

Indigenous Services Canada 2024–25 Departmental Plan

The Honourable Patty Hajdu, P.C., M.P.
Minister of Indigenous Services



Indigenous Services
Canada

Services aux
Autochtones Canada

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Indigenous Services Canada’s 2024-25 Departmental Plan

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From the Minister

As Minister of Indigenous Services, I am pleased to present the 2024-25 Departmental Plan for Indigenous Services Canada.

Since its inception, the primary mandate of the department has been to improve the quality of services delivered to Indigenous Peoples. To deliver on this mandate, we must continue to listen to and work with First Nations, Inuit and Métis partners to close socio-economic gaps and help improve the well-being of Indigenous Peoples and communities across the country. Sadly, we know that the opioid overdose crisis continues to devastate Indigenous communities across Canada. For example, in Ontario, British Columbia and Alberta, Indigenous Peoples are 5 to 7 times more likely to die of an overdose. Even though Indigenous Peoples represent 3 to 6% in some provincial populations, they represent 15 to 25 % of total deaths in the provinces. This is why supporting communities with access to a wide range of culturally relevant mental wellness and substance use supports continues to be priority for the government.



Indigenous services are effective when they reflect the cultural needs and aspirations of the people that use them. Self-determination and the control of service design and delivery of Indigenous Peoples is the best way to evolve community life and why we focus relentlessly on the tools Indigenous Peoples call for to accomplish this transformation. For example, the department will continue to work with First Nations, Inuit and Métis partners to co-develop a new and holistic long-term and continuing care framework. Access to high quality, culturally-informed health services and health care systems free of racism and systemic discrimination are key to achieving physical and mental wellness for Indigenous Peoples. Long-term and continuing care programs allow community members of all ages to receive the care they need in their homes and remain in their communities. Stronger elder care means traditional knowledge and healing practices are more likely to be preserved, revitalized and passed on to the next generation.

We will continue to work in partnership with First Nations communities to improve access to safe drinking water. With support from Indigenous Services Canada, First Nations have lifted 144 long-term drinking water advisories and prevented 269 short-term advisories from becoming long-term. Comprehensive action plans are in place to resolve the remaining 28 active long-term drinking water advisories in the country.

Additionally, Bill C-61, the proposed First Nations Clean Water Act, provides an opportunity for meaningful change aimed at addressing and preventing gaps in drinking water and wastewater services in First Nations, and building a sustainable legal foundation for future generations. Should Bill C-61 receive Royal Assent, the Government of Canada will continue to work with First Nations rights-holders, First Nations organizations, and provincial and territorial governments to implement the legislation.

The department remains focused on supporting the safety and well-being of Indigenous children and families. This past year, we took a huge step forward with the historic \$23.34 billion settlement agreement to compensate those who were harmed by the discriminatory underfunding of the First Nations Child and Family Services program and the government's narrow definition of Jordan's Principle. Our department will continue to work on long-term reform of the First Nations Child and Family Services program, on the co-development of long-term, distinctions-based funding frameworks, and on a five-year legislative review of the provisions and operations of *An Act respecting First Nations, Inuit, and Métis children, youth and families* in collaboration with Indigenous Peoples. Since the coming into force

of the act, seven agreements have been concluded with Indigenous governing bodies across the country, totalling over \$1.4 billion in funding to support Indigenous jurisdiction over child and family services.

Our mandate to close the infrastructure gap by 2030 remains one of our top priorities. We continue to work towards this goal through investments that support First Nations communities in their efforts to build thriving, sustainable communities with reliable and long-lasting infrastructure. For 2024-25, we are committed to supporting access to safe and adequate housing, which remains a high need in many communities. We will also support the building of First Nations' housing capacity, with the goal to increase their ability to manage, operate and maintain on-reserve housing and related infrastructure.

We recognize the importance of strong First Nations governance to take full advantage of investments and support the transfer of service delivery responsibilities to Indigenous organizations. That is why we will work with partners to co-develop a new approach to support First Nations experiencing challenges in the areas of governance and administration, such as financial and human resources management.

We continue to improve legislation, policies and practices that better support Indigenous self-determination by facilitating the Government of Canada's commitment to support First Nations to transition away from the *Indian Act* and reclaim jurisdictional control over their reserve lands, natural resources and environments.

We are working with Indigenous partners to close socio-economic gaps in education. To help close the attainment gap in comparison with non-Indigenous students in Canada, the department is working with First Nations communities to develop and implement their long-term visions to support educational success through self-determination. First Nations control of First Nations education is critical and self-governing and modern treaties holders are also working with Canada on this eventual transfer of control.

To support post-secondary education, the First Nations-led engagement for the development of long-term regional post-secondary education models, that respect First Nations control over post-secondary education will continue. This important work will help students access and achieve higher levels of post-secondary education.

We will continue to unlock opportunities to advance economic reconciliation and self-determination through support for Indigenous businesses, adding lands to reserve, and investing in the Indigenous economy. We will work with Indigenous partners to bring forward an economic reconciliation framework which will remove barriers and support Indigenous visions for economic prosperity. One example launched in 2023-24 is the Indigenous Business Navigator, a new service that directly connects Indigenous businesses, organizations and communities with Government of Canada programs and services. We will continue to follow the direction of Indigenous business leaders and partners to focus urgently on the opportunities for economic reconciliation via business development.

The 2024-25 Departmental Plan provides the roadmap for our work in the months to come. Each year we make tangible progress towards closing socio-economic gaps and creating a more equitable Canada for everyone. The work of reconciliation is about trust and steady gains, but we are on the path together. Canada is stronger when all Indigenous Peoples succeed. Our work continues, and we will continue to travel this path together.

The Honourable Patty Hajdu, P.C., M.P.
Minister of Indigenous Services

Plans to deliver on core responsibility and internal services

Core responsibility and internal services:

- [Indigenous Well-Being and Self-Determination](#)
- [Internal Services](#)

Indigenous Well-Being and Self-Determination

In this section

- [Description](#)
- [Quality of life impacts](#)
- [United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals](#)

Description

Well-being services support First Nations, Inuit, and Métis individuals, children and families throughout their life from childhood to elder years.

These services are informed by the social determinants of health and are intended to fulfill the Departmental Mandate to close socio-economic gaps through services that include culturally appropriate physical and mental health; safety and social wellness; and education.

Community well-being is part of a continuum that extends to the environment and the land. These services work together to create sustainable infrastructure and environments and economic prosperity.

Support for governance capacity advances self-determination and enables opportunities for service transfer. Service transfer in partnership with Indigenous Peoples extends across all service areas to support Indigenous self-determination in alignment with the Departmental Mandate.

Quality of life impacts

ISC's core responsibility contributes to all domains of the Quality of Life Framework for Canada. The "Good Governance" domain directly aligns, and more specifically, the "Indigenous self-determination" indicator, through the support for governance capacity to advance self-determination and by enabling opportunities for Transfer of Responsibilities.

The core responsibility also contributes to the "Health", "Society", and "Prosperity" domains and, more specifically, "Self-rated mental health", "Indigenous language" and "Postsecondary attainment" indicators, as the department's well-being services are informed by the social determinants of health. They are intended to close socio-economic gaps through culturally appropriate services and supports in areas of physical and mental health; safety and social wellness; and education.

