter into agreements with FNLMA's establishing FN leadership of labour market matters	5. First Nations Jurisdictional Authority – Statutory Approach	2nd draft	AFN Labour Market Commission: rationale and description
First Nations will provide access to programs and services to urban band members and governance of these services will respect court decisions	6. Urban - incomplete	1st draft	To establish policy for program and service delivery in urban centres that respects the relationship and court decisions

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A key objective is to re-establish the budget envelope which has been eroded by inflation and population growth and provide for unique costs under the strategy	7. The Envelope	1 st draft 2 nd draft	Re-establish and enhance the budget Add line for PwD, Capacity
AFN aims to provide predictable, stable, adequate long term funding for First Nations labour market programs and services	8. Term – 10 Years	1 st draft 2 nd draft	How to provide for predictable, stable, long-term funding - Addition of annex for review process
Institution building should be an explicit goal of the strategy to give life to First Nations' self-governance over labour market programs and services	9. Institution Building	1 st draft	Make an explicit goal of the Strategy
The relationship should be flexible with the regime for agreements adaptable to reflect service provider agencies' capacity	10. Terms and Conditions – Flexible and adaptable	1 st draft	Fully exploit the new PTP, balance control and autonomy according to capacity
Agreements will continue to be with ESDC but respect First Nations' autonomy to enter into other partnerships and programs	11. ESDC Specific – Operational Autonomy (non-exclusive)	1 st draft	Contribution agreements with ESDC but free to deal with other funders and partners
ESDC should not undercut the strategy and FNLMA and treat FNLMA as partners of choice (right of first refusal) when incremental resources and new initiatives are undertaken	12. Parallel Aboriginal Programs	1 st draft	To provide Right of first refusal in applications for Aboriginal programming

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FNLMA's should also be partners of choice and free to apply to other GoC programs based on the needs and opportunities of their communities	13. Other Application-based Pan-Canadian Programs	1 st draft	To confirm the opportunity to apply and review the administrative burden
All Pan-Canadian programs should continue to be taxed to create a First Nations allocation reflecting that First Nations are best positioned to design and deliver programs for their members	14. EI and Other Envelopes	1 st draft	To affirm that there will continue to be an EI Envelope in the FNLMS budget
FNLMA's autonomy to manage the EI envelope will be respected and delegation under the EI Act maintained	15. EI Authorities	1 st draft	To clarify that FNLMA's have delegated authority under the EI Act
A partnership should be developed with ESDC to ensure that the TFW does not undermine employment and training opportunities for First Nations members	16. Temporary Foreign Workers Program	1 st draft	To enrole FNLMA's so that the Canadian's First Policy is applied and First Nations benefit from job opportunities
[Can be merged with EI and Other Envelopes unless there are other issues] The Youth envelope should continue to be rolled into the budget allocation with accountability for results and flexibility on program design and delivery	17. Youth Envelope	1 st draft	To retain in the FNLMS

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Childcare should continue to be part of the Strategy with access to spaces a principle of labour market programming; policy changes should await the results of an AFN Child Care committee to conduct a thorough review	18. Childcare - incomplete	1 st draft	To retain in the FNLMS and submit to a review
A pro-active, First Nations strategy for addressing the needs of PwD should be developed and the budget envelope increased to recognize the incidence of disabilities among First Nations	19. Persons with Disabilities	1 st draft	To develop a FN Employment Strategy for PwD
ESDC needs to enhance the professionalism of its delivery staff to match the goals and design of the strategy (partnership and autonomy)	20. ESDC/SC Delivery	1st draft	To table issues with ESDC delivery capacity
Capacity building needs to be included in the Strategy to achieve the goal of strong, First Nations service delivery institutions and form a key part of the role of the Secretariat	21. FNLMA Capacity Building	1 st draft	To present approaches for developing FNLMA capacity
Joint work should be undertaken to reduce administrative and reporting burden following cabinet approval and prior to implementation	22. Reporting Burden	1 st draft	To table options for reducing Admin Burden

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Administrative costs should be freed from arbitrary rules and inconsistent oversight	23. Administrative Costs	1 st draft	To end caps on Admin Costs
Remote and Northern operating and program and service costs need to be recognized and included in the budget envelope as incremental funds	24. Remote and Northern Costs - incomplete		To include costs of doing business in the North and Far-north in allocation decisions
ESDC will include First Nations leadership and labour market expertise in the FLMM and regional p-t work	25. Provincial-Territorial Relations	1 st draft	To establish by policy, FN inclusion in p-t discussions and program and service delivery
[to move up in future round of changes] Community-based, client centred programming and services will continue to be principles of the strategy	26. Community Based and Client Centred	1 st draft	To affirm as principles of program and service design and delivery
To support this principle, adequate case management processes, staff training and IT resources will be provided	27. Case Management	1 st draft	To review expectations of case management
The Commission will provide leadership to First Nations for addressing labour market issues and outcomes for First Nations and will be supported by a set of “population well-being” indicators	28. Data Sets: Commission	1 st draft	Population Indicators to measure progress on issues

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Service provider agencies will be supported by a results-based accountability framework and a simple set of meaningful indicators	29. Data Sets: Service Providers	1 st draft	Program performance indicators to track and assist FNLMA's
The annual Five Year Spending Plan will be based on factual, agreed upon population growth and inflation factors	30. Data Sets: Spending Plan	1 st draft	To embed indicators for establishing the budget in the Statute
A set of vignettes will be developed to expose Ministers to the reality, diversity and success of First Nations labour market programs and services	31. Vignettes	1 st draft	Success stories illustrating range of delivery models and programming (for ministers)

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