

Aboriginal Human Resources Development Strategy

General Information							
Lead Department	Human Resources Development Canada						
Partners	<p>Aboriginal individuals, organizations, and institutions (nationally, regionally and sub regionally)</p> <p>Other Federal departments (e.g. Indian and Northern Affairs Canada, Health Canada, Industry Canada, Privy Council Office)</p> <p>Provincial / territorial departments</p>						
Effective Date	April 1, 1999						
Expiry Date	March 31, 2004						
Web Site	http://www.hrdc-drhc.gc.ca/aro						
Purpose	To support Aboriginal individuals, organizations, and institutions develop and implement labour market, youth and child care programs that are designed to address the local and regional human development needs of Aboriginal people.						
Roles and Contributions	To support Aboriginal organizations / groups assume greater control in the delivery of a wide range of human resource programming which assist Aboriginal clients to prepare for, obtain and maintain employment.						
Resources							
Funding	<p>HRDC is investing \$1.6 billion over five years</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">2000-01</td> <td style="width: 33%;">2001-02</td> <td style="width: 33%;">2002-03</td> </tr> <tr> <td>\$320M</td> <td>\$320M</td> <td>\$320M</td> </tr> </table>	2000-01	2001-02	2002-03	\$320M	\$320M	\$320M
2000-01	2001-02	2002-03					
\$320M	\$320M	\$320M					
Tracking and Reporting	Information on the AHRDS is tracked through client case management processes and financial investments through departmental internal systems. Information is also reported in the Departmental Performance Report, EI Monitoring and Assessment Report, Main Estimates and Public Accounts.						
Measurement and Reporting							
Outcomes	<ul style="list-style-type: none"> • Assist Aboriginal individuals to prepare for, obtain and maintain employment; • Assist Aboriginal youth (a person normally from 15 to 30 years of age) in preparing for, obtaining and maintaining employment and in making a successful transition into the labour market; • Decrease the dependency on passive public investments (EI unpaid benefits and Social Assistance savings); • Increase the supply of quality child care services in First Nations and Inuit communities, thereby raising the availability of distinct and diverse services in these communities to a level comparable to that of the general population; and, • Enhance the inclusion and labour market attachment of Aboriginal people with disabilities. 						

Indicators	<ul style="list-style-type: none"> • Number of jobs • EI unpaid benefits • Social Assistance Savings • Number of Youth returning to school • Number Child Care spaces supported and occupied • Number Aboriginal people with disabilities entering the labour force
Comparable Indicators	Comparative quantitative data sets reflecting the variances between socio-economic conditions experienced by Aboriginal peoples versus the Canadian general population.
Evaluation/Third Party Assessments	<p>A report demonstrating the effectiveness of the program is underway and a Final Evaluation to be completed by March 2004.</p> <p>A Consultative Assessment is underway and a report will be completed in the Fall of 2001.</p>
Shared Information and Best Practices	The Evaluation and Consultative Assessment will continue to contribute to a series of best practices and community case studies. Once completed, the Evaluation and Consultative Assessment will be publicly available.
Public Reporting	<p>Reports to the public (and Parliament) through various vehicles – through the Departmental Performance Report, Monitoring and Assessment Report, the Internet and other published information about the program.</p> <p>HRDC is in the process of developing an Aboriginal Human Resources Development Agreement Public Report Card.</p> <p>HRDC has identified greater public reporting as an area where additional measures may be required to augment current public reporting. Engaging our Aboriginal partners would be one way to enhance public reporting.</p>
Involving Canadians	
Provisions for Citizens to Participate in Developing Social Priorities and Reviewing Outcomes	HRDC currently involves Aboriginal individuals, organizations and institutions through formal meetings and workshops to discuss the long term relationships between HRDC and our Aboriginal partners (i.e. post 2004), meetings are also held to discuss specific subjects (i.e. disabilities). These meetings are held at the regional and sub- regional level as well as with the five National Aboriginal organizations.
Feedback Mechanisms to the Public	Information on the program is tracked through a variety of mechanisms. Clients outcomes are managed and tracked through a variety of client case management systems and reconciled against the Standard Data File. Financial investments are controlled and tracked through internal HRDC financial management process.

Service Commitments	
Public Availability of Eligibility Criteria	The eligibility criteria are included in the Terms and Conditions of the program and are available on the Aboriginal Relations Office website. http://www.hrdc-drhc.gc.ca/aro
Existence and Availability of Service Commitments	Internal service standards (between HRDC and the Aboriginal Human Resources Development Agreement holders) are under development. Aboriginal Human Resources Development Agreement direct service delivery commitments to clients are negotiated within the Contribution Agreement.
Measurement and Public Reporting	The majority of Aboriginal Human Resources Development Strategy programming is done through third party delivery. Each Agreement Holder is contracted to produce an Annual Report providing information on activities, best practices and audited statements.
Appeals and Complaints	
Existence, Availability and Communication of Mechanisms	There is no formal appeals and complaint process for the Aboriginal Human Resources Development Strategy. This program is delivered by third parties and such a process would be left up to each individual Aboriginal Human Resources Development Agreement Holder. The Evaluation will determine whether the Aboriginal Human Resources Development Agreements have a process in place.
Tracking and Public Reporting	HRDC and its Aboriginal partners are developing dispute resolution and tracking mechanisms.
Mobility	
Existence of Measures	All Aboriginal Human Resource Development Agreements define the clients to be served as well as a specified geographical area. HRDC ensures that all Aboriginal people, regardless of residence or status are served in each province (i.e. Urban Agreements). Under the Aboriginal Human Resources Development Strategy, there are no barriers to labour mobility.