

A business case

Active Measures

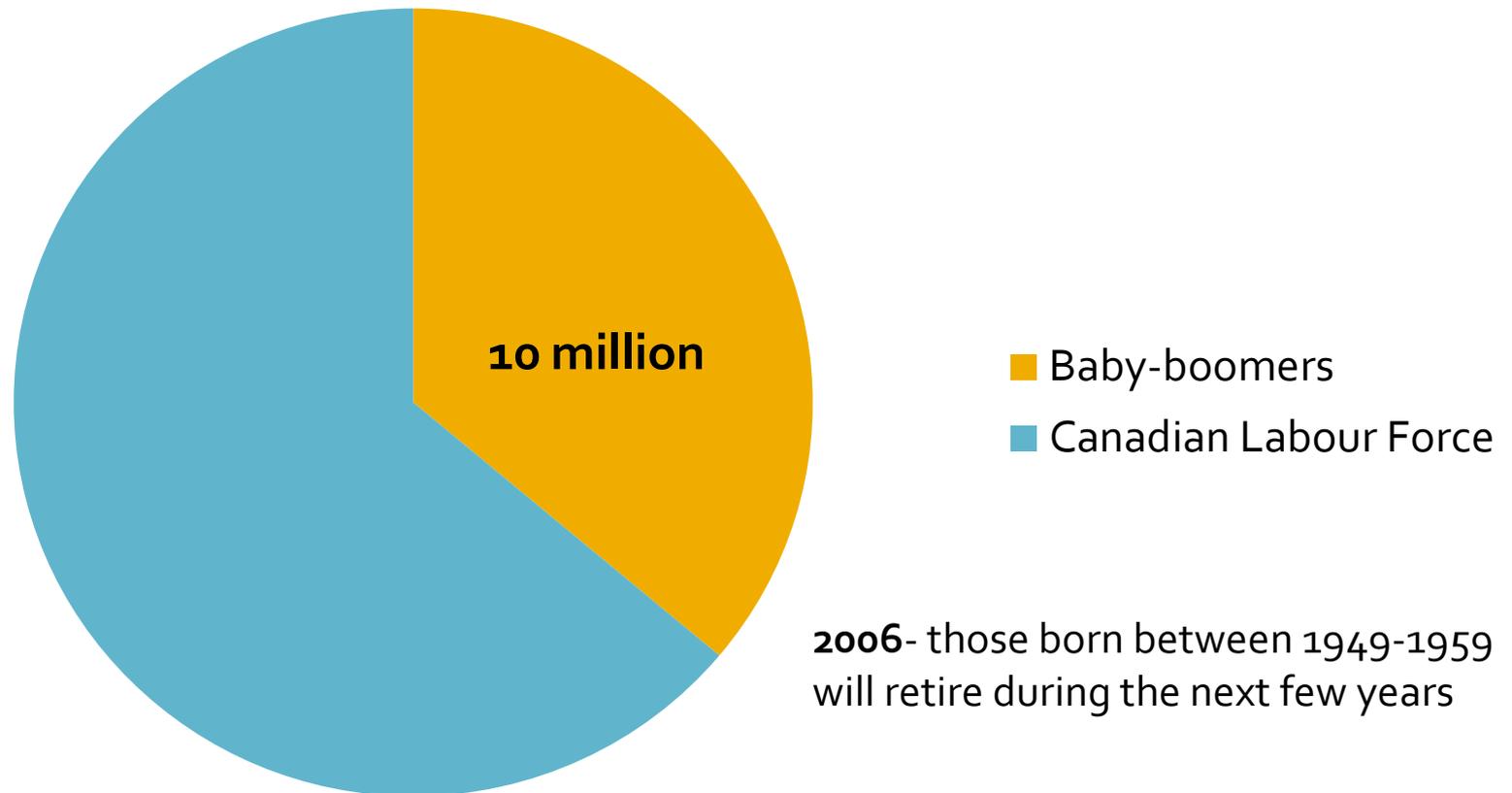
Aboriginal Workforce

- **Aboriginal entrants into the labour market will be absolutely vital in filling labour demand requirements. To a larger extent than is generally recognized. Canada's future prosperity depends on how successful we are in achieving equitable results in our labour market for Aboriginal Canadians.**