ISC's core responsibility also contributes to the "Prosperity" and "Environment" domains and more specifically, "Housing Needs", "Drinking Water", and "Waste Management" indicators, as community well-being is part of a continuum that extends to the environment and the land. ISC's services, including contaminated sites management, work together to create sustainable infrastructure and environments and economic prosperity.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals

ISC plans relating to the Sustainable Development and the UN Sustainable Development Goals for 2024-25 are included in the [Gender-based Analysis Plus supplementary information table](#).

More information on Indigenous Services Canada’s contributions to Canada’s Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [2023 to 2027 Departmental Sustainable Development Strategy](#).

*Service Area 1: Health***In this section**

- [Results and targets](#)
- [Plans to achieve results and key risks](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)

Results and targets

The following tables show, for each departmental result related to the Health Service Area, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024–25.

*Table 1: Indicators, results and targets for departmental result***Indigenous Peoples are physically well**

Indicator	2020-2021 result	2021-2022 result	2022-2023 result	Target	Date to achieve
Percentage of First Nations individuals who reported being in “excellent” or “very good” health	37.8%	37.8%	37.8% ¹	44%	March 2028
Percentage of Inuit adults who reported being in “excellent” or “very good” health	36.9%	36.9%	36.9% ²	44%	March 2028

- 1- Last available data for First Nations (on reserve) (ages 18 and older) is from the 2015-16 Regional Health Survey. The next survey is expected to be completed by the First Nations Information Governance Centre in 2024.
- 2- Last available data for Inuit Nunangat (ages 18 and older) is from the 2017 Indigenous Peoples Survey. The next set of results are expected to be available in 2024, as well as those from the National Inuit Health Survey.

*Table 2: Indicators, results and targets for departmental result***Indigenous Peoples are mentally well**

Departmental result indicator	2020-2021 result	2021-2022 result	2022-2023 result	Target	Date to achieve
Percentage of First Nations individuals who reported “excellent” or “very good” mental health	50.5%	50.5%	50.5% ¹	55%	March 2028
Percentage of Inuit adults who reported “excellent” or “very good” mental health	42.5%	42.5%	42.5% ²	50%	March 2028

- 1- Last available data for First Nations (on reserve) (ages 18 and older) is from the 2015-16 Regional Health Survey. The next survey is expected to be completed by the First Nations Information Governance Centre in 2024.

- 2- Last available data for Inuit Nunangat (ages 18 and older) is from the 2017 Indigenous Peoples Survey. The next set of results are expected to be available in 2024, as well as those from the National Inuit Health Survey.

Table 3: Indicators, results and targets for departmental result

Indigenous Peoples have access to quality federally-funded health services

Departmental result indicator	2020-2021 result	2021-2022 result	2022-2023 result	Target	Date to achieve
Percentage of First Nations on-reserve adults who rate the quality of health care services delivered in their community as “good” or “excellent”	55.2%	55.2%	55.2% ¹	57%	March 2028
Percentage of First Nations with an Indigenous-led plan for health service delivery	New indicator introduced in 2023-24			95%	March 2025

- 1- Last available data for First Nations (on reserve) (18 years and older) is from the 2015-16 Regional Health Survey. The next survey is expected to be completed by the First Nations Information Governance Centre in 2024.

The financial, human resources and performance information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).

Plans to achieve results and key risks

Seeking to fulfill the Core Responsibility of Indigenous well-being from a health perspective means considering all aspects of health and its determinants, including mental, economic, cultural, and social factors. Health programming must be aligned to the unique needs and priorities of the First Nations and Inuit communities and support the transfer of health-related services.

Key Risk: That health outcomes for Indigenous Peoples will remain at significant risk as a result of a strained and overburdened system of care. This stems from increased needs for mental health and substance use services linked to the ongoing opioid overdose crisis, as well as a lack of access and availability to a full suite of models of care that support inclusive culture, on the land, and holistic wraparound services.

Three departmental results in this Service Area work together to ensure Indigenous Peoples are physically and mentally well and have access to quality federally-funded health services. The achievement of these results may be impacted by many factors, which the department will continue to address, including:

- the ongoing opioid crisis;
- the need for an integrated approach to the delivery of patient-centered quality health care, and;
- the global health human resources shortage, particularly impacting remote and isolated communities.

Departmental result 1: Indigenous Peoples are physically well

Throughout 2024-25, ISC will continue to improve support for First Nations and Inuit communities to implement integrated and holistic health services that are primarily delivered by First Nations on-reserve and Inuit in Inuit Nunangat by:

- Funding and supporting a suite of culturally relevant community-based programming and services related to improved access to healthy food, physical activity, commercial tobacco use prevention and cessation, and chronic disease prevention and management.
- Promoting healthy development of children and implementing the co-developed Indigenous Early Learning and Child Care Framework.
- Continuing to support Inuit-specific approaches to achieving a reduction of tuberculosis rates in Inuit Nunangat by 2025 and the elimination of tuberculosis in Inuit Nunangat by 2030.
- Committing to meeting a 95% target for all HIV-positive First Nations Peoples on reserve and Inuit in Inuit Nunangat to know their status and receive treatment with the goal of achieving viral suppression by 2025. Funding will be distributed to Indigenous organizations and communities for HIV self-testing, culturally safe care and harm reduction initiatives/projects.
- Supporting Indigenous communities to address existing or emerging communicable diseases, sexually transmitted and blood-borne infections through vaccine administration of preventable diseases.
- Supporting the recovery and expansion of environmental public health services to reduce environmental health risks, including establishing an Impact Assessment and Health Team.

The department will ensure First Nations and Inuit children have access to the health, social and educational services and supports they need. ISC will continue to work towards fulfilling its mandate to fully implement Jordan's Principle and the Inuit Child First Initiative by:

- Working towards closing gaps in health and social outcomes, addressing distinct needs and jurisdictional disputes, and providing resources and supports to help keep children in their family homes.
- Continuing to work closely with parties and partners to implement the October 2023 Federal Court approved \$23.34 billion settlement agreement on compensation for those who were impacted by the federal government's narrow definition of Jordan's Principle.
- Collaborating with Inuit partners in the co-development process to establish an Inuit-specific approach that better meets the long-term needs of Inuit children while collaborating with Inuit Tapiriit Kanatami and Inuit Treaty Organizations to raise awareness of the Inuit Child First Initiative.

ISC also remains committed to continuing to advance the full implementation of Joyce's Principle and ensuring it guides the work for distinctions-based Indigenous health legislation, as well as fostering health systems that will respect and ensure the safety and well-being of Indigenous Peoples. In addition, the department will continue working with Indigenous partners to implement the Indigenous Health Equity Fund, a new fund of \$2 billion over ten years announced in March 2023 in parallel to significant new health funding for the provinces and territories. The Indigenous Health Equity Fund will be distributed on a distinctions-basis directly to First Nations, Inuit, and Métis communities to address the unique challenges Indigenous Peoples face when it comes to equitable access to quality and culturally safe health services, in alignment with Indigenous-led regional and community health priorities. This builds upon efforts from the National Dialogues for eliminating racism in Canada's health systems.

