

## CAHRC Board Member Update – Federal Ministerial Mandate Letters

On December 16, 2021 mandate letters for all federal Ministers were released. CAHRC has reviewed these letters and identified the priorities that align with our mandate. This information is summarized below:

### Overall Government Commitments

The following are the commitments stated in all mandate letters that are related to CAHRC's mandate and activities:

Commitment	CAHRC's Activities Related to Commitment
Reconciliation and implementing the <a href="#">United Nations Declaration on the Rights of Indigenous Peoples</a>	<ul style="list-style-type: none"> <li>• Hosting Indigenous Sharing Circles, the first step in developing a network for Indigenous Agriculture operators.</li> <li>• Development of Indigenous Advisory Committee.</li> </ul>
Include and collaborate with various communities, and actively seek out and incorporate in your work, the diverse views of Canadians. This includes women, Indigenous Peoples, Black and racialized Canadians, newcomers, faith-based communities, persons with disabilities, LGBTQ2 Canadians.	<ul style="list-style-type: none"> <li>• CAHRC work on EDI.</li> <li>• EDI lens in National Workforce Strategy.</li> <li>• Indigenous Sharing Circles.</li> <li>• Development of Indigenous Advisory Committee.</li> <li>• Continued work supporting the advancement of women in the industry through research, training, tools, collaboration and communications.</li> </ul>

### Minister of Agriculture and Agri-Food Canada

Commitment	CAHRC's Activities Related to Commitment
With the support of the Minister of Employment, Workforce Development and Disability Inclusion, and in partnership with provinces and territories, employers, unions and workers, develop a sector-specific Agricultural Labour Strategy to address persistent and chronic labour shortages in farming and food processing in the short and long term.	<ul style="list-style-type: none"> <li>• Development of National Workforce Strategic Action Plan.</li> <li>• Hands on tools and training offered by CAHRC.</li> <li>• Provide experiential and work integrated learning opportunities to engage post-secondary students.</li> <li>• LMI research and forecasting, including regarding COVID impacts and underrepresented groups.</li> </ul>
Support the Minister of Employment, Workforce Development and Disability Inclusion to implement sector-based work permits and strengthen the inspection regime to ensure the health and safety of temporary foreign workers.	<ul style="list-style-type: none"> <li>• Provide information regarding legislation, regulation and process updates to industry.</li> <li>• Provide training and tools to producers.</li> </ul>

<p>With respect to pathways for agricultural temporary foreign workers, support the Minister of Immigration, Refugees and Citizenship to expand pathways to Permanent Residence for international students and temporary foreign workers through the Express Entry system.</p>	<ul style="list-style-type: none"> <li>• Work with industry and government to provide labour market information to support policy and program development.</li> <li>• Have funding proposals submitted to continue to produce current labour market information for the industry.</li> </ul>
<p>Working with provincial and territorial governments, develop the next agricultural policy framework to continue to support the sustainable economic growth of the agriculture and agri-food sector, ensuring climate action and resilience are core to the framework.</p>	<ul style="list-style-type: none"> <li>• Participate in agricultural policy framework development consultations and provide existing research as requested.</li> <li>• Have funding proposals submitted and under development that support identifying and developing skills and training to support the industry in climate action and resilience.</li> </ul>

