



Government  
of Canada

Gouvernement  
du Canada

# MÉTIS NATION SKILLS AND EMPLOYMENT TRAINING ACCORD

This ACCORD is effective from the 15 day of June, 2018.

BETWEEN:

Her Majesty the Queen in Right of Canada  
as represented by the Minister of Employment,  
Workforce Development and Labour (“Canada”)

- and -

The Métis Nation:  
As represented by:

Métis National Council  
Métis Nation British Columbia  
Métis Nation of Alberta  
Métis Nation-Saskatchewan  
Manitoba Metis Federation  
Métis Nation of Ontario

**WHEREAS** the Parties are committed, as set out in the Canada-Métis Nation Accord signed on April 13, 2017, to advancing reconciliation in a nation-to-nation, government-to-government relationship through a permanent bilateral mechanism between the Métis Nation and Canada;

**WHEREAS** the Parties, under the terms of the Canada-Métis Nation Accord, may enter into any other arrangements deemed suitable in order to achieve jointly established policy priorities;

**WHEREAS** the Canada-Métis Nation Accord commits the Parties to co-develop and negotiate ways to strengthen Métis Nation participation in labour market programming and supports directed at improving the labour market outcomes of Métis;

**WHEREAS** the Government of Canada Budget 2018 committed an investment of \$2 billion over five years and \$408.2 million per year ongoing, to support the creation of a new Indigenous Skills and Employment Training Program which will replace the Aboriginal Skills and Employment Training Strategy;

**WHEREAS** the Government has engaged with, and heard from, Indigenous partners on the importance of a distinctions-based approach that recognizes the unique needs of the Métis Nation, First Nations and Inuit;

**NOW THEREFORE** Canada and the Métis National Council and Governing Members enter into this Métis Nation Skills and Employment Training Accord.



Canada

## **1. Title of Accord**

- 1.1 The Accord will be known as the Métis Nation Skills and Employment Training Accord (“the Accord”).

## **2. Recognition**

- 2.1 The Parties agree that the Accord will be the sole national Accord for the Métis Nation under the Indigenous Skills and Employment Training Program.
- 2.2 The Parties agree that Governing Members are best placed to design, deliver and administer labour market programs and services for Métis people.
- 2.3 The Parties agree that the Government of Canada will enter into new Métis Nation Skills and Employment Training Agreements with each of the Governing Members or, with the consent of the respective Governing Member, their designated affiliated institutions, for the provision of programs and services for Métis people.
- 2.4 The Parties agree that the Government of Canada will enter into an Agreement with the Métis National Council to support national coordination, research and policy development in support of a Métis Nation labour market strategy.

## **3. Objectives**

- 3.1 To increase the number of skilled and self-reliant Métis people in the labour force through a range of supports including those aimed at improving access to post-secondary education.
- 3.2 To improve the participation rate of Métis people in the Labour force and to improve the overall wellbeing of Métis people.
- 3.3 To improve Métis Nation capacity to better serve Métis people through research, policy development and program services.
- 3.4 To develop policies and facilitate processes that will align the Métis labour force with the next generation of demand driven skills development.
- 3.5 To provide the framework for the negotiation of Métis Nation Skills and Employment Training Agreements between Canada and Governing Members that will establish:
  - 3.5.1 Predictable, sustainable, and flexible fiscal transfer mechanisms that support government-to-government relationships;
  - 3.5.2 Administrative flexibility to ensure Agreement holders are fully positioned to respond to the needs of their citizens and clients;
  - 3.5.3 A co-developed accountability and performance measurement framework that is consistent with a nation-to-nation, government-to-government relationship; and

- 3.6 To engage in the application of a Métis Nation distinctions-based approach to ongoing or new Indigenous labour market programming within Employment and Social Development Canada.