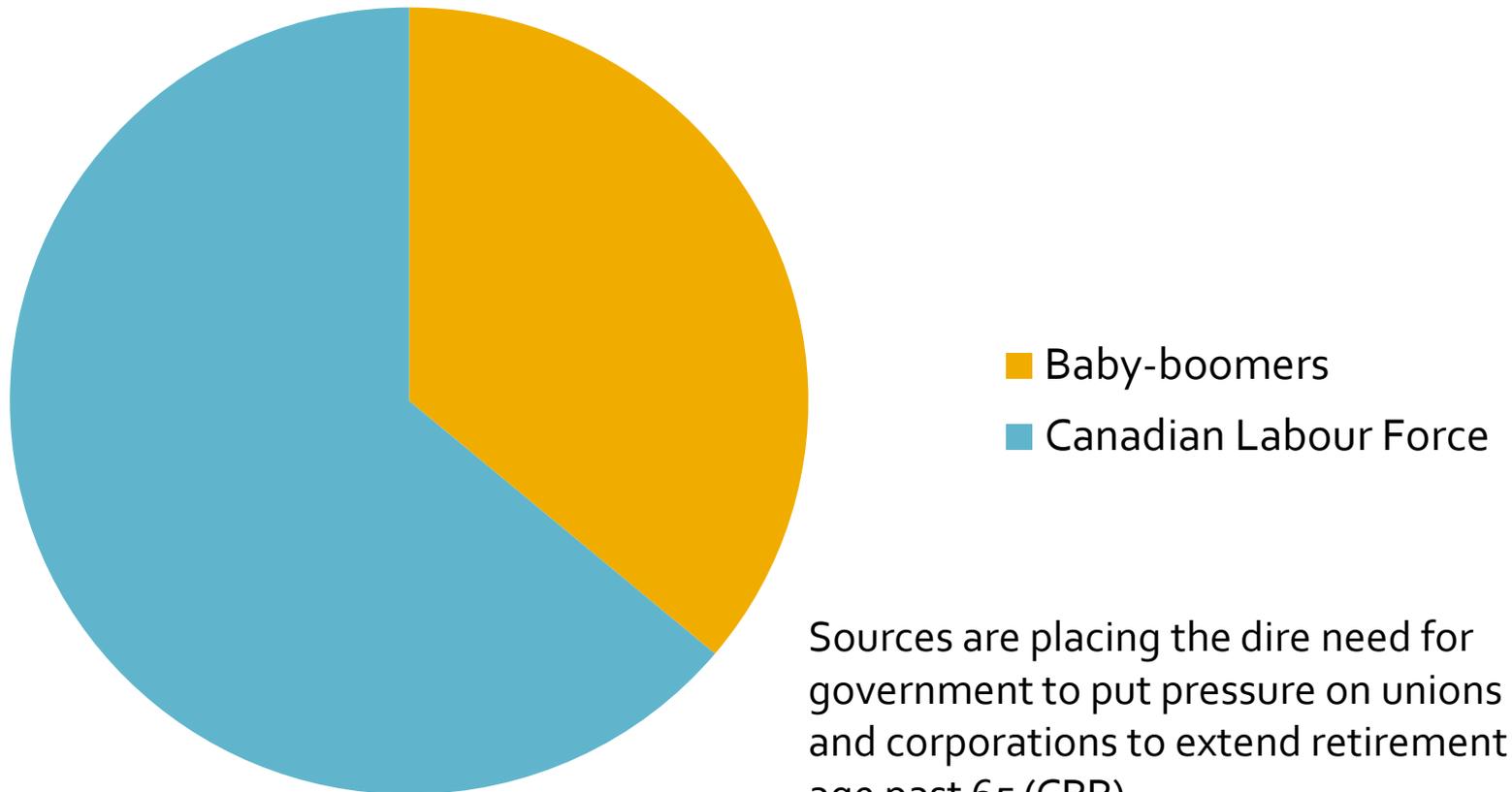
Demographic Picture

Canadian Labour Force



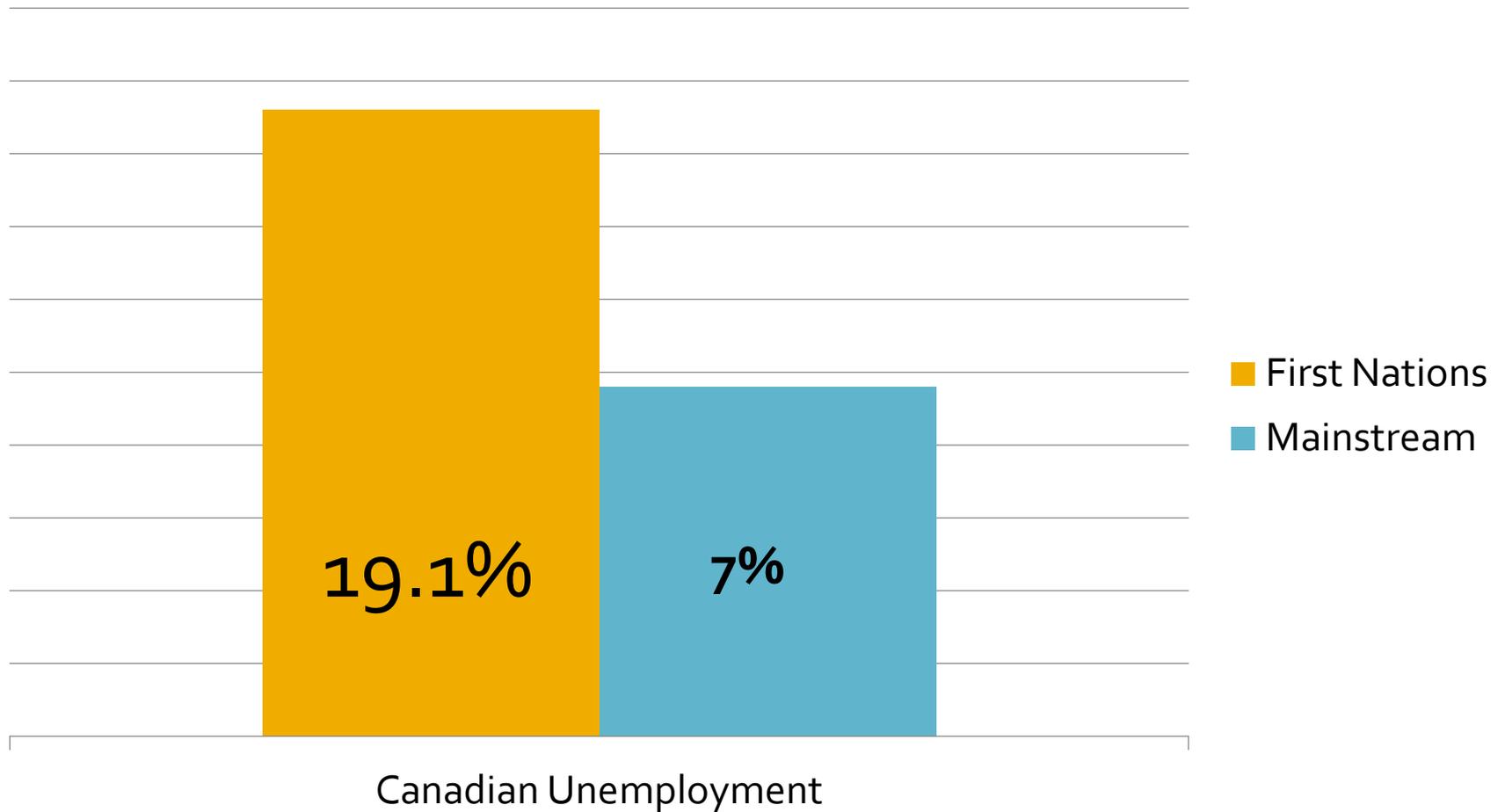
Demographic Picture

Canadian Labour Force



Sources are placing the dire need for government to put pressure on unions and corporations to extend retirement age past 65 (CPP)

Canadian Unemployment Rate



Canada's Action Plan

- Aboriginal success in Canada's labour market is, or should be, of great interest to all Canadians. Our interest stems not only from the value we place on equitable treatment of all of our residents, but it is also rooted in self interest. Canada cannot have a high quality of life if there is a significant minority forming an impoverished underclass.

Calvin Helin

Facts: Employing Aboriginal Workforce

- Over the next ten years, the Aboriginal working-age population is expected to **grow 3-5 times** as fast as its non-Aboriginal counterpart.
- This rapidly-growing workforce will provide a large pool of **potential employees** at a time when the broader Canadian population is aging into retirement.
- The importance of the Aboriginal workforce will be felt more acutely in Western and Northern Canada where the Aboriginal population is highest and there is considerable dependence on a supply of Aboriginal workers for an economy largely based on natural resource extraction.