Key Risk: That the current Program-based services and lack of a coordinated approach may not be consistent with best practices for comprehensive patient-centered quality health care.

The 2024-25 commitments will ensure that the health system is more consistent with modern practices for patient-centered quality health care. The department will measure distinctions-specific progress towards ensuring positive health outcomes through self-reported health status whereas continued engagement with patients and their representatives will allow the department to better understand patient needs and create a systems approach to support their well-being.

Departmental result 2: Indigenous Peoples are mentally well

Mental health is linked to the overall health status of Indigenous individuals and communities. Efforts to address inequities and barriers experienced by Indigenous populations in mental wellness are strongly guided by Indigenous-led frameworks such as the First Nations Mental Wellness Continuum Framework, Honouring Our Strengths, and the National Inuit Suicide Prevention Strategy.

In 2024-25, ISC will continue to advance work with First Nations, Inuit and Métis partners to improve access to high-quality services; improve well-being in Indigenous communities; and support Indigenous Peoples in assuming control of the delivery of services they choose specific to mental health and wellness. Federally-funded mental wellness programming supplements programs and services offered by provinces and territories and aims to improve well-being in Indigenous communities by providing:

- Access to local multidisciplinary mental wellness teams.
- Wrap-around services at opioid agonist therapy sites.
- Life promotion and suicide prevention initiatives, and substance use prevention and treatment services.
- Access to trauma-informed clinical mental health counselling and cultural and emotional supports.

The department will measure distinctions-specific progress towards increasing positive outcomes by using data from self-reported health surveys that ask respondents to rate their mental health. This is a recognized metric that closely aligns with other measures of mental health and well-being.

Departmental result 3: Indigenous Peoples have access to quality federally-funded health services

ISC recognizes that the accessibility of quality federally-funded health services is key to achieving physical and mental wellness for Indigenous Peoples. For example, ISC funds or directly provides primary care services in 79 remote and isolated First Nations communities where there is very limited access to provincial health services, and supports a broad spectrum of health and continuing care services.

The Supplementary Health Benefits Program (also known as Non-Insured Health Benefits) provides registered First Nations and recognized Inuit with coverage for a range of medically necessary health benefits. In 2024-25, ISC will improve client access to the Supplementary Health Benefits Program by continuing to engage with the Assembly of First Nations on a multi-year joint review of the Non-Insured Health Benefits Program, and with Inuit Tapiriit Kanatami and the National Inuit Committee on Health to identify opportunities to improve the delivery of benefits to eligible clients.

Long-term and continuing care programs allow community members of all ages to remain in their community by receiving the care they need in their homes. In 2024-25, ISC will support home and long-term care by:

- Continuing to work with First Nations and Inuit partners on advancing the development and implementation of the Long-Term and Continuing Care Framework.
- Beginning the co-development phase on options for the Métis Long-Term Continuing Care Framework, with implementation to follow in future years.
- Working with federal partners and First Nations and Inuit organizations to build capacity within communities to plan, develop and deliver comprehensive, culturally sensitive, accessible and effective home care services.
- Supporting community-led models of integrated care, community-led distinction-based approaches to palliative and end of life care and the use of Medical Assistance in Dying.
- Supporting the long-term and home health needs of the pediatric population through Indigenous-led, community-based programming, to complement the existing services available through Jordan's Principle.

Achieving good mental and physical wellness requires having access to high quality primary health care, particularly in remote and isolated communities where access to provincial services and available resources are limited. In 2024-25, ISC will help facilitate access and continuity of care through planned activities such as:

- Continuing to implement the five-year Budget 2021 investment of \$354 million for clinical client care, which aims to increase the number of nurses and other medical professionals in remote and isolated First Nations communities.
- Ensuring a stable health workforce with continued implementation of strategies to assist with the recruitment and retention of oral health providers, and the Nursing Talent Requisition Strategy to support the nursing workforce in Indigenous communities.
- Supporting the creation of safer working conditions for front line health professionals.
- Working with provincial/territorial drug shortage groups and Health Canada to navigate drug shortage situations.
- Promoting digital healthcare technologies to connect First Nations individuals, families and communities in remote areas with access to medical professionals and services.

In 2024-25, ISC will continue working with Indigenous partners to transform health systems and advance new and progressive approaches to improve services and support Indigenous Peoples to independently determine and deliver high quality health services by:

- Continuing to manage federal responsibilities related to innovative health transformation projects through supporting Indigenous-led design and delivery of federally-funded health services, and being an active funding and governance partner to the First Nations Health Authority.
- Continuing to build data capacity for Indigenous communities and increase the collection, access and use of health data, and facilitating transfer through the development of a robust Indigenous data network.
- Maintaining culturally relevant, trauma-informed, and Indigenous-based healthcare standards in Indigenous communities through accreditation.
- Increasing the number of First Nations, Inuit and Métis health care workers through the ongoing implementation of the Nursing Health Human Resources Framework and the Aboriginal Health Human Resources Initiative.

Key Risk: That the approach to recruitment and retention, and the work conditions (work environment, compensation and incentives) may hinder the ability to recruit and retain health human resources needed in communities.

ISC has committed to creating safer working conditions for front line health professionals by enhancing physical security at nursing stations and other worksites, as well as updating policies and directives on safety and security. Many of these planned activities will enhance the department's commitment to strengthen recruitment and retention, as well as work conditions during this global health human resources shortage.

ISC will monitor progress on access to quality federally-funded health services through the First Nations Regional Health Survey which provides ISC with results on the perceived quality of health care service delivery in remote and isolated First Nations communities. The department will also measure progress on the transfer of health services to First Nations through funding agreements and the 10-year New Fiscal Relationship Grant. The target has increased to 95% for 2026-27 (previously targeted 94% by March 2024) based on current program funding to support the efforts and resources required to develop and maintain an Indigenous-led health plan.

Snapshot of planned resources in 2024–25

- *Planned spending: \$6,263,042,491*
- *Planned full-time resources: 2,952*

Related government priorities

The activities the department undertakes in 2024-25 in the Health service area will help in advancing the following related government priorities:

- Exploring distinctions-based Indigenous health legislative and policy options with First Nations, Inuit and Métis partners as well as provinces and territories (where relevant) contributes to the [Truth and Reconciliation Commission \(TRC\) Call to Action 19](#), [Murdered and Missing Indigenous Women and Girls \(MMIWG\) Call for Justice 3.1](#), [United Nations Declaration on the Rights of Indigenous Peoples \(UN Declaration\) Article 21.1](#), [United Nations Declaration Act \(UN Declaration Act\) Action Plan measures 1.6, 1.7, 1.8](#).
- Continued access to [Jordan's Principle](#) and the [Inuit Child First Initiative](#) for all eligible First Nations and Inuit children regardless of where they live in Canada supports [TRC Calls to Action 19 and 20](#).
- Supporting expanded availability of the Early Learning and Child Care services for First Nation and Inuit children in communities and promoting healthy child development helps to advance [TRC Call to Action 5](#), [MMIWG Call for Justice 3.2](#).
- Working to co-develop options for a holistic and culturally safe distinctions-based long-term care continuum with its partners and continued access to Home and Long-term Care programming supports [TRC Call to Action 22](#), [MMIWG Call for Justice 7.2](#), [UN Declaration Article 24.1](#) and [UN Declaration Act Action Plan measure 1.80](#).
- Delivering cultural competency training and education to healthcare professionals through the continued implementation of the comprehensive Nursing Health Human Resources framework and the Nursing Recruitment and Retention Strategy helps to advance [TRC Call to Action 23](#), [UN Declaration Act Action Plan measure 1.7](#).

