

**NATURAL RESOURCES CANADA DETAILED ACTION PLAN**  
**In response to the audit recommendations of the report on Just Transition to a Low Carbon Economy**  
**Spring 2022 Reports of the Commissioner of the Environment and Sustainable Development to the Parliament of Canada**

Report Ref. No.	OAG Recommendation	Departmental Response	Description of Final Expected Outcome/Result	Expected Final Completion Date	Key Interim Milestones (Description/Dates)	Responsible Organization/ Point of Contact (Name, Position, Tel #)	Indicator of Achievement (For Committee Use Only)
1.30	<p>Natural Resources Canada, with the support of Employment and Social Development Canada, should define how the federal government will support workers and communities in a just transition to a low-carbon economy. Natural Resources Canada should</p> <ul style="list-style-type: none"> <li>• outline the federal government's approach to supporting a just transition to a low-carbon economy</li> <li>• develop an engagement strategy that includes key stakeholders that represent the diversity of affected workers and communities</li> <li>• review the federal programming to determine how existing federal policies and programs can contribute to a just transition for workers and communities</li> <li>• undertake a gap analysis to determine which policies and programs should be scaled up to support a just transition</li> </ul>	<p>Agreed. Action to deliver on this recommendation is underway, under the leadership of Natural Resources Canada and Employment and Social Development Canada.</p> <p>Natural Resources Canada, with the support of Employment and Social Development Canada, will continue to share information on Canada's approach to advance a just transition to a low carbon economy through its website and the consultations on just transition legislation (ongoing).</p> <p>Natural Resources Canada, with the support of Employment and Social Development Canada, developed an engagement strategy to support the delivery of the government's commitment to just transition legislation. In March 2022, Natural Resources Canada and Employment and Social Development Canada started consultations with Canadians, key stakeholders, provinces and territories and Indigenous groups. The expected completion date is May 2022.</p> <p>Natural Resources Canada, in collaboration with relevant federal departments, will continue to review federal programming to determine how existing policies and programs can contribute to a just transition for workers and communities—for example, as seen on the Just Transition website. The department will also collaborate with provinces, territories and other partners in regions across Canada to identify and advance key economic opportunities, and set the course for sustainable jobs as Canada moves to a low carbon economy (ongoing).</p> <p>Employment and Social Development Canada continues to review and implement programs that respond to current and emerging labour market needs. For example, through Budget 2021, the</p>	<p>NRCan and ESDC have defined how the federal government will support workers and communities in a just transition to a low carbon economy.</p>	<p>Partially completed, timing for legislation outside the control of Natural Resources Canada.</p>	<p><u>Outline Federal Approach</u>  Information on Canada's approach to advance a just transition to a low carbon economy will continue to be communicated through NRCan's website.</p> <p>(Website established in July 2021, additional information on Canada Coal Transition Initiative Projects published in April 2022, further updates on government actions page expected June 2022).</p> <p>Information sharing between government departments is being facilitated through the creation of a DG Interdepartmental Working Group (completed March 2022) and the creation of a working group on Employment and Skills under the Deputy Ministers' Committee on Climate Plan Implementation (completion date June 2022).</p> <p><u>Develop an Engagement Strategy</u></p> <p>Natural Resources Canada, with the support of Employment and Social Development Canada, developed an engagement strategy to support the delivery of the government's commitment to just transition legislation and obtain feedback on the government's commitment to launch a Clean Jobs Training Centre (completed).</p> <p>Starting in July 2021, and re-launching in March 2022, Natural Resources Canada and Employment and Social Development Canada held consultations with key stakeholders including labour, industry, Indigenous groups, youth, academia and NGOs, experts in skills and training,</p>	<p>Cori Anderson, Director,</p> <p>Danica Vaillancourt, Director General</p> <p>Regional Strategies Office, Energy Systems Sectors</p>	

		<p>government invested \$960 million over three years to help key sectors of the economy, with a priority on supporting the low-carbon economy, by funding industry-driven activities that support a diverse and qualified supply of workers. These programs will help workers transition to sectors in demand through training and reskilling, and help employers attract and retain a skilled workforce (ongoing).</p> <p>Natural Resources Canada will continue its review of federal government programming and consider feedback received through ongoing consultations and through coordinated information exchange across the federal government. The expected completion date is August 2022.