



# ASSEMBLY OF FIRST NATIONS FIRST NATIONS LABOUR MARKET UPDATE FEBRUARY 3, 2017

This update is provided for your information to facilitate your reporting to your communities and Boards. ***It should be noted that the timelines and target completion dates are based on assumptions to date and may change as a result of ongoing discussions with Employment and Social Development Canada (ESDC) and in particular changes that could result in decisions by the Government of Canada.***

The mandate and direction provided by resolution, to the Assembly of First Nations (AFN) Chiefs Committee on Human Resource Development and the AFN Secretariat at the Special Chiefs Assembly in December 2016 guides the work of the AFN and is stated as follows:

Continue the current strategy of pushing for joint policy work with ESDC

- Seek joint work plan with ESDC that will frame a Memorandum to Cabinet (MC) policy document to:
  - Evolve a distinct First Nations Strategy that is long-term, based on needs;
  - Establish a model that seeks to foster success, be inclusive, address the disadvantaged and accommodate the geographical challenges and costs of isolated, remote and northern communities;
  - Respond to the nation-to-nation/government-to-government relationship through a transfer of ministerial authority or a new statute;
  - Establishes a First Nations Commission supported by a secretariat and consideration of regional structuring; and,
  - Works toward a legislative process that will solidify the creation and funding of that strategy.

The following table is a matrix of activities that have been undertaken by the Secretariat with the assistance of the Sub-Technical Working Group and other specialists and consultants to achieve the above direction.

Key Issue	Activity	Targeted date for Completion
Follow-up and synthesis of First Nation Forum dialogue, direction and recommendations	A number of Policy issue papers have been developed, shared, reviewed and edited by TWG tables. These papers begin to articulate and express First Nations views and considerations to help inform the anticipated joint Memorandum to Cabinet work with government officials. There is still room for further articulation and	January and February 2017

Key Issue	Activity	Targeted date for Completion
	validation with First Nations Agreement holders as the process unfolds.	
Interim Agreement development	<p>Participate with ESDC to establish a joint working group with National Organizations that will work toward a new Interim Agreement to bridge the coming into force of a new Labour Market Strategy. Identify areas of improvement to existing components of the contribution agreements in preparation for an extension of ASETS.</p> <p>Determine how recommended changes will be acted upon and are included in a Memorandum to Cabinet. Look at recommendations that were presented during the National Forum in order to determine transitional items that can be done on a short term basis.</p> <p>Review burdensome elements and make recommended changes in preparation for the one-year extension of ASETS.</p> <p>Ensure a seamless transition for an amended agreement is achievable. Bring forward a final report on recommended changes for review by all interests by mid-February 2017.</p>	Draft for review February 2017
Labour Market Information – On-Reserve Survey Pilot	<p>Participate in the ESDC Working Group (ESDC, INAC, STATCAN) to conduct an on-reserve LMI survey pilot to test processes and tools to improve the level of detail and timeliness of labour supply information for on-reserve communities. The vision is to help increase capacity in First Nations communities to improve information about the on-reserve labour force; collect information on labour force participation; and, lead to the development of skills inventories by ASETS agreement holders. Capacity building is a key component of the on-reserve survey pilot - to develop the capacity of First Nations to conduct their own labour force surveys. A phased in approach will be used to determine pilot participants. Several First Nations communities and organizations have come forward to be considered as part of the pilot survey.</p>	February 2017 (additional Pilot sites to be considered on a yearly basis to 2020)
Finance Working Group comprised Sub-working Group	In response to the establishment of a new funding model, determining the share of resources to First Nations and to establish base-line and future indexed	Complete draft for review by

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	<p>funding, an AFN working Group has been established that will undertake the following:</p> <p>Funding formula Analysis: leveraging previously completed work to identify potential areas to expand the formula (e.g. rural v. urban) and to breakout possible funding components specific to the First Nations envelope. This will include financial need projections and impacts.</p> <p>Comparative Outcome Analysis: Review labour and employment outcomes and indicators to quantify the gap between First Nations and non-First nations with the goal of applying outcomes based component to the funding approach. This work would include an overview of the funding required to improve outcomes and the expected impact.</p> <p>Geographic Analysis: Review First Nations labour and employment outcomes and indicators to quantify the difference between First Nations in rural, northern, and remote areas. This work would include an overview of the funding required to target equity in labour and employment outcomes for these communities.</p> <p>Expanded Coverage Analysis: Review current levels of coverage for First Nations under the current model and leveraging the previously identified analysis, this activity will endeavour to identify the required funding envelope needed to expand coverage under the program.</p> <p>Comparative Analysis: The Working Group will endeavor to identify funding levels and approaches under a range of labour market development agreements to identify potential disparities and best practices that can be applied to the support the policy position. Consideration will be given to other funding formula based programs to identify best practices (e.g. programs for new Canadians, Veterans).</p>	mid- end of February 2017
Increased Ministerial Authority or a new Statute	Seek legal and strategic advice on the merits and advancement of increased Ministerial Authority or development of a new statute as a foundation for a new labour market strategy.	February 2017
First Nation version of Memorandum to Cabinet	Despite the good will indicated by the Government of Canada, the AFN will continue to pursue the	March 2017

Key Issue	Activity	Targeted date for Completion
	<p>development of its own version of a Memorandum to Cabinet which:</p> <ul style="list-style-type: none"> <li>• Expresses the need for a specific First Nations strategy that is long-term, based on needs;</li> <li>• Establishes a model that seeks to foster success, be inclusive, address the disadvantaged and accommodate the geographical challenges and costs of isolated, remote and northern communities;</li> <li>• Responds to the nation-to-nation/government-to-government relationship through a transfer of ministerial authority or a new statute;</li> <li>• Establishes a First Nations Commission supported by a secretariat and consideration of regional structuring; and,</li> <li>• Works toward a legislative process that will solidify the creation and funding of that strategy</li> </ul> <p>This document will be guided and informed by the Assembly Resolutions, CCHRD and FNLMF recommendations , Policy Issue Papers and other First Nations research</p>	

\*\*\*\* The following timeline is provided for illustrative purposes only and is based on best assumptions on the process involved in bringing forward a Memorandum to Cabinet. \*\*\*\*

**TIMELINE FOR JOINT WORK ON MEMORANDUM TO CABINET AND NEW LABOUR MARKET STRATEGY**



Work plan and outcomes With ESDC officials, AFN Secretariat and Sub-Working Groups	Research and validate information and draft MC AFN CCHRD and First Nations Labour Market Agreement Holders	Validate draft MC AFN review and validation AFN processes  Finalize MC for approval to Cabinet  ❖ Alternative MC if necessary	MC approval  AFN validation	TB Submission	TB Approval	Negotiation of New Agreements	Pre –planning and implementation strategy	Launch New First Nations Labour Market Strategy
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