**Minister of Employment, Workforce Development and Disability Inclusion**

<b>Commitment</b>	<b>CAHRC’s Activities Related to Commitment</b>
<p>Advance early and significant actions under Canada’s Disability Inclusion Action Plan</p>	<ul style="list-style-type: none"> <li>• EDI work in the National Workforce Strategy looks to find ways for disabled Canadians to be supported in employment in agriculture.</li> <li>• Support of Ontario Disabilities Employment Network (ODEN)’s Skills2Sector Workforce Development Project and continue to build relationships with ODEN and their counterparts.</li> </ul>
<p>With the support of the Minister of Agriculture and Agri-Food, implement sector-based work permits and strengthen the inspection regime to ensure the health and safety of temporary foreign workers.</p>	<ul style="list-style-type: none"> <li>• Provide training and tools to support employers.</li> <li>• Share government updates and information with industry as available.</li> </ul>
<p>Taking into account input received through consultations on the future of Employment Insurance (EI), by Summer 2022, bring forward and begin implementing a plan to modernize the EI system for the 21st century, building a stronger and more inclusive system that covers all workers, including workers in seasonal employment and persons employed by digital platforms, ensuring the system is simpler and more responsive for workers and employers.</p>	<ul style="list-style-type: none"> <li>• CAHRC has monitored this issue as a stakeholder and will continue to look to participate in this capacity.</li> </ul>

<p>Redesign and implement the Canada Training Benefit.</p>	<ul style="list-style-type: none"> <li>• CAHRC’s labour market information provides information related to training needs and opportunities for the agriculture.</li> </ul>
<p>Double the Union Training and Innovation Program to support more apprenticeship training opportunities and partnerships in the Red Seal trades across Canada, and target greater participation from more diverse populations, including women, Indigenous people, newcomers, persons with disabilities, and Black and racialized Canadians. Continue to advance the Canadian Apprenticeship Service in partnership with provinces, territories, employers and unions so that Red Seal apprentices have sufficient work experience opportunities, including with small and medium-sized employers, to finish their training on time and find well-paying jobs.</p>	<ul style="list-style-type: none"> <li>• CAHRC’s labour market information provides information related to opportunities to work in the industry in related occupations.</li> </ul>
<p>Continue to support the work of the national campaign to promote the skilled trades as first choice careers for young people and diverse populations.</p>	<ul style="list-style-type: none"> <li>• Promote opportunities in the rural and agriculture sector for in demand trades.</li> </ul>
<p>With the Minister of Immigration, Refugees and Citizenship, establish a Trusted Employer system for Canadian companies hiring temporary foreign workers and, as part of improving the Global Talent Stream of the Temporary Foreign Worker Program, simplify permit renewals, uphold the two-week processing time and establish an employer hotline. Continue to work with provinces, territories and regulatory bodies to improve foreign credential recognition.</p>	<ul style="list-style-type: none"> <li>• Provide training and tools to support employers.</li> </ul>
<p>With the support of the Minister of Agriculture and Agri-Food, implement sector-based work permits and strengthen the inspection regime to ensure the health and safety of temporary foreign workers.</p>	<ul style="list-style-type: none"> <li>• Provide information regarding legislation, regulation and process updates to industry.</li> <li>• Provide training and tools to support employers.</li> </ul>
<p>Support the Minister of Agriculture and Agri-Food in developing a sector-specific Agricultural Labour Strategy to address persistent and chronic labour shortages in farming and food processing in the short and long term.</p>	<ul style="list-style-type: none"> <li>• Development of National Workforce Strategic Action Plan.</li> <li>• Hands on tools and training offered by CAHRC.</li> <li>• Provide experiential and work integrated learning Opportunities to engage post-secondary students with the industry.</li> </ul>

	<ul style="list-style-type: none"> <li>• LMI research and forecasting, including regarding COVID impacts and underrepresented groups.</li> </ul>
<p>Support the Minister for Women and Gender Equality and Youth in the evaluation process of GBA Plus with the goal of enhancing the framing and parameters of this analytical tool, and with particular attention to the intersectional analysis of race, indigeneity, rurality, disability and sexual identity, among other characteristics.</p>	<ul style="list-style-type: none"> <li>• Continue to look for opportunities to update CAHRC’s resources and activities to ensure information is framed appropriately.</li> </ul>

**Summary**

CAHRC will continue to raise awareness of the work currently underway with regards to these commitments. There will be opportunities to further support these commitments through upcoming Calls for Proposals.

CAHRC welcomes input from the Board of Directors regarding these opportunities and next steps.