

**OBJECTIVE 5:
DEVELOP A TRAINING PLAN FOR THE
IMPLEMENTATION OF THE UFA**

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 1:

To determine the skills required to implement the UFA

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|---|--|-------------------|--|
| 1. review the UFA document and identify all possible skill requirements for implementation | TPC staff, professional services or Working Group | TPC staff to work with contracting team or working group to review, analyze and cross-reference skill requirements | 2nd to 3rd month | Staff time, Professional services (Estimated 2 to \$2,500) |
| 2. review UFA implementation plans and identify all possible skill requirements | TPC staff, professional services or Working Group | TPC staff to work with contracting team or working group to review, analyze and cross-reference skill requirements | 3rd month | Included in above |
| 3. review any FN Agreements and implementation plans and note the skill requirements as identified by the FN | TPC staff, professional services or Working Group | Establish linkage with FN planning, consult with FNs, review for consistencies and indicated priorities | 3rd month | Staff, FN personnel, consultants reports (1-3 weeks) |
| 4. identify any gaps or overlaps between 1, 2, and 3 above | TPC staff, professional services or Working Group | Review for differences/similarities. Establish generic linkages | 3rd month | Staff time, professional services (Estimated at 3 to \$5,000) dependent on information |
| 5. review findings of analysis with FNs and parties to the Agreement | TPC staff, TPC | TPC staff to conduct reviews through brainstorming and consensus building | 3rd month | Staff time (2-3 days) |
| 6. analyze the skill requirements to determine generic and specific skill areas | TPC staff, professional services or Working Group | review and list specific skill areas. Look for linkages and patterns. Establish generic areas | 3rd month | Staff time, Professional services (Estimate 2 to \$3,000) |

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TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 2:

To determine the current skills existing among FNs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|--|--|---------------------|--|
| 1. review the identified skill areas required for the implementation of the UFA | TPC staff, professional services or Working Group | Review UFA and collate implications | 2nd to 3rd month | Staff time and professional services (Estimated \$1500) |
| 2. review and analyze current skill assessment data related to FNs that is available | TPC staff, professional services or Working Group | review material available, focus on Yukon and FN specific | 2nd to 3rd month | Staff time and professional services (Estimated \$2,000) |
| 3. review existing data collection devices for cultural and Yukon relevancy | TPC staff, professional services or Working Group | contact data collection services/agencies- request and review models and data collection devices | 2nd to 3rd month | Staff time and professional services (Estimated \$1000) |
| 4. choose, or design, if necessary, an appropriate skill identification device | TPC staff, professional services or Working Group | analyze tool for appropriateness- develop new tool - field test | 3rd month | Staff time and professional services (Estimated 4 to \$6000) |
| 5. based on the selected device and methodology, determine the most appropriate resource to conduct the assessment (employee, FNs, etc.) | TPC staff | research various methodologies - Choose FN preferred method through consultation -Train and test surveyors | 3rd to 4th month | Staff time and professional services (Estimated 2 to \$3000) |
| 6. conduct the assessment and analyze the data | TPC staff, professional services or ?? | conduct survey in collaboration with FNs | 4th to 8th month | Will depend on number of FNs surveys (4 to \$5,000 per FN and will be dependent on information needed) |
| 7. provide an analysis of existing skill levels, interests, aptitudes currently available among FNs and review this analysis with FNs and the parties to the Agreement | TPC staff, professional services or Working Group, FNs, parties to the Agreement | collect and verify data, analyze, provide data grouping and recommendations. Review with FNs | at 7th or 8th month | Staff time and professional services (Estimated \$2500) |

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TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 3:

To determine the gap between required skills and available skills to identify training needs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|---|--|------------------------------|---|
| 1. conduct an analysis of the differences between what skills exist and what skills are required for UFA implementation | TPC staff, professional services | Review available information based on skills assessment and UFA review. Analyze on program basis -by skill level. Identify gaps (analysis) | 8th month | Staff time and professional services (Estimated \$2,000) |
| 2. review with FNs the skills analysis and then review individual FN skill development needs | TPC staff (professional services?) | Review gap analysis. Review known info. for changes. Review TPC and FN expectations in light of this process. FN to provide categorization of needs for skills versus accreditation | 8th month | Staff time, FN time, Professional services (Estimated \$2,000) |
| 3. categorize the skill shortages and identify skill requirement areas with reference to the UFA | TPC staff, professional services, FNs | Use review documentation and priorities set by FNs. Select standard skills categorization tool. Categorize based on FN guidelines | 8th month | Staff time and professional services (Estimated \$2,000) |
| 4. individualize the training needs in FN communities and develop a FN HRD plan | TPC staff, professional services, FNs and FNs staff | Using FN categorization, review and assist in the adjustment of FN training plans to become individualized but consistent with respect to terminology and tools for ease of further analysis | 8th month (one month per FN) | Staff time and professional services if not available on staff (Estimate 3 to \$4,000 per FN) |
| 5. prioritize training needs with the FN | TPC staff, professional services, FNs | Consult with FN to explain process/results. Cross reference FN plans. Have FN state priorities | 8th month (one week per FN) | Staff time, FN time, Professional services (Estimated \$1,500 per FN) |

