Sectoral Partnerships Initiative (SPI) (Human Resources Partnerships (HRP))

General Information	
Lead Department	Human Resources Development Canada
Partners	Business, labour, educators, and trainers. SPI enables Sector Councils as autonomous industry-led bodies to partner with other government departments (including Industry, Health, Heritage, and Environment) and with provincial and territorial agencies in carrying out sectoral skills initiatives. HRP consults and coordinates activities with other federal and provincial/territorial partners in the development of sectoral policy and program initiatives.
Effective Date	April 1, 1993
Expiry Date	Currently using Terms and Conditions of the Employment Benefits and Support Measures (EBSM) until renewal of legislation.
Web Site	http://www.hrdc.gc.ca/hrp/
Purpose	Our mission is to advance partnerships with industry and the learning system to ensure that Canadians have the skills and knowledge required for the workplace. To encourage and support employer and employee associations to improve their capacity for dealing with human resource requirements and to address skills development issues.
Roles and Contributions	In order to be eligible, potential partners must be national in scope, include all key actors (e.g. employers and labour) and address human resource/skills issues. HRP facilitates this process by supporting sector initiatives that include: • sector human resources studies that identify current and emerging trends and skill needs; and • programs to build the infrastructure and institutional capacity needed to implement human resources strategies. A range of sectoral skills enabling activities are undertaken and coordinated by sectoral partners, including: • development of national occupational standards; • development of curriculum, Prior Learning Assessment and Recognition (PLAR) and essential skills profiles; • youth internships and career information products; and • human resource planning tools and development of delivery mechanisms (distance and e-learning initiatives).

	Normally, potential partners undertake an independent study to identify pressing issues within an industrial sector (or across a number of sectors) and agree to share the costs of the study. The roles/contributions of the partners are communicated through TASC (The Alliance of Sector Councils) and each Council and individual members/firms of those Councils. The public recognition is tracked mainly through awareness of, involvement with, and membership of Sector Councils.

Resources

Funding	2001-2002 2002-2003 2003-2004 SPI $47.7M $46.7M $46.7M
Tracking and Reporting	Regular reporting through departmental reporting mechanisms, including through the Estimates documents and Branch and Directorate Business Plans. Details regarding the work of the Sectoral Partnerships Initiative are available through the Sectoral Activities Update Report (1998). A Results-Based Management Accountability Framework (RMAF), which includes a logic model and performance measures, has been developed for all our programs. Sectoral partners are also engaged in developing RMAFs as the basis for tracking performance and demonstrating results.

Measurement and Reporting

Outcomes	In Progress[2] - Outcomes are consistent with objectives: 1. Increase sectoral capacity; 2. Understand and describe skills; 3. Encourage learning systems to be more responsive to labour market; 4. Promote workplace as a learning place; and 5. develop labour market transition mechanisms. In Progress[2] - Outputs are study and survey reports, industry-based steering committees, industry/sector profiles, Sector Councils, other sectoral partnerships, inter-jurisdictional fora, agreements by sectoral partnerships to develop skills, agreements by sectoral partnerships to support transitions, and agreements by sectoral partnerships to develop national occupational standards.
Indicators	In Progress[2] Indicators are being refined as part of the process of developing the Sectoral Partnership Results Based Management Accountability Framework.
Comparable Indicators	To be determined[3] - the research component of this initiative is aimed at providing reliable baseline data for longitudinal comparisons and examining the feasibility of comparable indicators.

Evaluation/Third Party Assessments	In Progress[2] - On-going meetings with Sectoral Councils, Evaluation and Data Development (EDD), Internal Audit Bureau to develop and refine understanding and dissemination of evaluations/best practices. SPI provides a clear articulation of outcomes, performance measures and results in the following document: Formative Evaluation of the Sectoral Partnership Initiative (1996) produced by EDD. Next evaluation is planned for 2002.
Shared Information and Best Practices	In Progress[2] - based on outcome of on-going meetings described above, will undertake further dissemination of best practices/evaluations.
Public Reporting	Reports to the public (and Parliament) through various vehicles – through the Departmental Performance Report, the Estimates documents, the Internet and other published information about the program, e.g. Sectoral Activities Update Report. Detailed public information is available at: http://www18.hrdc-drhc.gc.ca/programs/SPI/desc.asp
Involving Canadians	
Provisions for Citizens to Participate in Developing Social Priorities and Reviewing Outcomes	HRP - SPI currently involves Canadians through its 27 (as of June 2001) Sectoral Councils and other sectoral partners and as part of its regular evaluation process – that is, through client surveys and meetings with partners who deliver the programs. A series of national round tables designed to consult with Canadians on skills & learning were sponsored by HRDC (Strategic Policy Branch) and held by the Centre of Standards Living (CSLC), Canadian Policy Research Networks and the Conference Board of Canada. Reports of the round tables are available on-line. To date, the focus has been on program improvement, and less in terms of developing social priorities.
Feedback Mechanisms to the Public	http://www.hrdc.gc.ca/hrp/ FOCUS (HRP Newsletter) published 3 times/year. Latest issue is July 2001. Ongoing and regular contact with Sector Councils and TASC (The Alliance of Sector Councils).
Service Commitments	
Public Availability of Eligibility Criteria	Eligibility criteria are publicly available on HRDC Web site and in published communication packages – available at http://www.hrdc.gc.ca/hrp/
Existence and Availability of Service Commitments	No specific service commitments for HRP programming other than the branch's (Human Investment Branch) overall commitments. Departmental service commitment for payment of first cheque within 28 days of commencement of project.

Measurement and Public Reporting	HRP is not collecting any performance information for service commitments at this time.
Appeals and Complaints	
Existence, Availability and Communication of Mechanisms	No mechanisms or plans to implement appeals mechanisms are currently in place. Communication of concerns occurs directly with sectoral partners and through TASC secretariat.
Tracking and Public Reporting	Not Applicable[1]
Mobility	
Existence of Measures	There are no residence-based barriers to mobility since Sector Councils and other partners must be national in scope.

[1]**Not applicable:** when the section does not apply.

[2]**In progress:** when an approach or mechanism is being developed or is in the process of being implemented.

[3]**To be determined:** when an approach or process is still being considered or is in the initial planning stages.