

Employment, Empowerment, Enrichment

Human Resource Development and Canada's Off-Reserve Aboriginal Community

Expanding opportunity & employment

In partnership with the Government of Canada, the Congress of Aboriginal Peoples (CAP) is an active player in the delivery of the Aboriginal Human Resources

The goal of this strategy is to develop, nurture and expand employment opportunities for Aboriginal peoples across Canada. CAP's involvement in the strategy enables the design and delivery of employment programs and services best suited to meet the unique and diverse needs of the off-reserve Aboriginal community.

The aim of the Aboriginal Human Resources Development Strategy is to assist Aboriginal peoples to prepare for, find, and keep jobs. Programs and services available under the strategy are open to all Aboriginal peoples, regardless of status or location.

CAP's available program elements include:

Labour market interventions;

Programs for youth, urban and Aboriginal persons living with disabilities;

CAP currently has nine Aboriginal Human Resources Development Agreements (AHRDAs) in place across Canada through its network of provincial affiliates. We strive to ensure that the program's accountability requirements are respected, and we are committed to demonstrating ongoing performance results.

The Congress is also a key player in and a member of the Aboriginal Human Resource Council. Working with us, the Council helps to build a broad network with the pri-



Realistic - vate sector and other levels of government in addressing the human resource challenges facing Canada's Aboriginal peoples.

Federal labour market development – a work in progress

The Government of Canada has made it known that major changes in program design and delivery will likely occur by 2010. CAP is at the forefront of this initiative, working with the federal government to ensure that its advice and recommendations on the next generation of labour market development initiatives are heard.

The Congress of Aboriginal Peoples has been consulting with its provincial affiliates around key aspirations and issues relating to the future of such programs and the services that will flow from them. At the heart of the matter are four key attributes CAP believes should be fundamental to Aboriginal human resource development.

Realistic - ensuring that any new programs address the real and distinct issues faced by Aboriginal peoples living off-reserve;

Inclusive - representative of, and open to all Aboriginal constituencies, regardless of status or residency;

Accountable - effectively administered in a fair, equitable and transparent manner;

Representative - managed and delivered by Aboriginal organizations

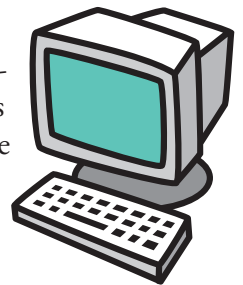
The opportunities and the issues

As the Government of Canada and national Aboriginal representative organizations move forward towards the re-engineering of labour market development programs and services, there are myriad issues to consider.

Canada's Aboriginal community represents the fastest-growing demographic in Canadian Society. An-

other reality of Canada's Aboriginal community is that perhaps more than ever we're seeing greater migration to urban centres.

This makes sense – those needing employment are moving where the jobs hopefully are.



With a looming labour shortage in urban centres there are many opportunities for workers. What the AHRDA program seeks to do is improve the chances for Aboriginal peoples to fill these labour market shortages, with sustainable jobs.

In our considerations around what future labour market development programs will look like there are many key things to consider, including:

- encouraging and assisting youth to stay in school or consider post-secondary education;

- ensuring the youthful Aboriginal population can overcome challenges making the transition from school to the work environment;

- overcoming marginalization in poor, low-paying jobs and ending under-employment;
- enhancing literacy and other essential skills for entering the workforce;
- helping the many single parents and those needing access to childcare to take advantage of employment opportunities;
- Identifying creative and effective ways of blending programs that include entrepreneurship, economic development, mentorship and apprentice programs with labour market development initiatives

Moving forward together The Congress of Aboriginal Peoples and its affiliates ensure voice and its men-are re- and re-engineering of federal labour market development programs.



Our National Paper will provide insights from the off-reserve perspective. We want and need your involvement.


You can get involved by contacting your province's CAP affiliate. You can also offer your suggestions, ideas and concerns to CAP's National Office, through the links on the CAP website.



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Indians  www.fni.nf.ca

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CAP MESSAGE

“Better education and training are the means to overcome dependency. They are the gateway to economic opportunity and the best means of staking your claim on prosperity,”



National Chief Kevin Daniels



www.abo-peoples.org