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TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 4:

To analyze existing training programs for their ability to meet the required training needs, recommend modifications or alternate training programs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|--|--|-------------------|--|
| 1. based on the TPC guiding principles, determine the nature and extent of information required to evaluate existing programs | TPC staff, Professional services or Working Group | Review principles, design information requirement guidelines | 5th month | TPC staff and professional assistance (Estimated \$1,500) |
| 2. develop a training program evaluation tool | TPC staff, Professional services or Working Group | Review existing evaluation tools re: principles and info requirements. Design northern and FN specific tool | 5th month | TPC staff and professional assistance (Estimated \$1,500) |
| 3. solicit and obtain information on existing programs | TPC staff, Professional services or Working Group | Determine where information will be obtained from. Design and distribute questionnaire, Consolidate information. Design analysis format. | 5th month | Dependent on response (2 weeks to 2 months) |
| 4. evaluate the ability of the existing training programs to meet the training needs identified for implementation | TPC staff, Professional services or Working Group | Design evaluation tool. Evaluate and record findings | 5th to 6th month | TPC staff and professional assistance (Estimated \$1,500) |
| 5. recommend modifications or alternative programs | TPC staff, Professional services or Working Group in consultation with program and service providers | Indicate programs shortfalls to agencies. Design method of approach. Record and recommend to TPC and FNs providers | 5th to 6th month | Staff time - Estimate one month |
| 6. facilitate, as required, the negotiation of modifications to programs for FNs, including costs, timelines, delivery mechanism, curriculum revision, instructor qualifications, etc. | TPC staff, Professional services or Working Group | Present program requirements, review of existing programs and needs of FNs. Negotiate change, timing, facilitation and costing | 6th month | Dependent on number of programs requiring changes, the extent of the required changes and the willingness and ability of the program or service provider to make modifications |

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TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 5:

To develop a resource inventory
of suitable programs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|--|---|-------------------------------------|--|
| 1. research and inventory existing suitable programs as to: - cost - availability - program parameters, etc. | TPC staff, professional services | Cross reference between what is available and what is and /or could be suitable. Pay particular attention to personnel instructing or managing programs | 5th month | Staff and professional services (Estimated 2 to \$3,000) |
| 2. cross reference the inventory with the training needs identified to determine the limitations of existing programs | TPC staff, professional services | Cross reference suitable programs with identified skill areas - noting any gaps in availability (and why) | 5th month | 2 to 3 days per FN (Estimate \$1,000 per FN) |
| 3. determine and prioritize programs required to meet training needs | TPC staff, professional services , TPC | Based on FN priorities record programs for access by need and availability | 5th month | Staff and professional services (Estimated \$500) |
| 4. develop a strategy to provide required and suitable programs to meet the training needs | TPC staff, professional services | Record and analyze programs which cannot be addressed by current institutions. Research alternatives. Develop plan to acquire suitable programs | 5th to 6th month | Staff time and professional service for design and analysis (2 to 6 month dependent on the extent of the model requirements) |
| 5. communicate with FNs, the parties to the Agreement and the agencies responsible for providing appropriate training programs | TPC staff, TPC, FNs | Communicate findings. Present alternatives. Receive direction on preferred approach. Reach consensus | 6th month | Staff time (Time will depend on the amount of feedback required) |
| 6. make further recommendations on programs and modifications required based on FN feedback | TPC staff, professional services | Define additional changes required to meet FN needs. Design change and negotiation approach. Design alternative system for provision of service if required | 6th to 7th month and ongoing review | Dependent on the extent of modifications required |

OBJECTIVE 5:
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IMPLEMENTATION OF THE UFA

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 6:

To prepare the Training Plan

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|--|---|--|--|
| 1. obtain FNs training plans as source documents | TPC staff, TPC, FNs, FN staff | Receive permission from FN to review FN training plans. Review for similarities and differences in training needs | 9th to 10th month | Staff time |
| 2. analyze FNs training plans to determine generic and specific training plan components | TPC staff, TPC, FNs, FN staff, professional services | Analyze information and formulate specific lists. Consult with FNs to determine generic components | 9th to 10th month | Staff time and professional assistance (Estimated - 3 to \$4,000) |
| 3. assist FNs in the development and revision of their individual training plans for UFA and FNFA implementation | TPC staff, TPC, FNs, FN staff, professional services | Review with FNs the skills inventory, course/program research and compare to the prepared plans. Revise, if permitted, with FN. Priorize training needs based on FN timetable and consensus | 2 to 4 months per FN. Dependent on existing training plans | Staff time and/or professional assistance (costs will vary depending on existing training plans) |
| 4. consult with FNs to achieve consensus on the UFA implementation training plan requirements | TPC staff, TPC, FNs | Group FN plans and priorities. Present similarities and differences to FNs. Achieve consensus on training priorities | 9th to 10th month | 1 to 2 day meeting of FN, Staff and TPC (Costs as per CYI guidelines for travel) |
| 5. prepare UFA training plan and distribute to parties to the Agreement, FNs, IPWG, etc. | TPC staff, TPC, FNs, FN staff, professional services | document results of consultative process. Determine budget requirements. Document preferred presentation, facilitation methodology | 9th to 10th month | Staff and professional services (Estimated - 3 to \$4,000) |

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TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 7:

To determine the requirements for
 funding of training plan requirements

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|---|---|-------------------|---|
| 1. prepare a costing analysis of the training plan by individual program and by delivery mechanism | TPC staff, TPC (possibly professional services) | Review and analyze training programs and estimate costing in consultation with agencies and service providers. Cross reference for existing programs. Note costs for various delivery methods | 9th to 10th month | Staff time and professional services (Estimated - 3 to \$4,000) |
| 2. review for cost effectiveness/efficiency measures which may be possible | TPC staff, TPC, FNs | Create cost analysis and evaluation format. Apply the format to develop an effectiveness guidelines. Analyze data and brainstorm any delivery alternatives to increase efficiencies and effectiveness | 9th to 10th month | Staff time and professional services (Estimated - 3 to \$4,000) |

OBJECTIVE 5:
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TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 8:

To analyze existing funding programs as to their ability to meet required training costs and recommend modifications or seek other funding

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--------------------------------------|---|-------------------|--|
| 1. based on the guiding principles of the TPC, determine information required to evaluate existing funding programs | TPC staff, TPC, FNs | Review guiding principles, training plans with respect to funding required/access requirements/ timing / accreditation etc. | 9th month | Staff, FNs time |
| 2. design the data collection and evaluation instruments | TPC staff and professional services | Review data collection models. Select or modify model(and field test) as required by unique needs of the training plan | 9th month | Staff time and professional service (Estimate 2 to \$3,000) |
| 3. request and obtain information on existing funding programs | TPC staff, funding agencies | Request information from funders on specific programs. Follow-up as required | 9th to 10th month | Dependent on response (1 to 2 months) |
| 4. evaluate ability of existing funding programs to meet training plan funding requirements | TPC staff and professional services | Review data as collected. Summarize findings. Review with FNs as to their past experiences. Note access needs | 9th to 10th month | Staff time and professional service (Estimate 2 to \$3,000) |
| 5. recommend modifications to existing funding programs or seek alternate funding | TPC staff, TPC | Recommend modifications based on findings and FN advice (personal and functional) | 10th month | Staff time (will be dependent on response 3 to 4 weeks) FNs time for consultations |
| 6. facilitate, when necessary, the negotiation of modifications to funding programs which may be required | TPC, Staff and FNs, funding agencies | Meet as required to present findings, recommend modifications and negotiate change | 10th month | Staff and TPC, FN time (will depend on agencies and program under discussion) |

**OBJECTIVE 5:
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IMPLEMENTATION OF THE UFA**

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 9:

