



# First Nations Labour Market Strategy

## Indigenous Skills and Employment Training (ISET) Program

# ASETS Successor Program Development

- Extensive engagement with ASETS agreement holders, National Indigenous Organizations, P/T Governments, academia and the private sector on design and delivery of Indigenous labour market programming over 2016 and 2017 informed the successor program:
  - Need for **incremental funding** to reflect changing demographics and increased costs of doing business;
  - Move to **distinctions-based programming** (First Nations, Métis, Inuit) to reflect different cultural contexts, priorities and needs;
  - Support **greater capacity building** across the network;
  - **Longer term agreements** are needed (i.e., 10 years) to support planning and stability;
  - Need for **reduced reporting and administrative oversight**;
  - **Performance measurement and indicators** to appropriately capture efforts and successes along the continuum of supports;
  - Program **flexibility** should be increased.



# Budget 2018

**Budget 2018 announced the creation of a new Indigenous Skills and Employment Training Program, which will replace the ASETS. The distinctions-based ISET Program proposed incremental investments in First Nations, Métis, Inuit and urban/non-affiliated Labour Market streams with \$2 billion over five years and \$408.2 million per year ongoing:**

- \$1.1 billion over 5 years, and \$235.7 million per year ongoing, for a First Nations stream This funding includes current funding levels and the allocation for self-governing First Nations.
- \$325 million over five years, and \$67 million per year ongoing, for a Métis stream
- \$161.2 million over five years, and \$32.6 million per year ongoing, for an Inuit stream
- \$213.4 million over five years, and \$45.2 million per year ongoing, for an urban/non-affiliated stream

These incremental investments will help close the employment and earning gaps between Indigenous and non-Indigenous people, with a stronger focus on training for higher-quality, better paying jobs rather than rapid re-employment.



# First Nations Labour Market Strategy Allocations

INDIGENOUS SKILLS AND EMPLOYMENT TRAINING PROGRAM - FIRST NATIONS STREAM						
Fiscal Year	2018/19	2019/20	2020/21	2021/22	2022/23	Ongoing
Base funding	\$186,073,438	\$186,073,438	\$186,073,438	\$186,073,438	\$186,073,438	\$186,073,438
Modern Treaty						
Base	(\$14,558,225)	(\$14,558,225)	(\$14,558,225)	(\$14,558,225)	(\$14,558,225)	(\$14,558,225)
First Nations						
Base	\$171,515,213	\$171,515,213	\$171,515,213	\$171,515,213	\$171,515,213	\$171,515,213
Budget 2018						
Modern Treaty						
Increment	\$31,862,722	\$44,135,886	\$45,916,620	\$47,757,670	\$49,660,811	\$49,660,811
First Nations						
Increment	(\$2,492,912)	(\$3,453,154)	(\$3,592,477)	(\$3,736,519)	(\$3,885,419)	(\$3,885,419)
First Nations						
Increment	\$29,369,810	\$40,682,732	\$42,324,143	\$44,021,151	\$45,775,392	\$45,775,392
First Nations						
Investments	\$200,885,023	\$212,197,945	\$213,839,356	\$215,536,364	\$217,290,605	\$217,290,605

# Co-development of First Nations Labour Market Strategy

- ESDC will work with the AFN, First Nations leadership and service delivery organizations during the 2018-2019 transition year to co-develop implementation of the First Nations Labour Market Strategy.
- Engagement is planned at multiple levels and will take place during spring-summer 2018 with the dialogue focussing on key elements of the new program.
- High level meetings between ESDC Minister and First Nations leadership have taken place since the Budget announcement and will continue.



# ***Key elements for discussion:***

## **Distinctions-Based Strategy**

- Move to a distinctions-based Strategy will strengthen role for First Nations leadership in priority setting
- First Nations separate funding envelope
- *Key question:*
  - What mechanisms could best ensure that access to employment and training supports are easily available to all First Nations individuals across the country, particularly in urban areas?





# ***Key elements for discussion:***

## **Capacity Building**

- Professionalization of services and ability to provide more flexible interventions, wrap-around supports
- *Key questions:*
  - How will capacity building be supported on an ongoing basis?
  - What would be the role for the AFN, regional leadership, and service delivery organizations in building capacity (for example, in such areas as governance, planning, administrative, professionalization, financial)?
  - What would be ESDC's role?



## ***Key elements for discussion:*** **Performance Measurement Framework**

- Emphasis on overall client outcomes, progression along the skills development continuum
- Ultimate outcome – reduce the employment and skills gap between First Nations and non-Indigenous people
- First Nations to determine meaningful performance indicators
- *Key questions:*
  - What outcomes and indicators are most meaningful for First Nations and service delivery organizations?
  - How do we best capture and measure success across the continuum of services and supports?





## **Key elements for discussion: Longer-Term Agreements and Administrative Flexibility**

- Streamlining reporting requirements and facilitating flexibility within agreements
- New ISET Program Terms and Conditions
  - Greater flexibility
  - Improved operational guidelines



# Timelines and Next Steps for Transition Year 2018-19

## April 2018 – Fall 2018:

- Dialogue on co-development of implementation
- Regional meetings with First Nations agreement holders, First Nations leadership

## October 2018 – March 2019:

- Negotiation of new agreements
- Plan for transition from ASETS agreements

## April 2019:

- Implementation of the First Nations Labour Market Strategy



# Follow-up Questions and Comments

- Please send your questions and comments to this email address:

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