</p>			<p>diversity and inclusion, associations and with coal communities in transition (expected completion date is May 2022)</p> <p>A What We Heard Report will be published following the conclusion of consultations (expected completion date is Fall 2022)</p> <p>Continued engagement and consultation will be required moving forward and will be determined once legislation has passed (date of completion for legislation is unknown-outside of control of Natural Resources Canada). The Regional Energy and Resources Tables will provide one key forum in which Natural Resources Canada, collaborating with other federal departments, will work with provinces and territories to ensure that skills development and labour market issues related to the clean economy are addressed (will launch in 2022 and is currently funded until 2025).</p> <p><u>Review federal programming</u></p> <p>Natural Resources Canada, in collaboration with relevant federal departments, will continue to review federal programming to determine how existing policies and programs can contribute to a just transition for workers and communities—for example, as seen on the just transition website (this work is continuously occurring - no set end date).</p> <p>NRCan will also collaborate with provinces, territories and other partners in regions across Canada to identify and advance key economic opportunities, and set the course for sustainable jobs as Canada moves to a low carbon economy through the development of place-based economic strategies through the Regional Energy and Resources Tables (commencing in spring 2022, and funded until 2025).</p>		
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1.33	<p>To enable a coordinated approach to planning and implementing a just transition for Canadians, Natural Resources Canada, with the support of Employment and Social Development Canada, should formalize a governance structure to ensure that all relevant federal departments and agencies have clear roles, responsibilities, and accountabilities for advancing the federal support for a just transition to a low-carbon economy.</p>	<p>Agreed. Currently, Natural Resources Canada, Employment and Social Development Canada and other federal departments meet on a regular, ad hoc basis.</p> <p>Natural Resources Canada will establish a governance structure to coordinate and advance just transition through the creation of a <b>directors' general interdepartmental group</b>, governed by terms of reference outlining roles, responsibilities and accountabilities.</p> <p>Furthermore, Employment and Social Development Canada and Natural Resources Canada will establish a <b>directors' working group on skills, talent and employment</b> under the Deputy Ministers' Committee on Climate Plan Implementation. The committee is expected to start meeting in May 2022.</p> <p>Employment and Social Development Canada established a green hub, which leads and coordinates information sharing and collaboration on climate change action and just transition within the department.</p>	<p>NRCan and ESDC have formalized a formal governance structure to advance the federal support for a just transition to a low-carbon economy.</p>	<p>Partially completed. Natural Resources Canada has established a governance structure to coordinate and advance just transition through the creation of a <b>Directors' General Interdepartmental Working Group</b>, governed by terms of reference outlining roles, responsibilities and accountabilities (completed - group established March 2022).</p> <p>NRCan will co-lead the Directors Working group on Employment and Skills when its operations commence (expected in June, 2022).</p>		<p>Cori Anderson, Director</p> <p>Danica Vaillancourt, Director General</p> <p>Regional Strategies Office, Energy Systems Sectors</p>	
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1.36	<p>Natural Resources Canada, with the support of Employment and Social Development Canada, should work with relevant federal organizations to determine an approach to measure, monitor, and report on progress toward a just transition to a low-carbon economy. This approach should</p> <ul style="list-style-type: none"> <li>• establish what data is needed related to sectors, skills, occupations, and the diversity of workers and communities</li> <li>• develop the tools for measuring and monitoring affected workers and communities</li> <li>• establish public reporting requirements for measuring progress toward a just transition for workers and communities to a low-carbon economy</li> </ul>	<p>Agreed. Currently, the government collects data and reports on its grants and contributions programs, including through comprehensive evaluation reports completed and made public every five years. The next Sectoral Workforce Solutions Program summative evaluation is expected to include a focus on the clean economy priority and other projects most relevant to a just transition. This data could support just transition reporting, particularly on key skills and the diversity of workers. Employment and Social Development Canada will share relevant data with appropriate governance structures where applicable.</p> <p>Natural Resources Canada, Employment and Social Development Canada and other relevant federal departments will determine an approach to measure, monitor, and report on progress towards a just transition to a low-carbon economy. This will include continuing work to improve labour market data (such as, sectors, skills and occupations) with key partners, including through sharing relevant results and evaluation information related to ongoing skills programming (such as the Sectoral Workforce Solutions Program's clean economy priority, the Community Workforce Development Program and Skills for Success).</p> <p>Natural Resources Canada and Employment and Social Development Canada will work with other relevant federal entities to further develop tools required to measure and monitor labour market trends across the country (ongoing).</p> <p>Natural Resources Canada and Employment and Social Development Canada will develop advice to the government regarding measuring progress towards a just transition for workers and communities to a low-carbon economy.