Gender-based analysis plus

- A co-developed results framework for Indigenous Early Learning and Child Care, led by Employment and Social Development Canada, and the associated data to be collected by Indigenous partners is anticipated by March 2025. This presents an opportunity for greater data disaggregation as determined by Indigenous partners.
- Ongoing development of a new National Learning Management System for nurses to integrate considerations for gender identity and sexual orientation in relation to health conditions, risks and outcomes, assessment and management needs. Further considerations for culturally safe and inclusive care that meets the needs of diverse clients will be included as well.
- The National Council of Indigenous Midwives is gathering evidence for further investments in Indigenous midwifery by focusing on understanding the protective role that Indigenous midwives and doulas can play. Ongoing work with the Indigenous Women's Advisory Committee will help ensure gender-diverse and gender-inclusive voices are reflected in policy development and program design. This work includes improving access to culturally safe sexual and reproductive healthcare, and in particular, ending the forced and/or coerced sterilization of Indigenous women.

Additional plans can be found in the [Gender-based Analysis Plus Supplementary Information Table](#).

*Service Area 2: Children and Families***In this section**

- [Results and targets](#)
- [Plans to achieve results and key risks](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)

Results and targets

The following tables show, for each departmental result related to the Children and Families Service Area, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024–25.

Table 4: Indicators, results and targets for departmental result

Indigenous Peoples are culturally safe and socially well

Indicator	2020-2021 result	2021–2022 result	2022-2023 result	Target	Date to achieve target
Percentage of Indigenous women who report being a victim of intimate partner violence in the previous 12 months	New indicator introduced in 2023-24			Decrease results year over year ¹	March 2025
Percentage of requests for overnight residence in ISC-funded shelters by women, children, and 2SLGBTQI+* people that are met	New indicator introduced in 2023-24			Maintain or increase results year over year ¹	March 2025
Percentage of residents living on reserve who are supported through Income Assistance	28.3%	Not available ²	Not available ²	Maintain or decrease results year over year ¹	March 2025
Percentage of First Nations children on-reserve in care	5.95% ³	Not available ⁴	Not available ⁴	Maintain or decrease results year over year ¹	March 2025
Percentage of children in care who are placed with a family member (kinship care)	26.98% ⁵	Not available ⁴	Not available ⁴	Maintain or increase results year over year ¹	March 2025

*Many forms of this acronym are used, but for the sake of consistency, this report will only use the Government of Canada Standard "2SLGBTQI+", with the understanding all other identities that may appear excluded are included within the "+".

Indicator	2020-2021 result	2021–2022 result	2022-2023 result	Target	Date to achieve target
Percentage of First Nations communities offering family support services aimed at keeping families together	Not available ²	Not available ²	Not available ²	Not applicable ⁶	Not applicable ⁶
Number of First Nations Groups, Communities and Peoples exercising their jurisdiction under the <i>Act respecting First Nations, Inuit and Métis children, youth and families</i>	New indicator introduced in 2023-24			18 ⁷	March 2025
Number of Inuit Groups, Communities and Peoples exercising their jurisdiction under the <i>Act respecting First Nations, Inuit and Métis children, youth and families</i>	New indicator introduced in 2023-24			1	March 2025
Number of Métis Nation Groups, Communities and Peoples exercising their jurisdiction under the <i>Act respecting First Nations, Inuit and Métis children, youth and families</i>	New indicator introduced in 2023-24			1	March 2025

- 1- Interim target presented as the department works toward a final target under co-development with partners. Final target to be determined in 2024-25.
- 2- Program reform is underway and indicators and outcomes may change as a result once baselines are determined.
- 3- Results have been revised following a recalculation of the data. Previously reported as 6.16%, this has been reduced to 5.95% as duplicate data sets were removed.
- 4- Recipient reporting and data inputs were not finalized for 2021-22 or 2022-23. These results will be presented in future reports once data becomes available.
- 5- Results have been revised following a recalculation of the data. Previously reported as 27.04%, this has been reduced to 26.98% as duplicate data sets were removed.
- 6- No target has been set for this indicator as the Community Well-Being and Jurisdiction Initiatives (CWJI) Program is dormant (no longer in effect). The program is not accepting any CWJI proposals and all CWJI funding has been transferred to the Prevention funding stream. As a result, the program is no longer collecting results for the CWJI Program.
- 7- The projection for 2024-25 has been readjusted to reflect the average duration of negotiations.

The financial, human resources and performance information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).

Plans to achieve results and key risks

The Children and Families Service Area brings together programming related to community safety, family violence prevention, and programming for children, youth and families. It includes social programming such as income assistance, urban programming, and First Nations, Inuit, and

Métis jurisdiction over Child and Family Services, supports better outcomes in the best interests of the child, and the integration of future safety and prevention programming (e.g. Pathways Initiative and co-development of policing legislation).

Departmental result 4: Indigenous Peoples are culturally safe and socially well

ISC works in partnership with Indigenous Peoples, provincial and territorial governments, federal departments, and stakeholders to address issues of family violence by providing funding for emergency shelters, transition homes, second-stage housing, and violence prevention programming for Indigenous women, children, 2SLGBTQI+ persons, and families. Uncertainties related to these activities, such as whether existing community safety programs meet the needs of Indigenous Peoples, and the need for an integrated approach to best support children and families, will be addressed in 2024-25 by:

- Engaging with Indigenous partners and shelter and transitional housing providers on the redevelopment of the national funding formula used to allocate operational funding to emergency shelters for Indigenous women, children, families, and 2SLGBTQI+ escaping violence, as well as integrating transitional housing into the funding model.
- Working with the Canada Mortgage and Housing Corporation (CMHC) and Indigenous and Inuit partners on the Indigenous Shelter and Transitional Housing Initiative (2021-22 to 2025-26) to establish 38 emergency shelters and 50 transitional homes across Canada (including in urban areas and the North).
- Increasing the percentage of recipient communities or organizations receiving funding through the Pathways to Safe Indigenous Communities Initiative, with focus on Inuit and Métis projects. In 2024-25, \$31 million will be invested to support community safety and well-being initiatives in First Nations, Inuit, and Métis communities. ISC will also begin groundwork analysis for options after the 5-year initiative ends in 2025-26.

Key Risk: That existing community safety programming may be unable to address the increasing community safety challenges.