#### **4. Program Development**

- 4.1 Governing Members, or their designated affiliated institutions, shall develop and deliver a full suite of labour market supports that address the distinct needs of Métis Nation youth, families and community and that facilitate wrap-around services to achieve successful outcomes.
- 4.2 The Parties agree to co-develop Métis template(s) and any companion documents, including policies, terms and conditions throughout the implementation of the Accord.

#### **5. Financial Provisions**

- 5.1 Canada will invest a total of \$625,369,476 in Métis Nation Skills and Employment Training Agreements with Governing Members in 2018-2019 through to 2027-2028 with the following schedule:
- 2018/2019 - \$57,944,631
  - 2019/2020 - \$61,635,381
  - 2020/2021 - \$62,222,421
  - 2021/2022 - \$62,829,207
  - 2022/2023 - \$63,456,306
  - 2023/2024 - \$63,456,306
  - 2024/2025 - \$63,456,306
  - 2025/2026 - \$63,456,306
  - 2026/2027 - \$63,456,306
  - 2027/2028 - \$63,456,306

#### **6. Accountability Framework**

- 6.1 Métis Nation Skills and Employment Training Agreements shall include a co-developed Métis Nation Skills and Employment and Training outcome-based accountability framework.
- 6.2 The co-developed outcome-based accountability framework shall set-out performance measures, evaluation processes and reporting mechanisms to support the ongoing assessment of program outcomes.

## **7. Evaluation of Accord**

- 7.1 The Parties will establish a Joint Review Committee to monitor implementation of this Accord.
- 7.2 The Parties agree to undertake a review of this Accord every two years.

## **8. Dispute Resolution**

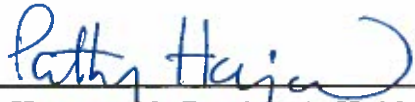
- 8.1 Each Métis Nation Skills and Employment Training Agreement between Canada and Governing Members shall include a co-developed dispute resolution mechanism that is efficient, fair and responsive to disputes if and when they arise.
- 8.2 Disputes that cannot be resolved at a regional level will be elevated to the national level through a dispute resolution process to be co-developed by the Parties.

## **9. General**

- 9.1 All commitments of funding provided within the Accord will be subject to Parliamentary appropriation of such resources and compliance with the Employment Insurance Act.
- 9.2 Nothing in this Accord affects existing bilateral, tripartite, or self-government negotiations that are in place between Canada and the Métis National Council or its Governing Members, or the on-going work of the Parties to address pressing socio-economic issues of the Métis Nation.
- 9.3 The Accord does not recognize, deny, define, affect or limit any Aboriginal or Treaty rights within the meaning of Section 35 of the *Constitution Act, 1982*.
- 9.4 The Accord shall be in effect until March 31, 2028.
- 9.5 The Accord may be amended by mutual consent of the Parties. To be valid, any amendments to the Accord shall be in writing and signed by designated officials of the Parties.
- 9.6 Any demand, notice or other communication to be given in connection with the Accord shall be given in writing and may be given by a personal delivery, email, by post or by fax addressed to the recipient.
- 9.7 The Parties agree that it is desirable to have no disruption of skills and employment training programs and services to Métis people through the duration and beyond term of the Accord.
- 9.8 The Parties agree that existing or new Indigenous Labour Market programming and services will take a distinctions-based approach.
- 9.9 The Parties agree to commence the negotiation for a renewed Accord no later than April 1, 2026.

Signed this 15 day of June, 2018.

**ON BEHALF of the GOVERNMENT OF CANADA:**



**The Honourable Patricia A. Hajdu**  
Minister of Employment, Workforce Development and Labour

**ON BEHALF of the MÉTIS NATION:**



**Clément Chartier**  
President - Métis National Council



**David Chartrand**  
Minister of Human Resources and Social Development  
President - Manitoba Metis Federation



**Clara Morin Dal Col**  
President - Métis Nation British Columbia



**Audrey Poitras**  
President - Métis Nation of Alberta



**Glen McCallum**  
President - Métis Nation - Saskatchewan



**Margaret Froh**  
President - Métis Nation of Ontario