To develop an inventory of suitable funding programs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|---|---|---------------------------|--|
| <p>1. research and inventory suitable funding programs including information on:</p> <ul style="list-style-type: none"> - availability of funds - access methodology - proposal evaluation criteria, etc. | <p>TPC staff, FN input and professional service</p> | <p>Research available funding sources. Review training needs against established proposal criteria. Develop an inventory for use by FNs</p> | <p>10th to 11th month</p> | <p>Staff, FNs time and professional services (Estimated - \$2,000)</p> |
| <p>2. analyze and develop a listing of training programs requiring funding for which existing or modified funding programs will not be able to address</p> | <p>TPC staff and FNs</p> | <p>FNs and TPC staff to review existing training plans and link wherever possible to those criteria from funding sources</p> | <p>10th to 11th month</p> | <p>Staff, FNs time and professional services (Estimated - \$4,000)</p> |
| <p>3. research alternate funding sources and methodologies (private foundations, experimental projects, etc.)</p> | <p>TPC staff, FN input and professional service</p> | <p>obtain various funding source listings and contact for suitability. Develop an alternate funding source list</p> | <p>10th to 11th month</p> | <p>Staff, FNs time and professional services (Estimated - \$4,000)</p> |
| <p>4. communicate this information to individual FNs and agencies which have the mandate or responsibility to provide funding for the training plan</p> | <p>TPC staff, FNs, TPC and agencies responsible</p> | <p>Document and release as required</p> | <p>as required</p> | <p>As required to provide document and update</p> |

OBJECTIVE 5:
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IMPLEMENTATION OF THE UFA

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 10:

To compare the inventories of suitable programs to suitable funding sources

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|----------------------|---|-----------------------------|---|
| 1. compare the prepared inventory of suitable training programs with the inventory of suitable funding programs | TPC staff and FNs | Review the prepared inventories. Compare the inventories for obvious and less obvious "fits" | 11th month | Staff time and FNs (dependent on FN participation) |
| 2. provide recommendations as to the "best fit" between the training programs and funding sources in order to maximize the effectiveness and efficiency of the funding available | TPC staff and FNs | Obtain best information for possible connections between funds and programs in training plans. Develop report and recommendations | 11th month | Staff time for report and recommendations development |
| 3. provide this information to FNs | TPC staff, FNs | Provide report to FNs | 11th month and as requested | Staff time (minimal) |

OBJECTIVE 5:
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TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 11:

To monitor the UFA implementation process to identify any modifications to the training plan that may be required

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|---|--|----------------------------------|---|
| 1. monitor all FN UFA implementation training which may or may not have been reviewed by the TPC | TPC staff, FNs and occasional review by professional services | Communicate regularly with FNs as to training that is being undertaken or planned. Develop format and process for information gathering. Receive FNs approval for data gathering | Ongoing from day one | Staff time and professional services (evaluator, or skills on staff?) |
| 2. review, with FNs, the training plans and identify any implementation activities that may not have been identified previous to implementation | TPC staff, FNs | Periodic reviews and joint TPC FN meeting to share information. Rely on FNs to identify emerging needs | Ongoing from day one | Staff and FN time for information sharing (Dependent on format for exchange of information) |
| 3. provide for regular review and, if necessary, any modification to the training plan | TPC, TPC staff and FNs | Develop and implement a review policy and process with FNs | Ongoing from day one | Staff and TPC time, FNs |
| 4. monitor funding sources for new funding programs or changes to funding programs which may affect implementation training | TPC staff and FNs | Provide monitoring service on funding and programs for FNs (eg. Subsidies manual, Treasury Board reports, mailing lists, contacts, memberships, Etc. | Ongoing from day one | Staff time - ongoing activity (minimal) |
| 5. communicate the information on any changes to training needs and funding programs to FN's, funding agencies, deliverers of programs, parties to the Agreement, etc. | TPC staff, FNs, etc. | Use communications process as required for information provision to and from FNs | Ongoing from day one as required | Staff, TPC and FN time |

OBJECTIVE 6:
TO ESTABLISH TRAINING PROGRAMS IN
ACCORDANCE WITH THE WORKPLAN
AND TRAINING PLAN

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 1:

To determine the responsibility of governments and agencies other than the TPC for establishing training programs for implementation of the UFA

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|----------------------------------|---|---|--|
| 1. analyze the proposed programs and funding to determine which programs or funding can be negotiated as a responsibility or partial responsibility of agencies other than the TPC | TPC staff, TPC | TPC staff to provide analysis to TPC based on training plan, available funding and delivery agency mandates | Approximately the 9th month (to be done after training plan developed and approved) | Staff time |
| 2. carry out the necessary negotiations for programs to be established as a responsibility or partial responsibility of agencies other than the TPC | TPC, parties to the Agreement | TPC to establish meeting with parties to the Agreement based on analysis | 9th to 10th month | Staff and TPC time |
| 3. in selected programs provided through other agencies ascertain the feasibility of increasing the input and control by FNs | TPC, parties to the Agreement | TPC to determine in negotiations with parties to the Agreement | 10th to 11th month | Staff and TPC time |
| 4. research alternative methods of program delivery | TPC staff, professional services | TPC staff to obtain services to undertake research study | 9th to 10th month | Staff time and professional service (Estimate - 3 to \$4,000) |
| 5. analyze programs through other agencies to determine which need modification to implement the training plan within FN objectives and principles | TPC staff, professional services | TPC staff to obtain services to analyze and recommend modifications | end of 1st 12 months | Staff time and professional service (Estimate - 3 to \$4,000) |
| 6. propose and establish modifications to programs prior to establishing new programs through other agencies | TPC staff, TPC, Agencies | TPC staff to provide recommendations to TPC. Negotiate with agencies for modifications | end of 1st 12 months | Staff and TPC time |
| 7. monitor and evaluate regularly all training programs established through agencies other than the TPC | TPC staff, TPC | TPC staff to monitor and evaluate programs and provide recommendations to TPC for decisions | ongoing after 1st year | Staff and TPC time (Recommend training for TPC staff on evaluation and monitoring take place prior to completion of the Training Plan) |