The department will determine progress in the area of community safety and violence by measuring the impacts of prevention strategies through reports from service providers and from those victimized by partner violence. The demand for overnight shelter residence will be used to measure the reach of ISC-funded shelters and transition housing. Both of these measures respond to key commitments under the Government of Canada's Federal Pathway to Address Violence Against Indigenous Women, Girls, and 2SLGBTQI+ people.

The actions identified by the department will help to increase the amount and quality of support to address community safety issues, ensuring that Indigenous women, children and 2SLGBTQI+ people have better access to safety and well-being services.

Initiatives in this area contribute towards the department's mandate to support the safety and well-being of Indigenous children, youth, and families through the long-term reform of the First Nations Child and Family Services Program, ensuring fair and equitable compensation, as well as the ongoing implementation of the *Act respecting First Nations, Inuit and Métis children, youth and families*. ISC will advance these commitments in 2024-25 by:

- Advancing the implementation of immediate and ongoing measures, pursuant to the 2016 Canadian Human Rights Tribunal Merit Decision and the Agreement-in-Principle on Long-Term

Reform of the First Nations Child and Family Services Program and Jordan's Principle signed December 31, 2021.

- Undertaking policy development, program research, and improved program delivery to support the long-term reform of the Child and Family Services Program, including transformation issues, the exploration of more effective and innovative ways to administer programs, while making progress towards the transfer of service delivery.
- Determining alternate engagement strategies to ensure that Indigenous Peoples and/or treaty rights holders views are represented in the reform of the First Nations Child and Family Services Program.
- Supporting efforts to renew existing Service Level Agreements that support the delivery of the First Nations Child and Family Services program through a collaborative approach with affected First Nations and provincial and Yukon governments by ensuring alignment with the principles of long-term reform.

In order to advance the safety and well-being of First Nations children, youth, and families, the department will monitor prevention-based supports aimed at keeping families together, the proportion of First Nations children on reserve in care and those who are placed with family members.

ISC continues to work with partners to fully implement the framework of *An Act respecting First Nations, Inuit, and Métis children, youth and families* (the Act), and advance priorities of Indigenous communities to reclaim jurisdiction in areas that matter to them as the department explores ways to transition away from the *Indian Act*. In 2024-25, ISC will support these mandates by:

- Continuing to support Indigenous governing bodies by delivering capacity-building funding as they explore and/or exercise jurisdiction in accordance within the framework of the Act.
- Supporting active participation at coordination agreement discussion tables with Indigenous governing bodies to maintain an Indigenous-focused, evergreen approach to adapt program policies and procedures, and provide funding.
- Undertaking the review of provisions and operation of the Act in collaboration with Indigenous Peoples.
- Co-developing distinctions-based long term funding frameworks for the exercise of jurisdiction.
- Strengthening data capacity with Indigenous groups, communities and peoples and establishing Child and Family Services performance measurement systems and approaches.

Key risk: That the lack of an integrated approach to supporting the needs of children and families may result in the inability to close the socio-economic gap.

These activities are focused on employing a cross-sectoral approach and co-development with Indigenous Peoples to support an integrated method of care that will best serve Indigenous children and families. Progress will be monitored through the number of Indigenous governing bodies (IGB) that exercise jurisdiction under the framework of an *Act respecting First Nations, Inuit and Métis children, youth and families*.

The Income Assistance program ensures eligible individuals and families residing on reserve and in the Yukon receive funds to cover the basic expenses of daily living, and provides pre-employment services

designed to help them transition to the workforce. In 2024-25, the department will continue to provide support by:

- Delivering essential needs and working with First Nations communities to understand the emerging needs of low-income individuals and families on reserve.
- Monitoring emerging needs of low-income individuals and families on reserve due to the ongoing impact of high inflation and increased costs of living.
- Developing a new digital system that will allow for timely evidence-based decision making for eligible recipients.
- Working with First Nations to transfer service delivery of the Income Assistance program through New Fiscal Relationship and Self-Government agreements.
- Supporting capacity-building for First Nations organizations that deliver Income Assistance training.

The effectiveness of the Income Assistance program's reach will be measured by monitoring the level of income assistance being delivered on reserve to support community needs. Program performance is measured in comparison to Income Assistance programs delivered by the provinces and territories; and provides information regarding labour force gaps and community self-sufficiency.

Urban Programming for Indigenous Peoples assists First Nations, Inuit and Métis by providing financial support to a wide range of urban Indigenous organizations offering culturally appropriate programs and services. This supports vulnerable and at risk urban Indigenous populations (women and girls, seniors, persons with disabilities, and youth). In 2024-25, ISC plans on collaborating with key partners such as the National Association of Friendship Centers, the Ontario Federation of Indigenous Friendship Centres and the National Urban Indigenous Coalition Council to co-develop a new Data Collection Instrument to understand and report on the fluctuations in program and service offerings. This will advance the program's efforts to improve the socio-economic opportunities for Indigenous Peoples living in urban areas.

Snapshot of planned resources in 2024–25

- *Planned spending: \$5,435,494,537*
- *Planned full-time resources: 447*

Related government priorities

The activities the department undertakes in 2024-25 in the Children and Families service area will help in advancing the following related government priorities:

- Programs in the service area of Children and Families contribute to and uphold [UN Declaration Article 22.2](#) and [UN Declaration Action Plan measure 1.9](#) by helping to ensure that Indigenous women and children receive full protection and guarantee against all forms of violence and discrimination.
- [MMIWG Call for Justice 4.7](#) through ISC's work to implement the establishment and long-term sustainable funding of Indigenous-led, low-barrier shelters, safe spaces, transition homes, second stage housing, and services for Indigenous women, girls, and 2SLGBTQI+ people.
- The implementation of the [Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQI+ People](#), and the [2021 Missing and Murdered Indigenous Women](#)

[and Girls and 2SLGBTQI+ National Action Plan](#) through efforts under the Comprehensive Violence Prevention Strategy.

- The [UN Declaration Act Action Plan measure 1.29](#) through immediate and long-term reform to child and family services on reserve and in the Yukon, and the implementation of the framework of the *Act respecting First Nations, Inuit and Métis children, youth and families*. Advancements made through the October 2023 Federal Court approval of the First Nations Child and Family Services, Jordan’s Principle, and Trout Class Settlement Agreement, validated the experience First Nations children and families suffered under discriminatory practices and is a first step in re-establishing dignity and respect for healing and reconciliation.

Gender-based analysis plus

- ISC will rely on engagement with Indigenous partners for informed decision-making on the redevelopment of funding formulae for family violence emergency shelters.
- Expanding the existing shelter network from mostly on reserve to additional locations across the country, and adding transition homes, will allow the department to reach previously underserved populations and bridge the gap between emergency shelters and a return to the community. By providing longer stays, those accessing the shelter will have increased opportunities to develop skills and abilities and become self-sufficient.
- By providing communities and non-profit Indigenous organizations with violence prevention and awareness funding through annual call for proposals, communities can focus on the subpopulations of their choosing (e.g. men and boys, victims of sex trafficking, etc.) while broadening its scope to include all of Canada and not solely activities on reserve, thereby increasing opportunities to address the needs of previously underserved populations (e.g. First Nations off reserve, Inuit, and Métis).
- Developing a new digital solution for Income Assistance to improve data elements in support of more effective and timely GBA Plus analyses. As a result, the department will be better placed to conduct policy and planning exercises and support program recipients.
- ISC will continue to monitor the impacts of the ongoing implementation of the *Act respecting First Nations, Inuit and Métis children, youth and families* on diverse groups of children and families. This will ensure the department is practicing cultural humility and safety, advancing inclusive, psychological and culturally safe environment for all employees, while also applying GBA Plus to litigation management.

