



Assembly of First Nations

First Nations Labour Market Update
Draft - June 28, 2017

EMPLOYMENT AND TRAINING FOR OUR PEOPLES



CCHRD Mandate

Chiefs Assembly directed the CCHRD and AFN to seek a joint work plan with ESDC that will frame a Memorandum to Cabinet 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.
- ✓ Facilitate an “arms-length” approach from government dedicated to enhancing capacity (regionally and locally) and to consider supportive structures, council/secretariat.
- ✓ Works toward a legislative process that will solidify the creation and funding of that strategy



A Distinct First Nations Strategy

First Nations have recommended a distinct policy framework because :

- First Nations have a unique set of constitutional, demographic, socio-economic and governance conditions different from other Indigenous people.
- The traditional approach through a pan-Aboriginal strategy managed under conditional Contribution Agreements obscures these unique conditions.
- A distinct strategy for First Nations peoples allows for institutional capacity and a new government-to-government relationship with shared responsibility for outcomes

A distinct First Nations Labour Market Strategy (FNLMS) based on TRC Calls to Action and UNDRIP: A government to government relationship will demonstrate action on these objectives.



Creation of a First Nations-led Labour Market Council and Secretariat

To support the objectives of this new strategy, a First Nations Labour Market council and secretariat is recommended:

- To support First Nations and Canada in improving labour market outcomes and reducing the socio-economic gap.
- To act as an interlocutor with the Minister of ESDC and its departments in the ongoing design, delivery and resolution of issues related to the Strategy.
- That the secretariat would support the council with research, facilitation and outreach with expertise and capacity to support First Nation Labour Market agencies.
- Consideration for regional capacity



Flexible Agreements

First Nations have proposed that the management and administrative regime requires that :

- The Minister enter into flexible contribution agreements with delegated First Nation Service Organizations.
- The existing network of First Nations Labour Market agreement holders (agencies) provides a solid foundation for this approach.
- The department make better and full use of the *Treasury Board Policy on Transfer Payments* to develop a relationship of trust, responsibility and accountability
- That these agreements be long term (10 years)

First Nations have recommended these arrangements begin April 2018



FUNDING CONSIDERATIONS SUMMARY

A distinct envelope for First Nations which grows incrementally to account for inflation, population growth, capacity needs and equalization has been recommended.

Funding Formula Features	
Base Funding Improved to Include Population Growth and Inflation	✓
Review Cap on Administrative Costs	✓
Funding Specifically for Geographic Locations with Lower Employment Outcomes	✓
Distinct First Nations Funding Envelope	✓
Additional Funding for Organizational Capacity Building	✓
Long term – 10 years	✓



SUMMARY

The CCHRD has recommended an approach to government that will move toward the objective of “respect” that the Government set out for itself to recognize that:

- First Nations have distinct constitutional rights, governance, socio-economic and demographic conditions that requires a different approach.
- A distinct strategy for First Nations.
- Is respectful of First Nations and citizen based goals.
- First Nations service agencies are accountable to their governments through their boards of directors and constitutions.
- First Nations governments have stated that they represent their citizens wherever they may reside.
- To serve all citizens is a key principle of managing within the construct of First Nations jurisdiction and self-governance.
- This approach is consistent with the UNDRIP and responds to TRC Calls for Action.



Questions?

Thank You