OBJECTIVE 6:
TO ESTABLISH TRAINING PROGRAMS IN
ACCORDANCE WITH THE WORKPLAN
AND TRAINING PLAN

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 2:

To determine the responsibility of the TPC for establishing training programs

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|--|----------------------|--|--|--|
| 1. considering the interim and future roles of the TPC, and the prioritized training plan requirements, determine and prioritize the programs which are required, but are not available through agencies other than the TPC | TPC staff | TPC staff, based on an analysis of the training plan to provide recommendations and information to TPC for decisions | Approximately the 9th month (to be done after the preparation of the approved Training Plan) | Staff time |
| 2. determine the amount of funding available for establishing training programs through the TPC, taking into account: - the guidelines for expenditure of funds, - the annual budget, and - tasks in the workplan | TPC staff, TPC | TPC staff to provide analysis and recommendations to TPC | 9th to 10th month | Staff and TPC time |
| 3. determine the feasibility of the TPC to establish training programs | TPC staff, TPC | TPC staff to provide recommendations to TPC for decisions | near the end of the 1st 12 months | Staff and TPC time |
| 4. establish training programs initially as pilot projects | TPC staff, TPC, FNs | TPC staff to work with FNs in the development and establishment of pilot projects | After 1st year | Dependent on project and funds available - Trust funds to be used if required |
| 5. monitor and evaluate regularly all training programs established through the TPC | TPC staff, TPC | TPC staff with FNs to provide monitoring and evaluation information to TPC | Ongoing after the 1st year | Staff time - Training for monitoring and evaluation for staff and FNs to be provided |

OBJECTIVE 6:
TO ESTABLISH TRAINING PROGRAMS IN
ACCORDANCE WITH THE WORKPLAN
AND TRAINING PLAN

TRAINING POLICY COMMITTEE

ACTION PLANS (92/06/19)

TASK 3:

To seek and provide funding for training programs through the TPC and other agencies

| ACTIVITY (WHAT?) | ASSIGNMENT (WHO?) | PROCESS (HOW? & WHERE?) | TIMING (WHEN?) | RESOURCES NEEDED (HOW MUCH?) |
|---|--|---|---|---|
| 1. catalogue and assess the availability of funding on an ongoing basis and the availability of funding on an irregular short-term basis from the TPC and other agencies for all training programs, based on: <ul style="list-style-type: none"> - the guidelines for expenditures, - the data concerning available funding, and - the training requirements | TPC staff, professional services | TPC staff to arrange for contract for professional services to catalogue and assess based on principles and policies of TPC and the requirements of the Training Plan | Approximately the 11th or 12th month (must be done after the approval of the Training Plan) | Staff time and professional services (Estimate 3 to \$5,000) |
| 2. as part of the annual budget deliberations in the year previous to the budget year, negotiate funding with other agencies through the established consultative arrangements, and determine funding available for programs through the TPC | TPC staff, TPC, agencies, parties to the Agreement | TPC to prepare for TPC to negotiate with other agencies and parties to the Agreement | After the 1st year | Staff and TPC time for negotiations |
| 3. determine and write policy and guidelines for providing funding to programs through other agencies or through the TPC | TPC staff, TPC | TPC staff to prepare draft policies for TPC revision and adoption | After the 1st year | Staff and TPC time |
| 4. review and revise funding guidelines as needed | TPC staff, TPC, FNs | TPC staff, in consultation with FNs and based on information gathered from negotiations, to provide recommendations to TPC | Ongoing after the 1st year | Staff time and training required in monitoring and evaluation (include FNs) |

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

ANNEX F

Part 1

YUKON RIVER DRAINAGE BASIN SALMON HARVEST STUDY

Purpose

The purpose of the Yukon River Drainage Basin Salmon Harvest Study is set out in UFA chapter 16, Schedule A, 3.2.