Additional plans can be found in the [Gender-based Analysis Plus Supplementary Information Table](#).

*Service Area 3: Education***In this section**

- [Results and targets](#)
- [Plans to achieve results and key risks](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)

Results and targets

The following tables show, for each departmental result related to the Education Service Area, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024–25.

Table 5: Indicators, results and targets for departmental result

Indigenous students are progressing in their education

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve target
Percentage of First Nations on reserve students who graduate from secondary school	New indicator in 2022-23		On time: 26% Extended Time: 44% ¹	Maintain or increase results year over year ²	March 2025
Number of First Nations under a transformative education model	180	184	206	Maintain or increase results year over year ²	March 2025
Number of funded First Nations students who graduate with a post-secondary degree/diploma/certificate	1,434 ³	1,148 ³	1,664 ³	4,110-4,494	March 2025
Number of funded Inuit students who graduate with a post-secondary degree/diploma/certificate	Not available	110	227 ⁴	50 ⁵	March 2025
Number of funded Métis students who graduate with a post-secondary degree/diploma/certificate	Not available	1,254	713 ⁶	Maintain or increase results year over year ²	March 2025

1- A new cohort-based methodology was introduced in 2022-23 to measure two distinct graduation rates reflecting students who graduate "on time" (3 years after beginning Grade 10) or over an "extended term" (5 years after beginning Grade 10). The graduation rates represent the 2021-22 school year, as results can only be reported during the following fiscal year since the school year and fiscal year are not aligned. Also, First Nations only report whether a student graduated from one school year at the start of the subsequent school year.

2- Targets were established in March 2023 to maintain or increase results year over year starting in 2023-24.

- 3- Results are based on data received from the First Nations Annual Register of Post-Secondary Education Students reports from recipients only and represent data from the previous fiscal year. Data used includes students funded to attend a program as part of the University and College Entrance Preparation Program. For 2020-21, at time of reporting, 42.5% of the First Nations Annual Register of Post-Secondary Education Students Report received had been filled out in their entirety (final state). For 2021-22, 40.39% had been received in their final state at the time of reporting. For 2022-23, 41.15% had been received in their final state at the time of reporting.
- 4- At time of reporting, 75% of the Inuit Post-Secondary Education Reports had been received in their final state. This result refers to the 2021-22 school year.
- 5- This reflects an initial target set when the Inuit Post-Secondary Strategy was established pursuant to Budget 2019. Inuit partners' actual data indicates that the initial target was surpassed in both 2021-22 and 2022-23.
- 6- After direct discussion with funding recipients, it was determined that the change in result reflects Indigenous decision making around how best to allocate funding for individual students, including at which phase of study. The number of total students supported may not remain the same from year to year. For example, in a given fiscal year (e.g. 2021-22), recipients may choose to prioritize support for students in their final year of studies, who graduate at the end of their study year. In subsequent years (e.g. 2022-23), the same recipients may choose to shift support to students in earlier years of studies who would not yet be near graduation but who are nonetheless progressing in their studies. This can create a false impression of a significant decline in student success from one year to the next when not contextualized via discussion with recipients. Indigenous partners are best placed to tell their success stories.

The financial, human resources and performance information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).

Plans to achieve results and key risks

The Education Service Area brings together education programming that distinguishes between Elementary and Secondary Education and Post-Secondary Education to allow for distinct outcomes to be reported and aims to better reflect student needs, culture and language.

Departmental result 5: Indigenous students are progressing in their education

ISC's measures for elementary and secondary educational attainment reflect Indigenous perspectives on educational success. The department will place a particular focus on advancing education success in planning its activities in 2024-25 by:

- Increasing the number of First Nations students participating and progressing in their education.
- Contributing to closing the education attainment gap by helping First Nations students achieve levels of secondary education comparable to non-Indigenous students in Canada.
- Collaborating with partners to refine and update Interim Funding Formulas to support, culturally-appropriate education programming.
- Providing funding opportunities for First Nations to explore and develop their vision for sustained and improved education outcomes through the Education Partnerships Program.
- Support partners in developing and implementing their long-term vision for educational success.
- Continuing the delivery of the First Nations and Inuit Cultural Centres Program, the Research and Learning Program, the Innovation in Education Program and the High-Cost Special Education Policy.
- Expanding access to adult education through the \$350 million over 5 years announced in Budget 2021 to First Nations on reserve and status First Nations in the Yukon and Northwest Territories.

- Engaging with First Nations partners on specific adult education-related components of the broader elementary and secondary performance measurement framework.

ISC will measure the number of First Nations under transformative education models such as regional education agreements as an indicator of First Nations control of First Nations education.

Key Risks:

- That the department may face challenges keeping pace with actual costs in post-secondary education, due to rising inflation and increased costs of education.
- That the department may experience difficulties in the conclusion of some Regional Education Agreements and closing of education gaps due to limited incremental funding.

To date, ten Regional Education Agreements have been signed, supporting approximately 25,000 students in five provinces. The department will continue to work with First Nations to develop regional education agreements. By supporting First Nations control of First Nations education, ISC is supporting First Nations on-reserve students to achieve levels of secondary education comparable to non-Indigenous students in Canada. These commitments will assist in the department’s objective to advance education through substantive equality.

Graduation from secondary school is an internationally-recognized measure of kindergarten to Grade 12 success. In order to more accurately assess the progress of educational attainment for on-reserve First Nations students, both “on time” and “extended time” graduation rates will continue to be measured to help evaluate whether the secondary school graduation rate gaps among First Nations students and non-Indigenous students are closing.

Similarly, ISC is working to better meet education needs by improving access to post-secondary education programming and funding for First Nations, Inuit, and Métis Nation students, as well as strategies and programs that allow First Nations and Inuit Youth to acquire the skills, learning experiences and opportunities they need to find and maintain employment or return to school.

In 2024-25, the department will continue to collaborate with Employment and Social Development Canada and other federal departments to support the First Nations and Inuit Youth Employment Strategy, while working to expand the Terms and Conditions and modernize the program based on recommendations stemming from engagement completed in 2022-23.

ISC will also continue to work closely with partners by:

- Implementing the Post-Secondary Education Strategies developed for First Nations, Inuit and Métis Nation to better meet the needs of students and institutions, and report on their respective outcomes.
- Developing long-term regional First Nations Post-Secondary Education models, while exploring funding options and conducting analysis to enhance flexibility through the program Terms and Conditions.

Post-secondary education performance indicators have been developed with partners and ISC will look to measure the number of funded First Nation, Inuit and Métis students who graduate with a post-secondary degree/diploma/certificate, as graduation is a key measure of post-secondary student success and it impacts labour force participation. ISC will use distinctions-specific data to demonstrate the number of First Nations post-secondary students supported from year to year.