</p>	<p>An approach to measure, monitor and report on progress toward a just transition to a low carbon economy has been determined.</p>	<p>Partially completed, work to further refine approach is ongoing</p>	<p>NRCan, ESDC and other relevant federal departments will continue working to improve labour market data (on topics such as, sectors, skills and occupations). This will be supported by sharing relevant results and evaluation information related to ongoing skills programming (such as but not limited to the Sectoral Workforce Solutions Program's clean economy priority, the Community Workforce Development Program and Skills for Success) (ongoing)</p> <p>Natural Resources Canada and Employment and Social Development Canada will work with other relevant federal entities to further develop tools required to measure and monitor labour market trends across the country (ongoing).</p> <p>The Directors <b>Working Group on Employment and Skills</b> under the Deputy Ministers' Committee on Climate Plan Implementation will work collaboratively to identify skills needs, support innovative training approaches and foster information sharing.</p> <p>The working group will deliver on this mandate by reviewing and sharing labour market information, gathering data, undertaking analysis on labour supply/demand and labour market outcomes, existing federal programming, developing diagnostic materials and providing recommendations on skills, jobs and training needed for the transition to an inclusive low carbon economy (to be formally established June, 2022)</p> <p>Natural Resources Canada and Employment and Social Development Canada will develop advice to the government regarding measuring progress towards a just transition for workers and communities to a low-carbon economy (estimated date of completion Fall/winter 2022).</p>	<p>Cori Anderson, Director,</p> <p>Danica Vaillancourt, Director General</p> <p>Regional Strategies Office, Energy Systems Sectors</p>	
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1.58	<p>To better integrate just-transition principles into federal programs, the Atlantic Canada Opportunities Agency, Prairies Economic Development Canada, and Employment and Social Development Canada should work with Natural Resources Canada to establish the federal government's approach, which could include the design of new federal programs and leverage existing mechanisms, to support a just transition to a low-carbon economy that meets the diverse needs of affected workers and communities.</p>	<p>Agreed. Proposed just transition legislation may include just-transition principles which, if passed, would help inform the design of new or expanded federal programs to ensure that all Canadian workers and communities benefit from the opportunities that the transition to a low-carbon economy will bring.</p> <p>The department will work with Employment and Social Development Canada, regional development agencies, and other federal departments to continue to leverage existing mechanisms to support a just transition to a low-carbon economy. For example, Employment and Social Development Canada's Sectoral Workforce Solutions Program will fund sectoral projects that focus on a range of industry-driven activities such as training and reskilling workers, helping employers retain and attract a skilled and diverse workforce, and other creative solutions to help sectors, including those linked to the low-carbon economy, address labour market needs. Natural Resources Canada will continue to work with Employment and Social Development Canada, as appropriate, in delivering the mandate commitment to launch a clean jobs training centre to help workers across key sectors and occupations improve or gain new skills in order to be on the leading edge of the zero-carbon industry.</p> <p>Natural Resources Canada will also collaborate with provinces, territories, and other partners in regions across Canada to identify and advance key economic opportunities, and set the course for sustainable jobs as Canada moves to a low-carbon economy (ongoing).</p>	<p>Relevant departments ensure just transition principles are integrated into the design of new federal programs, leveraging existing mechanism to support a just transition to a low carbon economy that meets the diverse needs of affected workers and communities.</p>	<p>This work is ongoing (no set date for this work to be completed).</p>	<p>Proposed just transition legislation may include just-transition principles which, if passed, could help inform the design of new or expanded federal programs to ensure that all Canadian workers and communities benefit from the opportunities that the transition to a low-carbon economy will bring. (unable to identify completion date on legislation- outside of the control of Natural Resources Canada).</p> <p>NRCan will work with Employment and Social Development Canada, regional development agencies, and other federal departments to continue to leverage existing mechanisms to support a just transition to a low-carbon economy such as the Sectoral Workforce Solutions Program, the Community Workforce Development Program and new programs such as the Clean Jobs Training Centre (this work is ongoing). Projects funded through the Sectoral Workforce Solutions Program's recently closed Call for Proposals could begin as early as Summer 2022.</p> <p>Newly established government structures (director and DG level interdepartmental working groups) facilitate a collaborative, interdepartmental approach to just transition, including in the consideration of new programs along with the leveraging of existing mechanisms to deliver a just transition on for workers and communities.</p> <p>Natural Resources Canada will also collaborate with provinces, territories, and other partners in regions across Canada to identify and advance key economic opportunities, and set the course for sustainable jobs as Canada moves to a low-carbon economy (Regional Energy and Resources Tables will be a key collaboration mechanism, commencing in 2022 and currently funded until 2025).</p>	<p>Cori Anderson, Director,</p> <p>Danica Vaillancourt, Director General</p> <p>Regional Strategies Office, Energy Systems Sectors</p>	