Terms of Reference

As soon as practicable after the effective date of Settlement Legislation, the Council for Yukon Indians and the Minister of Fisheries and Oceans each shall designate a representative (s) to negotiate the terms of reference for the Harvest Study. The terms of reference shall include the matters set out in UFA chapter 16, Schedule A, 3.2.

The Council for Yukon Indians and the Minister shall negotiate the terms of reference within the time identified in UFA chapter 16, Schedule A, 3.5.

Appointment of a Contractor

The Council for Yukon Indians and the Minister will jointly appoint a contractor pursuant to UFA chapter 16, Schedule A, 3.7. Failing agreement, either party may refer the matter of the appointment to arbitration under UFA 26.7.

Conduct of Harvest Study

The contractor appointed pursuant to UFA chapter 16, Schedule A, 3.7 and 3.8 shall carry out the study in accordance with the terms of reference.

Budget

Canada will make available a sum of up to \$1, 500, 000 dollars (1992 \$) to complete the Harvest Study. The budget for the study will be based on the terms of reference and with consideration to UFA chapter 16, Schedule A, 3.4. The budget may include expenses for technical and professional personnel, equipment and supplies, and administration.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Determination of Basic Needs Allocations After Completion of Study

After the completion of the Harvest Study, Basic Needs Allocations shall be set for each affected Yukon First Nation at the level calculated pursuant to UFA chapter 16, Schedule A, 3.9.1 or by negotiation pursuant to UFA chapter 16, Schedule A, 3.9.2. through 3.9.4.

Determination of Basic Needs Allocations Prior to Completion of Study

Prior to the completion of the second year of the Harvest Study and upon request by a Yukon First Nation, the Minister and the Yukon First Nation may negotiate a Basic Needs Allocation in accordance with UFA 16.10.3. Thereafter the Harvest Study shall no longer include that Yukon First Nation.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

ANNEX F

Part 2

YUKON FIRST NATION FINANCIAL INSTITUTION VIABILITY STUDY

Terms of Reference for Examination of Viability and Determination of Supportive Measures

Requirement

UFA 22.8.1 requires the Parties to examine the viability of a Yukon First Nation controlled trust company within two years of the enactment of Settlement Legislation.

UFA 22.8.2 requires Canada and Yukon to take such measures as may be necessary and are reasonable to enable Yukon First Nations to establish such an institution, if the concept appears viable.

Scope

The concept to be examined should be "a Yukon First Nation controlled financial institution", as reflected in the title given by the Parties to UFA 22.8.0. The examination thus would refer to a trust company, as well as any other form of financial institution which may be appropriate.

As soon as practicable after the effective date of Settlement Legislation, CYI, Yukon and Canada shall each designate a representative to determine procedures and methodology. The representatives of Canada and Yukon shall be senior representatives with relevant experience.

The matters described in UFA 22.8.0 should be approached in the spirit of enabling Yukon First Nations to proceed with a financial institution in a manner which provides a reasonable prospect of success. Responsibility for assessing the viability of the enterprise should reflect the balance of risk that would be taken in the initiative.

UMBRELLA FINAL AGREEMENT IMPLEMENTATION PLAN

Design

The Parties' representatives shall consider a study design as follows:

Phase 1:

- (a) consideration of the results of existing studies, including:
 - "Yukon Trust Company", a study submitted to the Yukon Development Corporation by Peat Marwick in September 1990; and
 - "National Native Economic Institutions", a study prepared for the DIA Native Economic Development Advisory Board by Wm. Barrett & Associates in 1984;
- (b) consideration of existing models for First Nation financial institutions, including the Peace Hills Trust Company and current initiatives in the Northwest Territories, Ontario and British Columbia;
- (c) consideration of the experience and market conditions of the financial services industry, with particular reference to the experience of regional institutions in Yukon and western Canada;
- (d) identification of Yukon First Nation objectives and requirement for a YFN-controlled financial institution and selection of the preferred form of institution; and
- (e) presentation to Government and Yukon First Nations of the results of Phase 1.

Phase 2:

- (a) the detailed design of the preferred form of financial institution, including:
 - the corporate organization required;
 - the scope of business, including the financial services to be provided;
 - marketing requirements;
 - joint venture alternatives;
 - identification of the financial, regulatory and policy conditions and supportive measures required for successful operation;

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- (b) recommendation and discussion with First Nations with respect to adoption of the detailed design; and
- (c) presentation to Government of the results of Phase 2.