Key Risk: That non-Indigenous measures of educational attainment may not be reflective of the realities of Indigenous students and their perspectives on educational success.

These commitments will ensure that Indigenous perspectives on educational success are sought and considered when it comes to measures of educational attainment. The department will continue to work closely with partners to identify needs and provide access to education services and resources that better reflect student needs, culture and language.

Snapshot of planned resources in 2024–25

- *Planned spending: \$3,456,920,883*
- *Planned full-time resources: 343*

Related government priorities

The activities the department undertakes in 2024-25 in the Education service area will help in advancing the following related government priorities:

- Education Agreements support [TRC Call to Action 7](#), [UN Declaration Article 14.1](#) and [UN Declaration Act Action Plan measure 2.19](#) by providing First Nation students with access to education in their native language that is embedded in their cultural foundation.
- First Nations adult education programming helps to support the [MMIWG Calls for Justice 1.1 and 4.4](#) by providing equitable access to education, educational training, and employment opportunities for Indigenous women, girls, and 2SLGBTQI+ people.
- Distinctions-based programming that help increase access to Post-Secondary Education and Indigenous post-secondary institutions for First Nations, Inuit and Métis Nation students support [TRC Calls to Action 7, 11 and 62.3](#).
- The First Nations and Inuit Youth Employment Strategy supports [UN Declaration Article 21.1](#) and [UN Declaration Act Action Plan measure 1.102](#) by helping to uphold the right to self-determination on socio-economic issues and providing opportunities for skills training, vocational training and retraining for First nations and Inuit youth.

Gender-based analysis plus

- A comprehensive performance framework for adult education will be co-developed with First Nations partners for implementation in 2024-25 and will include indicators measuring educational impacts on adult participation in education programming, as well as qualitative evaluation elements to assess the short, mid and long-term impacts on adult education.
- Work will continue with First Nations partners to meet the goal of substantive equality in funding First Nations elementary and secondary education and ensure that First Nations children and students of all genders are supported.
- Investments will continue towards full-day kindergarten for children ages 4 and 5, before and after school programming, language and culture, as well as access to free menstrual products for students attending schools on-reserve.
- Factors perpetuating the longstanding gap between Indigenous populations and non-Indigenous Canadians will be addressed through the distinctions-based post-secondary education strategies.

Additional plans can be found in the [Gender-based Analysis Plus Supplementary Information Table](#).

*Service Area 4: Infrastructure and Environments***In this section**

- [Results and targets](#)
- [Plans to achieve results and key risks](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)

Results and targets

The following tables show, for each departmental result related to the Infrastructure and Environments Service Area, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024–25.

Table 6: Indicators, results and targets for departmental result

Indigenous communities have sustainable land management and infrastructure

Indicator	2020–2021 actual result	2021–2022 actual result	2022–2023 result	Target	Date to achieve target
Percentage of on-reserve public water systems financially supported by Indigenous Services Canada that have low risk ratings	Not available ¹	55% ²	Not available ³	70%	March 2026
Percentage of on-reserve public wastewater systems financially supported by Indigenous Services Canada that have low risk ratings	Not available ¹	42% ²	Not available ³	69%	March 2026
Percentage of First Nations households living in a dwelling that contains more than one person per room	New indicator introduced in 2023-24			10.7%	March 2026
Percentage of First Nations housing that is adequate as assessed and reported by First Nations	72.7%	72.6%	Not available ⁴	75%	March 2025
Percentage of on-reserve Indigenous Services Canada-funded other community infrastructure assets with a condition rating of “good” or “new”	New indicator introduced in 2023-24			45%	March 2026
Percentage of on-reserve education facilities with a condition rating of “good” or “new”	53% ⁵	54% ⁵	55% ⁵	60%	March 2026

Indicator	2020-2021 result	2021–2022 result	2022-2023 result	Target	Date to achieve target
Percentage of on-reserve health facilities with a condition rating of “good” or “new”	84%	84%	84% ⁶	75%	March 2025
Percentage of First Nations communities with adequate solid waste management systems	37.3%	34.6%	40.5% ⁷	65%	March 2028
Percentage of high-risk contaminated sites on-reserve where remediation activities are being undertaken	29%	34.9%	17.6% ⁸	20% ⁸	March 2025

- 1- The results for 2020-21 are not available as the reporting data was impacted by COVID-19 pandemic restrictions, and routine annual inspections for many water and wastewater systems could not be completed. The 2023-24 Departmental Plan incorrectly published a 48% result.
- 2- The 2021-22 results were previously unavailable and have since been determined as 55% (water) and 42% (wastewater). For 2021-22, water and wastewater system inspection data was incomplete due to ongoing disruptions during the COVID-19 pandemic. Indicators for 2021-22 have been calculated using partial data available - indicators are therefore not representative of actual water and wastewater asset statuses in First Nations and should not be compared to previous years.
- 3- Water and wastewater reporting cycle lags by a year, and 2022-23 data is not yet available. Data is expected to become available in 2024-25.
- 4- The result for 2022-23 will be based on finalized data from the December 2022 Community Infrastructure and Housing Annual Report. Actual results will be reported in the 2023-24 Departmental Results Report.
- 5- Results include all ISC-supported band-operated, federal, private, and self-governing schools. It does not include provincial schools. A large clean-up of all school asset data was completed at the beginning of 2021 to correct classifications of school assets. As a result, the baseline for 2020-21 was changed slightly. The new methodology, combined with the data cleanup, explains the apparent drop in the results from 59% to 53% in 2020-21 and 54% in 2021-22.
- 6- The 3-year timeframe covered for this reporting period includes inspections completed between 2019-20 to 2021-22 through the Asset Condition Reporting System process.
- 7- A number of communities were added to the calculation in 2022-23 to take into account First Nations that have several sites that require separate waste management systems.
- 8- The previous target of 29% was not met in 2022-23 due to a recent change expanding the Federal Contaminated Sites Action Plan eligibility guidelines, which now supports multiple sites in a community (low, medium and high risk) being addressed, increased project costs due to inflation and supply chain issues, and the addition of new high priority sites to the Contaminated Sites On Reserve Program inventory. This accounts for the decreased result for 2022-23. The target has been updated to reflect the current project delivery context.

The financial, human resources and performance information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).

Plans to achieve results and key risks

The Infrastructure and Environments Service Area programming reflects the interlinkages between land, environment and natural resource management, resilient infrastructure, climate change related adaptation and mitigation, and emergency management and preparedness. These interrelated program areas improve health, well-being, and socio-economic outcomes. These programs include supports for

additions to reserves, land and environmental management capacity building, specialized training, and land use planning. These supports help First Nation communities to effectively manage their own reserve lands, to realize community socio-economic objectives, and strengthen land governance over reserve lands and natural resources.

Departmental result 6: Indigenous communities have sustainable land management and infrastructure

Community Infrastructure supports reliable and sustainable infrastructure for on-reserve First Nation communities such as housing, education facilities, health infrastructure, water and wastewater, and other community infrastructure. Through the development and delivery of social and economic programs and services, ISC continues to provide First Nations with the flexibility needed to shift their procurement and construction plans should unforeseen events arise (i.e. supply chain issues, climate change challenges). Environmental programs work closely alongside to ensure that infrastructure projects proceed with minimal environmental impacts.

