

**Employment and Social Development Canada's update on the report of the
Standing Committee on Public Accounts on the 2018 Auditor General of Canada's
Report on Employment Training for Indigenous People (Follow-up on
Recommendations 5 and 7)**

In response to the report of the Standing Committee on Public Accounts on the 2018 Auditor General of Canada's Report on Employment Training for Indigenous People, Employment and Social Development Canada (ESDC) has committed to provide the Committee with the following:

- An annual report on the results of the pilot survey and skills inventory, used to inform program design and better tailor client interventions to labour market demand. The first report was due April 30, 2021 and further reports are expected by April 30, 2022 and April 30, 2023 (Recommendation 5);
- A report on the new Indigenous Skills and Employment Training (ISET) Program monitoring results that was due September 30, 2021 (Recommendation 7).

With respect to *Recommendation 5*, ESDC is providing the annual reports for 2018-2019 and 2019-2020 of the First Nations Labour Market Information (LMI) and Skills Inventory Pilot (Annexes A1 and A2). The Pilot is a community-led initiative designed to produce up-to-date and local LMI, as well as a central skills inventory of community members for participating First Nations. This allows Indigenous Skills and Employment Training (ISET) Program service providers and other community service providers to plan for the skills and training needs of their clients and communities, identify and address challenges to employment and training, and match clients and community members to local jobs and training.

While the initial scope of the Pilot was to address LMI gaps on-reserve, the Pilot has since expanded in fall 2021 to include all community members, regardless of residency. Community data collection has been incredibly successful, with 68 participating First Nations across six provinces and two territories to-date. The growing interest in the Pilot across Indigenous networks speaks to its success, and re-enforces that timely and granular LMI is a priority for Indigenous communities. The Pilot is now expected to end in March 2023, largely due to delays caused by the COVID-19 pandemic.

Annual reports are made available to participating First Nations, and document the ongoing progress of the Pilot, including continuous improvement to survey methodology, tools, and processes, best practices, and lessons learned.

Regarding *Recommendation 7*, ESDC is providing the report on the results of the ISET program monitoring activities conducted by the Department for the fiscal year 2019-2020 (Annex A3). As noted in the June 15, 2020, update to the Standing Committee on

Public Accounts on the 2018 Auditor General of Canada's Report on Employment Training for Indigenous People, specific monitoring activities are set out for each Indigenous service provider in accordance with their capacity assessment and contribution agreement.

Overall, the ISET program monitoring activities performed by the Department for the fiscal year 2019-2020 matched expectations. In some instances, the pandemic had an impact on the Department's ability to complete all monitoring activities as social distancing measures, travel restrictions and office closures hindered and/or prevented recipients' ability to report. In that context, the Department introduced reporting flexibilities that enabled impacted recipients to delay the submission of various reports. Overall, the ISET program monitoring activities performed by the Department for the fiscal year 2019-2020 matched expectations. Required monitoring activities for the period were initiated but could not be completed until such reports were received. The Department will continue to work to ensure that outstanding monitors are completed and documented appropriately.

The review of monitoring activities has helped to inform several service delivery improvements, which were introduced in 2021:

- The Common System for Grants and Contributions (CSGC), a software application that supports the management and administration of the Department's Grants and Contributions (Gs&Cs) programs, has been modified to incorporate the ISET-specific monitoring framework;
- The Agreement Management Tool (AMT), a tool designed to support ISET program officers, has been updated and implemented to streamline internal processes and increase national consistency.

The report on the results of the ISET program monitoring activities has also informed the development of an approach for future reviews.