

**ASSEMBLY OF FIRST NATIONS**  
**FIRST NATIONS LABOUR MARKET STRATEGY**  
**DRAFT FOR DISCUSSION – NOT FOR DISTRIBUTION**  
**ISSUE PAPER 21 – FNLMA Capacity Building**

**DESCRIPTION:**

FNLMA proposes to include institution building as a necessary part of new relationship based on nation-to-nation, government-to-government relations. Capacity building is a part of this and includes different dimensions: governance and board capacity: staff skills and professionalism, managerial, administrative, IT, program and service design and delivery; systems and IT

**OPTIONS:**

The Secretariat will take on an important role in building FNLMA capacity. In addition, by including institution building as a Strategy objective, matching results indicators will need to be developed (what gets measured is what gets done). On top of these points, options are:

- 1. Including capacity building as part of the FNLMA business plan and removing caps on Administrative Costs in favour of presenting a business plan which is reviewed for overall effectiveness.**

**RATIONALE:**

Strong, professional organizations are critical to First Nations taking control of the design and delivery of their labour market programs.

**CONSIDERATIONS:**

Institution building needs to be included as a Strategy objective with appropriate metrics for measuring progress otherwise resistance to funds going anywhere but to end clients will undermine capacity building.

FNLMA plans need to be coordinated with the activities and service offering of the Secretariat

**RECOMMENDED OPTION:**

**DECISION:**

**DATE AND VERSION:**

Draft 1, November 23, 2016