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1.63	<p>Natural Resources Canada, the Atlantic Canada Opportunities Agency, and Prairies Economic Development Canada, with the support of Employment and Social Development Canada, should work together to measure, monitor, and report on just-transition outcomes. This would include</p> <ul style="list-style-type: none"> <li>establishing indicators and determining data requirements to measure and monitor the long-term effects of the coal phase-out on affected workers and communities</li> <li>tracking progress against indicators that align with the Canadian Indicator Framework for the Sustainable Development Goals and reflect the diversity of directly and indirectly affected workers and communities</li> <li>establishing results to be achieved for workers and communities that support a just transition to a low-carbon economy</li> <li>establishing a reporting schedule to publicly report on the outcomes of the just-transition programs</li> </ul>	<p>Agreed. Natural Resources Canada, regional development agencies, Employment and Social Development Canada, and other relevant departments, where appropriate, will work together to measure, monitor, and report on just-transition outcomes. The development of a framework for measuring quantitative and qualitative outcomes of the coal phase-out on affected workers and communities will be led by the Atlantic Canada Opportunities Agency and Prairies Economic Development Canada.</p> <p>For potential future programs, as appropriate, Natural Resources Canada, Employment and Social Development Canada, the Atlantic Canada Opportunities Agency, and Prairies Economic Development Canada will track progress based on Sustainable Development Goal indicators and establish results for workers and communities. The expected completion date is by the time new programs are considered by a Treasury Board committee of ministers.</p> <p>Moving forward, and as programming to support a just transition evolves, Natural Resources Canada will work with the Atlantic Canada Opportunities Agency, Prairies Economic Development Canada, Employment and Social Development Canada, and other departments and agencies, as appropriate, to determine the most effective approach to future public reporting on just-transition programs, including schedule and mechanisms. This will be in addition to the outcomes already presented by each department with funding in their annual departmental reports. In the near term, Natural Resources Canada will showcase snapshots of the Canada Coal Transition Initiative and its infrastructure fund projects on its Just Transition webpage, and will determine a schedule on how often to update this website. This is in addition to results already communicated on an annual basis by the Atlantic Canada Opportunities Agency and Prairies Economic Development Canada through each agency's departmental report.</p>	Just transition outcomes are measured, monitored and reported on.	A final expected completion date for determining just transition outcomes is difficult to qualify/quantify given that the transition to a low carbon economy is a continuous and long term process. The timing of "just transition outcomes" will differ across sectors and regions, depending on the pathways taken to reach net zero, and numerous other factors outside the control of Natural Resources Canada.	<p>Natural Resources Canada showcases project snapshots of the \$35 million Canada Coal Transition Initiative and the \$150 million Canada Coal Transition Initiative - Infrastructure Fund on its Just Transition webpage. Future updates will be aligned with other public reporting (i.e. Departmental Results Report, or more frequently).</p> <p>For potential future programs, as appropriate, Natural Resources Canada, Employment and Social Development Canada, the Atlantic Canada Opportunities Agency, and Prairies Economic Development Canada will track progress based on Sustainable Development Goal indicators and establish results for workers and communities (the expected completion date is by the time new programs are considered by the Treasury Board).</p> <p>Moving forward, and as programming to support a just transition evolves, Natural Resources Canada will work with the Atlantic Canada Opportunities Agency, Prairies Economic Development Canada, Employment and Social Development Canada, and other departments and agencies, as appropriate, to determine the most effective approach to future public reporting on just-transition programs, including schedule and mechanisms. (development ongoing, with reporting to follow at agreed intervals)</p> <p>NRCan will continue to report on outcomes in its annual Departmental Results Report.</p> <p>Relevant government departments will collaborate through Director and Director General-level Interdepartmental Working Groups, which have as one of their tasks the establishment of indicators and data requirements to measure and monitor the effects of the transition to a low carbon economy on workers and communities, utilizing expertise found through available</p>	<p>Cori Anderson, Director,</p> <p>Danica Vaillancourt, Director General</p> <p>Regional Strategies Office, Energy Systems Sectors</p>	
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