Phase 3:

- (a) identification and negotiation among the Parties, as appropriate, of such measures as may be necessary and as are reasonable and which Government shall take pursuant to UFA 22.8.2; and
- (b) pre-incorporation activities to establish the institution, including corporate organization and training, the conclusion of any joint venture arrangements which may be appropriate, and the development of marketing activities.

Conduct

The representatives of Canada and Yukon shall work co-operatively with CYI by providing relevant information and technical support as may be required, and by providing input with respect to the viability of the institution and the supportive measures which Government may take.

The work should proceed so as to enable Phase 3 to be undertaken in the second year after the effective date of Settlement Legislation.

Funding

The financial requirements of this Annex shall be addressed by the Parties from existing resources and financial assistance programs and such other sources as to which the Parties may agree.

It is expected that support for pre-incorporation activities may be provided through such Government programs as may be available, with such modification or supplement as may be required to give effect to UFA 22.8.2.

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ANNEX G

ARRANGEMENTS TO IDENTIFY THE IMPACT OF SETTLEMENT

AGREEMENTS ON GOVERNMENT REGULATORY REGIMES (UFA 28.3.3.4)

"Government Regulatory Regime" means any system or structure which is established by Government to control, direct, regulate, restrict or prohibit activity and includes any rules regulations, orders or bylaws made by Government under the authority of any Act of the Yukon Legislative Assembly or Parliament, and any Government regulatory tribunals.

As soon as practicable, the Governments of Canada and the Yukon ("Governments") shall review Government Regulatory Regimes ("Regimes") that may be inconsistent with the provisions of Settlement Agreements. The Governments shall identify the Regimes and propose changes to make them consistent with the Umbrella Final Agreement.

The Governments shall provide Yukon First Nations with an outline of the Regimes that are affected by Settlement Agreements and shall provide details with respect to the proposed changes. Yukon First Nations may provide comments to the Governments with respect to the proposed changes and with any additional comments with respect to Regimes that may not have been identified by the Governments. The nature of the consultation with the Yukon First Nations will vary depending on the extent and complexity of the amendments required. The Parties may agree to establish specific arrangements to ensure an effective process of consultation.

The Governments shall consider the comments received from the Yukon First Nations, and shall complete the process of making changes to the identified Regimes within a reasonable period of time, which may vary depending on the nature and extent of the modifications required. The Governments shall notify Yukon First Nations of changes to the Regimes once they have been made.

With respect to ensuring that the paramountcy of the Umbrella Final Agreement is respected, the Governments shall endeavour to ensure that their personnel are aware of any inconsistencies between the Umbrella Final Agreement provisions and existing Regimes.

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ANNEX H

RESOURCES AND MEANS FOR SALMON ENHANCEMENT

IN YUKON

Pursuant to UFA 28.3.3.6, the Salmon Sub-Committee may make recommendations to the Minister of Fisheries and Oceans and to Yukon First Nations on resources and means for Salmon enhancement in the Yukon.

In determining its recommendations, it is recommended that the Sub-Committee:

- (a) invite and give full consideration to the recommendations of Renewable Resources Councils;
- (b) identify needs, opportunities and priorities for enhancement measures, including measures for habitat restoration, to be undertaken;
- (c) consider existing enhancement measures and programs in Yukon, as well as measures and programs proposed or being undertaken elsewhere in the Pacific Region;
- (d) consider the social, economic and environmental costs and benefits of particular enhancement measures;
- (e) address the need to monitor and assess the viability of the measures it may wish to recommend;
- (f) consider and address the acceptability to affected Renewable Resources Councils and Yukon First Nations of the measures it may wish to recommend;
- (g) consider and address the need to ensure that the benefits of Salmon enhancement are protected, including appropriate enforcement activities;

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- (h) consider the technical support which may be provided by the Department of Fisheries and Oceans at the community level for the identification, planning and implementation of enhancement measures;
- (i) consider both traditional and scientific knowledge and techniques of enhancement;
- (j) consider the training and economic opportunities which may arise from the undertaking of enhancement measures;
- (k) consider and address sources and means of financial support for the measures it may wish to recommend;
- (l) review and consider such information as may be available concerning stock assessments and habitat conditions, and the need for co-ordination of enhancement undertakings with Salmon management plans and initiatives; and
- (m) recommend to Renewable Resources Councils and Yukon First Nations measures suitable for implementation at the community or regional level.