Facts: Employing Aboriginal Workforce

- A newspaper article warns that if we do nothing to train and employ the 920,000 working-age population which is **growing three times faster** than any other group in Canada.
- We can **accept the status quo** and do nothing, or we can seize the unprecedented opportunity for both Aboriginal youth and corporate Canada...
- It is now an economic imperative-business, unions and governments **need to consider all sources of skilled workers** and ensure the retention and development of human resources.

Facts: Royal Commission Report

- The cost of doing nothing will place a heavy burden on tax-payers as social welfare, health costs, housing, etc will increase:
- 1996- 6 billion spent on Aboriginal social programs
- 2006- 11 billion
- 2011- 16 billion
- 2015- ?



This demographic tsunami will put pressure on Federal and Provincial governments as over 50% of Aboriginal peoples move to the urban centers



Adding the 10 million aging workers who are retiring will increase health care and other social programs



Canada's economy must engage in the Aboriginal workforce

Active Measures



Partnering today, for tomorrow's economic future



PAGC: 35,000 strong



50% under age 25

What is the PAGC Active Measures plan?

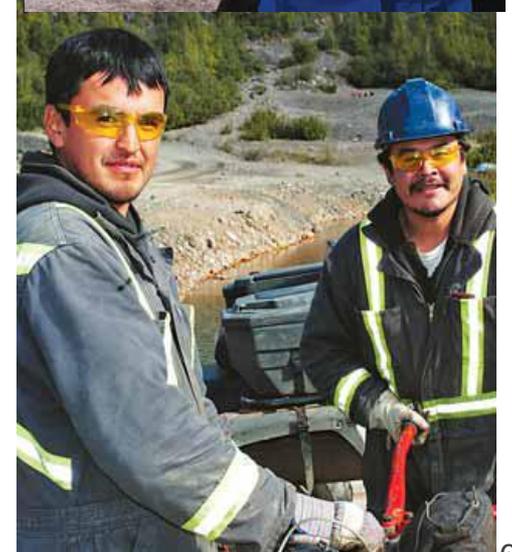


Early Partnership Successes to Build On

- **Tribal Council Leadership Forum:**
 - Key partnership with five Tribal Councils representing more than 50% of Saskatchewan's 70 First Nations to provide ongoing leadership in designing and implementing reforms.
- **Federal-Provincial Partnership:**
 - Strong provincial government support for Active Measures.
 - Province has made new investments on reserve in adult basic education and essential skills in the workplace training - \$4.15 million in 2010-11.
 - Key alignment with new Aboriginal Skills and Employment Training Strategy (ASETS) funded by Human Resources and skills Development Canada (HRSDC).
- **Industry-Employer Partnerships:**
 - Increasing awareness and support from industry in key sectors like mining, oil and gas and construction.
 - Successful Aboriginal Skills and Employment Partnerships (ASEP) Agreements (e.g., Northern Career Quest, One-Earth, Fort-a-la-Corne, and Saskatoon Bridges and Foundations Project) that have leveraged new training funds.

Saskatchewan = Opportunity

- Saskatchewan has the lowest unemployment rate among provinces (5.2% versus 8.2% nationally) with over 7,000 jobs currently posted on “saskjobs” website.
- The Saskatchewan Labour Market Strategy predicts a need for an additional 120,000 workers by 2020.
- 100,000 Aboriginal youth will reach working age between 2001-26 in Saskatchewan.
- In 10 years the Aboriginal population will represent 50% of the population under 18 and 25% of those age 20-29.
- 20,100 First Nation students enrolled in K-12, of which 5,600 are in grades 9 -12.
- Median age for Aboriginal population is 19 years younger than non-Aboriginal population (22 versus 41 years old).



Strategic Investments

- INAC has **invested more than \$5.8 million** in targeted Active Measures strategies since 2007-08, including more than \$3.4 million in 2010-11.
- \$1.5 million to support the purchase and operation of two Mobile Career Assessment Coaches at the Saskatchewan Indian Institute of Technologies. 1,400 career assessments delivered since 2009-10, including more than 400 provided to 15-17 years old in high schools.
- \$2.7 million invested in Adult Basic Education in 28 communities in partnership with Province.
- HRSDC allocated \$146 million over five years to SITAG under new ASETS Framework.
- Significant investments in employment services, including First Nation employment centres (Yorkton Industrial Career Centre, Balcarres, Mistawasis).
- Diverse Investments in business incubators, urban economic development offices, First Nation Natural Resource Centre of Excellence, and community business development.
- Income Assistance dependency rate on reserve decreased by 2% in 2009-10!



What does partnership look like?

