



Assembly of First Nations

**First Nations Labour Market Strategy  
(FNLMS) Update**

July 2018

EMPLOYMENT AND TRAINING FOR OUR PEOPLES



# *How did we get here?*

**July 2016**

First Nations Labour Market Forum recommends we do a joint cabinet submission with ESDC.

With no agreement for joint drafting, we proceed to develop our own policy document to ensure that our views and direction is not misunderstood.

**March 2017**

Chiefs Committee on Human Resources Development (CCHRD) recommends new policy approach and recommends to Chiefs in Assembly

**July 2017**

AGA Resolution #32 supports new policy approach and provides guidance and direction for implementation

**December 2017/April 2018**

Budget 2018 announcement of \$1.1 B for Distinct First Nations Labour Market  
CCHRD and Minister Hajdu meetings to discuss funding shortfalls and details on co-development and implementation process



## First Nations New Policy Approach

### New Distinct First Nations Labour Market Strategy - 2019-2029

- New relationship with First Nations
- New government-to-government approach
- Recognition of First Nation Jurisdiction
- Long-term, predictable funding
- Shared responsibility for outcomes

### Legislative Change

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

### Institutional Structure

- 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



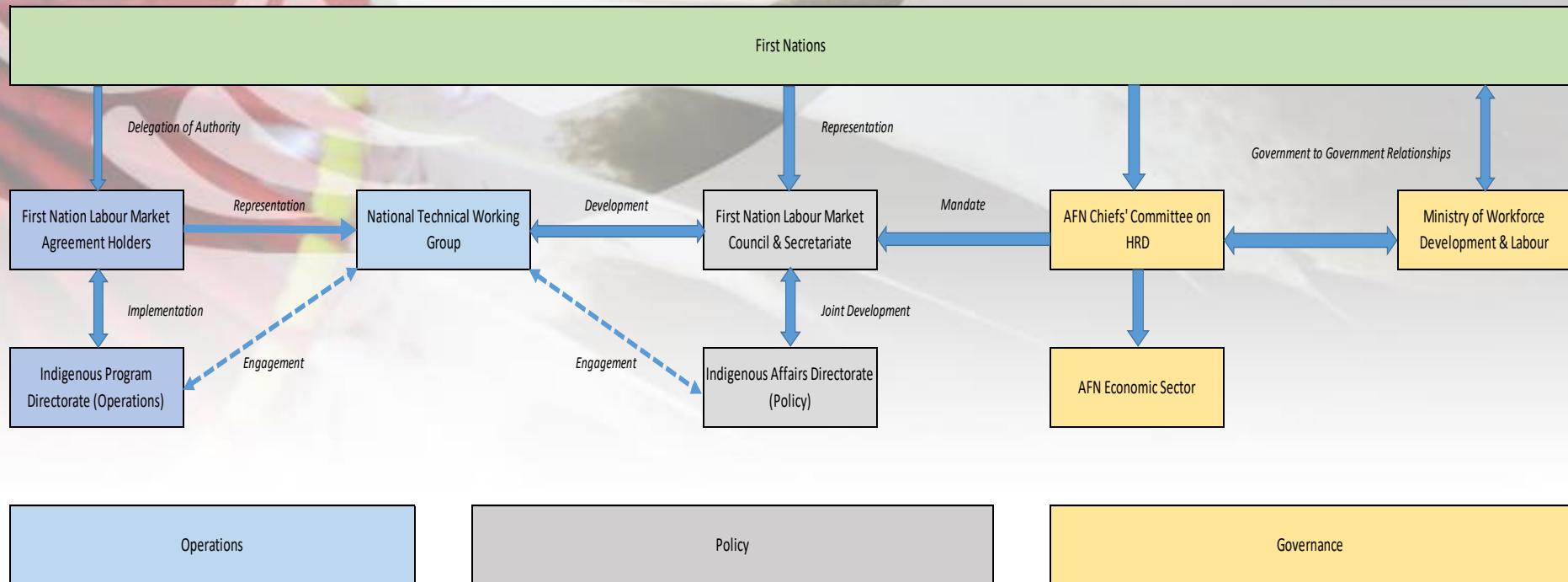
## **Resolution 32:2017 Distinct First Nations Labour Market Strategy**

**THEREFORE, BE IT RESOLVED that the Chiefs-in-Assembly:**

- Direct the Chiefs Committee on Human Resources Development to establish a Technical Working group of experts that will work with Employment and Social Development officials on the implementation of the new distinct First Nations labour market strategy, and
- Direct the Chiefs Committee on Human Resources Development to call on the Minister of Employment, Workforce Development and Labour to provide the necessary financial supports that will lead to the successful implementation of a long-term, distinct First Nations labour market strategy.



## FIRST NATION LABOUR MARKET STRUCTURE





## Budget 2018

The Government of Canada has acknowledged the importance of a distinctions-based approach that recognizes the unique needs of First Nations. Budget 2018 identified a First Nations stream that will provide \$1.1B over 5 years and \$235.7M ongoing to support a stronger focus on training for high-quality, better-paying jobs rather than rapid re-employment and allow for long-term career success.

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



## ***CCHRD meeting with Minister***

CCHRD and Minister discussion focused on moving toward Provincial/Territorial relationships and to do more to address the nation-to nation relationship and true reconciliation to make change for First Nations citizens.

- Budget 2018 investments were a step in the right direction but did not address issues of indexation for inflation and First Nations population increases and did not respond to funding for institutional capacity
- CCHRD request for additional investments be made for institutional capacity outside of program funds
- Better communication and priority for youth
- Measure which should be more long term outcome based and skills development that Indigenous people determine for themselves.
- Agreement to a National First Nations Forum in August 2018



## Next Steps

Guided by the new policy approach, AGA resolutions and CCHRD direction, First Nations Working Groups continue to work with ESDC to bring forward recommendations on transitional issues.

### Next Steps:

- Continue to press for a parallel process and identify resources to support the governance structure to manage policy and relationship priorities
- Continue to revise and make recommended changes to new terms and conditions and other details for new transfer agreements.
- Continue to work on base allocations and develop draft allocation model as per First Nations recommended options 2017.
- Agree on appropriate communication products on the changes to needed for a distinct First Nations labour market strategy
- Reports to the CCHRD and receive guidance as needed



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