It is acknowledged that the Department of Fisheries and Oceans' resources and means for Salmon enhancement in the Yukon will be constrained within the budgets which exist from time to time. It is expected that the Sub-Committee, Renewable Resources Councils, Yukon First Nations and the Department of Fisheries and Oceans will work co-operatively to identify and secure increased levels of financial support for Salmon enhancement. It also is recognized that the need, interest and financial support for Salmon enhancement measures in Yukon may increase with the favourable conclusion of a Yukon River agreement in the Treaty between the Government of Canada and the Government of the United States of America concerning Pacific Salmon.

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SCHEDULE I

FINANCIAL PAYMENTS

(PARTS 1-6)

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SCHEDULE 1

PART I (1992\$) GOVERNMENT OF CANADA FUNDING TO INSTITUTIONS

| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 |
|--------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Surface Rights Board | 124, 944 | 124, 944 | 124, 944 | 124, 944 | 124, 944 | 124, 944 | 124, 944 | 124, 944 | 124, 944 | 124, 944 |
| Yukon Land Use Planning | 447, 519 | 447, 519 | 447, 519 | 447, 519 | 447, 519 | 447, 519 | 447, 519 | 447, 519 | 447, 519 | 447, 519 |
| Dispute Resolution | 100, 604 | 100, 604 | 100, 604 | 100, 604 | 100, 604 | 100, 604 | 100.604 | 100, 604 | 100, 604 | 100, 604 |
| Salmon Sub-Committee | 159, 354 | 159, 354 | 159, 354 | 159, 354 | 159, 354 | 159.354 | 159, 354 | 159, 354 | 159, 354 | 159, 354 |

PART 2 (1992\$) GOVERNMENT OF CANADA FUNDING FOR PROJECTS

The Government of Canada agrees to provide up to \$7,428,000 for Regional Land Use Planning.

The Government of Canada agrees to provide up to \$1,500,000 for the Yukon River Drainage Basin Salmon Harvest Study.

SCHEDULE 1

Part 5 - Fiscal Year Adjustment Factor

A. Adjustment to Fiscal Year

Annual amounts shall be normalized to the appropriate fiscal year as follows:

The first fiscal year amount is determined by multiplying the annual amount for Year 1 by "P". In subsequent years the fiscal payment is determined by multiplying the annual amount for the appropriate year by "P" and adding to this the product obtained by multiplying the previous year's annual amount by (1-P).

where

P = The number of days remaining in the fiscal year on the date Settlement Legislation comes into force divided by 365 days.

| <u>Year</u> | <u>Fiscal year amount</u> |
|-------------|--|
| 1 | Year 1 amount x P = _____ |
| 2 | Year 2 amount x P+ Year 1 amount x (1-P) = _____ |
| 3 | Year 3 amount x P+ Year 2 amount x (1-P) = _____ |
| 4 | Year 4 amount x P+ Year 3 amount x (1-P) = _____ |
| 5 | Year 5 amount x P+ Year 4 amount x (1-P) = _____ |
| 6 | Year 6 amount x P+ Year 5 amount x (1-P) = _____ |
| 7 | Year 7 amount x P+ Year 6 amount x (1-P) = _____ |
| 8 | Year 8 amount x P+ Year 7 amount x (1-P) = _____ |
| 9 | Year 9 amount x P+ Year 8 amount x (1-P) = _____ |
| 10 | Year 10 amount x P+ Year 9 amount x (1-P) = _____ |

SCHEDULE 1

PART 6 - Annual Adjustment

1.0 The Annual Adjustment (Annual Price Escalator) for a fiscal year is equal to the sum of 1.0 plus the Three-Year Moving Average Rate of Change of Price as measured by the Federal Domestic Demand Implicit Price Index (FDDIPI) for that fiscal year.

2.0 **Three Year Moving-Average Rate of Change of Price**

The Three Year Moving-Average Rate of Change of Price for a fiscal year is equal to

(i) the sum of the annual rates of change of price for each of the three immediately preceding calendar year divided by

(ii) 3.0

where the most recent of the three immediately preceding calendar year is the calendar year ending December 31 in the immediately preceding fiscal year.

3.0 **Annual Rate of Change of Price**

The Annual Rate of Change of price for a calendar year is equal to

(i) Latest Official Estimate of the Price Index in that calendar year less the Latest Official Estimate of the Price Index in the immediately preceding calendar year, divided by

(ii) Latest Official Estimate of the Price Index in the immediately preceding fiscal year.

4.0 Latest Official Estimates of the Price Indexes shall be measured on December 31 in the year preceding the effective date of the Plan.

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SCHEDULE 2

FINANCIAL PAYMENTS

(PARTS 1-3)

