



Assembly of First Nations

Update on the First Nations Labour Market Strategy for the
First Nations Technical Working Group on Human Resources
Development (TWG)
October 4, 2017



First Nations Labour Market Strategy (FNLMS) 2018-2028

In March 2017, the Chiefs Committee on Human Resources Development (CCHRD) recommended a new policy approach 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.



First Nations Labour Market Strategy (FNLMS) 2018-2028

POLICY DOCUMENT OVERVIEW

New Distinct First Nations Labour Market Strategy - 2017-2028

- New relationship with First Nations
- New government-to-government approach
- Long-term funding
- Shared responsibility for outcomes

Legislative Change

- Strong institutional capacity
- Effective self-governance and jurisdiction
- Fiscal predictability and stability

Structure to support

- Labour Market council and secretariat
- Center of excellence approach
- Arm's length from government
- Research and outreach capacity support and research with partners
- Support for transitional process

New Fiscal Agreements

- Autonomous decision making
- Inclusive Transfer Payment Policy with First Nation governments
- Establishing our own performance measurement and evaluation processes
- Expert capacity support and monitoring

New Long-term Investments

- First Nation focussed
- Inflation and population adjustments
- Capacity and equalization
- Support for governance and management development



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- AGA Resolution #32 provides guidance and direction to CCHRD to seek implementation and financial supports for a new distinct First Nations Strategy.
- Meetings with ESDC in late fall have confirmed that no decision has been made on the funding for a new labour market strategy.
- ESDC have indicated that the First Nations policy document with its supporting information submitted to ESDC by the AFN following the recommendation of the CCHRD in March 2017. This work, along with feedback they collected as part of their engagement process, has informed the basis by which ESDC has submitted their cabinet recommendations.
- ESDC has agreed that a jointly developed transitional plan be brought forward that will guide the process going forward.
- ESDC has agreed to establish joint working groups to determine the best transitions, prepare for a new distinct and relationship-building approach for the governance and management of labour market programming for First Nations.



First Nations Labour Market Strategy (FNLMS) 2018-2028

- Establish Working Groups to determine best transitions to prepare for a distinct strategy;
 - Labour Market Council Working Group
 - Secretariat Working Group
 - Financial Model Working Group
 - Communications Working Group
- Enable new relationship approach for the governance and management of labour market programming for First Nations; and
- Work with the policy approach developed and submitted to ESDC in March 2017, following recommendations by the AFN CCHRD and national resolution 31/2017.



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LABOUR MARKET COUNCIL

This working group will look at planning for a Labour Market Council. Supporting, facilitating and communicating leadership and capacity are key success factors to enable progress on difficult issues. The concept for a council is to create a centre, at arm's length from the Government of Canada, for research and outreach with First Nations labour market partners, organizations and agencies under the control and leadership of First Nations. This will position First Nations at the helm of policy and program processes that affect their labour markets and share responsibility for labour market outcomes between Governments and First Nations.

Discussion examples:

- Terms of reference
- Process for 5 members to be appointed
- Leadership on issues
- Naming an Executive Director
- Maintain linkages/reporting to Chiefs in Assembly, Chiefs Committees and leadership processes
- Report to the Minister on program performance
- Review recommendations to the Ministers, Spending Plan



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SECRETARIAT

This working group will consider the secretariat and technical gaps we need filled. Supporting capacity building objectives in First Nations Labour Market Agencies is the main aim of a secretariat. It would be guided by the proposed Council. The secretariat will also be able to undertake a initiatives such as a centre of excellence role and other projects, thereby reducing the level of government oversight and at the same time liaising with ESDC.

Discussion examples:

- Support the leadership and technical roles, such as research, outreach, data development
- Value added support to FNLMA's, such as, program development, management and administrative capacity building
- Interlocutor with ESDC
- Advocate for FNLMA's
- Identify issues for Leadership dialogues with Minister and other governments
- Information and reporting for First Nations processes



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FINANCIAL MODEL

This working group would review the model advanced in the policy documents and National Forum in June 2016 :

- Base funding to be updated based on current population and inflation since 1999. The updated funding should be implemented from 2017-2018 to 2026-2027.
- Additional funding be provided for heritage groups with statistically lower labour market indicators (on-reserve First Nations and Inuit groups). Equalization funding should be re-allocated amongst communities on an annual basis.
- Additional funding for labour market organizational capacity building. This additional funding should be implemented over a 10-year period from 2017-2018 to 2026-2027, based on a 1% increase per year.
- The cap on administrative costs should be reviewed, with the objective of shifting the calculation from a pure percentage basis to a principle based approach.
- AFN request that the total ASETS funding envelope be increased in 2017-2018 and increase at a rate that reaches \$559,121,940 in 2026-2027. Overall, AFN should request funding over the ten-year period from 2017-2018 to 2026-2027.
- A distinct envelope be created to earmark the funds that are to be dedicated to First Nations. Under this option, the First Nations funding envelope will be \$257,159,211 in 2017-2018 and increase at a rate that reaches \$426,459,807 in 2026-2027. Overall, AFN should request \$3,364,244,319 over the ten-year period from 2017-2018 to 2026-27



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COMMUNICATIONS

This working group would establish communications with all governments that would provide clarity to our approach and to inform others that:

- First Nations have a unique set of constitutional, demographic, socio-economic and governance conditions. The traditional approach of the Government through a pan-Aboriginal strategy and managed through conditional Contribution Agreements obscures these unique conditions and has become an obstacle to developing optimal strategies and implementing program changes.
- Communication to all stakeholders, industry partners and others that a distinct strategy for First Nations peoples can be expected to enhance the effectiveness of these programs, support building the institutions of self-governance and move toward comparable government-to-government relations and shared responsibility for outcomes
- Active communication and input from First Nations rights holders will be a focus of the strategy



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NEXT STEPS

Actions

- Review the policy documents and proposed approach
- Communicate with respective leadership regionally on the proposed approach
- Identify individuals to the various working groups and submit to AFN
- Identify a first meeting with ESDC
- Begin work on terms of reference and make-up of each group
- Identify ongoing policy and program operational issues to be dealt with
- Develop information sheet(s)
- Engage and update CCHRD on progress made

Timeline

October 20, 2017

Ongoing

October 25, 2017

October 24, 2017

October 25, 2017

October 25, 2017

October 30, 2017

November/December 2017

FOR DISCUSSION PURPOSES ONLY