Regional Assessment in the Ring of Fire Area
October 24, 2023
Federal Authority Advice Record
Response due to regionalrof-cdfregionale@iaac-aeic.gc.ca **by November 20, 2023**

Department/Agency	Employment and Social Development Canada (ESDC)
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PART 1 – In providing your responses to the items below, please include any relevant information on associated Indigenous, public or other consultation or engagement activities and identify any partners or collaborations.

1. MANDATE AND AREA(S) OF EXPERTISE
   Clearly outline the mandate of your department or agency and detail your area(s) of responsibility or expertise that may be related to the regional assessment

   ESDC does not exercise powers, nor perform specific duties or functions related to a Project to enable it to proceed.

   The ESDC's mandate and area(s) of expertise extend to and include all matters relating to human resources and skills development in Canada or the social development of Canada over which Parliament has jurisdiction, and which are not by law assigned to any other Minister, department, board or agency of the Government of Canada.

2. REGULATORY AUTHORITIES
   List and summarize the nature of the regulatory authorities of your department or agency in relation to physical works or activities in the Ring of Fire area.

   None.

3. EXPERT INFORMATION OR KNOWLEDGE
   List and summarize the specialists or expert information or knowledge that your department or agency has that may be relevant to the regional assessment. Include all research, reports and data sets in this response inventory.

As a federal authority, ESDC provides expert advice on the following: social development; learning, skills development, employment, unemployment, underrepresented groups, and; working conditions and workplace relations, including relevant programming with respect to Indigenous Peoples.

4. POLICIES, PROGRAMS OR INITIATIVES
List and summarize the past, current and planned policies, programs or initiatives of your department or agency that may be relevant to the regional assessment. Include an outline of related funding initiatives in this response and provide information on geographic locations, next steps and timing for the program/initiative.

ESDC also offers a suite of programming to promote an efficient and inclusive labour market that includes the following:

Indigenous Skills and Employment Training (ISET) Program
• *The ISET Program provides funding to Indigenous service delivery organizations across Canada that design and deliver job training services to First Nations, Inuit, Métis and urban/non-affiliated Indigenous people in their communities.*
• *The ISET service delivery organizations work closely with employers to identify Labour Market needs. Organizations link training needs to the job market by providing skills and training required to find a job such as: a suite of skills development and job training, from essential skills such as literacy and numeracy to more advanced training for in-demand jobs.*
• *They also offer a range of wrap-around services (such as help with childcare supports and transportation) during training in order for individuals to achieve long-term career goals. Service delivery organizations are responsible for retaining client information such as: number of skilled workers, training history, and education (Certificates/Diplomas) and Apprenticeships.*

Skills and Partnership Fund
• *The Skills and Partnership Fund (SPF) is a demand-driven, project-based program that encourages stakeholders, such as training institutions, community organizations, local business and industry, to partner with Indigenous organizations to support skills development, job training and employment supports for Indigenous people. These partnerships are intended to better meet local labour market demands.*
• *Under SPF, Indigenous service providers design and implement projects to meet their partners' specific employment goals, with the objective of employment and increased integration in the labour market. This includes the testing of innovative approaches to providing labour market training and improving employment outcomes for Indigenous people.*

Other ESDC programs and services can be found <u>here</u>.

5. Outline any additional responsibilities, information or knowledge and any partners or collaborations that have not been specified, above.

    None.

PART 2 – To contribute to the design of the regional assessment process and development of the terms of reference, please provide information or advice in relation to the items below.

1. potential outcomes of the regional assessment;

    None.

2. relevant geographic and temporal boundaries;

    None.

3. factors to be considered in the regional assessment and the scope of those factors;

    Below are some examples of subject areas that ESDC would focus on in any regional or project assessment (to be developed at subsequent stages of the assessment's documentation):

    -   ***Community profiles with the following socio-economic information relevant to ESDC's mandate:***
        -   *The current socio-demographic characteristics of the economic sector workforce of the region;*
        -   *The labour force characteristics by age group and sex (if possible) of all impacted communities including the availability of skilled and unskilled workers, existing working conditions, wages and/or average salary range, full-time and part-time employment and training; inclusion of a hiring strategy and any efforts made towards promoting an inclusive labour market;*
        -   *The anticipated number of jobs created, how they will be added over a project's lifespan, jobs created in Canada vs. other countries, the type of skills and knowledge that could be required to support the completion of a project; how a project's budget will be spent in the local region and the province and how it would benefit the local area;*
        -   *The main economic activities in the study area;*
        -   *Accessibility to programming similar to the following: Indigenous Skills and Employment Training Program (ISET), and Skills and Partnership Fund (SPF);*
        -   *Employment barriers to participation for local under-represented groups such as visible minorities, indigenous persons, people from a lower socioeconomic status, and persons with disabilities;*
        -   *Availability, affordability and appropriateness of childcare as part of the measurement of the change in infrastructure in services; and baseline conditions and projected impacts, for example, as outlined in the Tailored Impact Statement Guidelines (TISG) template.*

    -   ***Information regarding both local and other relevant labour markets. This includes initial labour market conditions and the anticipated impacts of the Project on the labour market, including:***
        -   *training and hiring strategies, including the intent to support diversity and inclusion throughout them;*
        -   *effects to employment and how any adverse effects to employment would be managed, or mitigated;*
        -   *applying a gender-based analysis plus (GBA Plus) lens in considering the effects to employment (e.g. consideration of underrepresented groups).*

- *inform the decision as to whether an impact assessment is required; or*
- *aid in tailoring the Impact Statement Guidelines, if an impact assessment is required.*

4. means of communication and engagement that would best facilitate participation of your department or agency in the regional assessment; and

   As a federal authority, ESDC attends both the Assistant Deputy Minister (ADM) and Deputy Minister (DM) Impact Assessment monthly meetings. ESDC will continue to engage on issues related to social and economic issues by attending meetings schedules by the IAAC. Should ESDC not be able to attend all meetings, the department will review and monitor all meeting summaries.

5. input or advice on any other aspect of the regional assessment.

   None.