Housing

- *Planned spending in 2024–25: \$744,397,539*

Access to adequate housing is essential to community health and well-being. ISC will assess housing needs on reserves by measuring the percentage of First Nation households living in a dwelling that contains more than one person per room, as well as the percentage of First Nations housing that is adequate as assessed and reported by First Nations. For 2024-25, ISC will support First Nations to manage, operate and maintain on-reserve housing and related infrastructure by:

- Supporting the construction and renovation of housing on reserve with industry, national, provincial and municipal partners including the Canada Mortgage and Housing Corporation.
- Supporting the recruitment and retention of dedicated housing managers within First Nation communities.
- Supporting the establishment of a national network of Indigenous housing lenders.
- Advancing the construction and renovation of houses while continuing to support the [Indigenous Homes Innovation Initiative](#).

Education Facilities

- *Planned spending in 2024–25: \$145,834,239*

Quality educational facilities are an important factor to academic success, and are a component of reliable and sustainable infrastructure in First Nations communities. Investments in education facilities include new construction as well as additions, renovations and major repairs to existing schools in First Nations communities.

In 2024-25, ISC will invest in education facilities by:

- Aiming to substantially complete new construction and expansion of education facility projects.
- Measuring the condition of ISC funded schools to determine if these investments in education infrastructure result in quality physical learning environments for First Nations students.
- Collaborating with Indigenous partners to modernize the Education Facilities policy suite, ensuring that ISC policies result in quality education facilities.

Health Facilities

- *Planned spending in 2024–25: \$324,771,003*

In 2024-25, ISC will support the advancement of health infrastructure projects by:

- Investing in multi-year capital projects, and high priority repairs and renovations.
- Continuing to fund and implement the Social Infrastructure Fund, the Indigenous Community Infrastructure Fund and other initiatives to enhance the delivery of health programs and services.
- Supporting the Aubpeeschoseewagong Netum Anishinabek’s Mercury Care Framework with the construction of the “Mercury Care Home and Wellness Centre” to address the unique health care needs of individuals suffering the effects of mercury exposure, as well as supported living for those who require it.

In addition, ISC will enhance the development and delivery of community health programs and services by funding eligible First Nations and Inuit recipients for the planning, construction, renovation, and/or repair of community-based health infrastructure to support health professionals with the functional spaces required to safely and efficiently deliver health services manner in their communities.

The department will measure the proportion of health facilities with a condition rating of “good” or “new” to help assess the degree to which First Nations have reliable, sustainable, and community-led infrastructure.

Other Community Infrastructure & Activities

- *Planned spending in 2024–25: \$2,567,610,136*

The Other Community Infrastructure programs improve the quality of life and environment for First Nations communities by supporting their well-being through: the protection and connection of people, services and buildings in areas such as energy systems, connectivity, fire protection, roads and bridges, structural mitigation, cultural and recreational facilities, band administrative buildings, planning and skills development, asset management, and transfer of services.

In 2024-25, ISC will measure the condition ratings of ISC-funded infrastructure investments to determine if investments are resulting in quality physical environments that address long-standing needs for First Nation communities on reserve.

In 2024-25, ISC will support community infrastructure projects by:

- Maintaining and developing partnerships, assessing the needs of First Nation communities, and prioritizing infrastructure investments.
- Supporting First Nation communities, band councils, tribal councils and Indigenous organizations to build, renovate and maintain sustainable other community infrastructure, through the First Nations Infrastructure Fund, including:
 - Structural mitigation projects to reduce the impacts of natural disasters on First Nation communities (e.g. construction of dykes).
 - Energy projects to improve and optimize energy systems through upgrades and energy efficiency projects, transitioning from fossil fuel to alternative energy projects featuring solar, hydroelectric, wind and others.
 - Connectivity projects that increase internet speeds and allow for the effective operation and maintenance of vital community infrastructure.
 - Fire protection projects, including education and prevention activities.

- Roads and bridges projects, including winter roads, to support long-term sustainable community development.
- Working with the Lubicon Lake Band to advance the Lubicon Lake Band Community Buildout project and ensure the projects stay in scope of the Settlement Agreement.
- Continuing to support First Nations partners to develop and deliver infrastructure solutions and advance the transfer of housing and infrastructure service delivery to First Nations-led organizations.
- Integrating the environmental review process into infrastructure planning, to support climate change considerations and efficient mitigation of adverse environmental impacts.

Key Risk: That inflation and the global shortage for supplies and labour in the current funding models may impact project schedules and forecasted project costs.

The department's commitments recognize and mitigate the risks to results driven by inflationary pressures and a global shortage of supplies and labour by allowing flexibility to shift plans should unforeseen events arise (i.e. supply chain issues), enabling Indigenous partners to carry forward funding.

Water & Wastewater

- *Planned spending in 2024–25: \$518,905,415*

The provision of safe drinking water for First Nations on reserves is a shared responsibility among First Nations communities and the Government of Canada. While First Nations design, construct and operate their water and wastewater facilities, the department provides advice and financial support to First Nation communities for their public water and wastewater systems and ensures that drinking water quality monitoring programs are in place. Investments of \$1.55 billion over 2 years were announced in the 2023 Fall Economic Statement to help ensure access to safe drinking water and treated wastewater in First Nations communities.

ISC will advance on the commitment to eliminate all remaining long-term drinking water advisories on reserve and ensuring long-term investments and resources are in place to prevent new ones by:

- Supporting the planning, procurement, construction, and commissioning of water and wastewater capital projects for new builds, system repairs and upgrades. Funding will be directed towards:
 - Water and wastewater infrastructure to support communities on projects focused on lifting remaining long-term drinking water advisories on reserve; and,
 - The First Nation Water and Wastewater Enhancement Program.
- Supporting communities in meeting environmental objectives (including compliance with Environment and Climate Change Canada's Wastewater Systems Effluent Regulations, meeting Canadian Drinking Water Quality guidelines, increased support for wastewater projects, and supporting the Green Bond initiative).
- Supporting the development of a qualified workforce of water and wastewater operators so they can ensure clean and safe drinking water, as well as effectively treated wastewater within their communities.

- Working collaboratively with First Nation rights-holders and First Nation organizations to support the newly proposed legislation *An Act respecting water, source water, drinking water, wastewater and related infrastructure on First Nation lands* through the Parliamentary process.

ISC will measure whether First Nations communities have reliable and sustainable infrastructure by identifying the percentage of water and wastewater systems with low-risk ratings. An increase in the percentage of low-risk water and wastewater systems is indicative of an overall improvement in reliable and sustainable water infrastructure.

Key Risk: That the current condition and/or adequacy of existing infrastructure may impede the department's ability to close the gap.

The activities undertaken related to housing, education, and health facilities will address the uncertainty that Indigenous communities have adequate, reliable, and sustainable infrastructure. They will continue to be supported in the management, operation, and maintenance of facilities.

ISC supports First Nations to reassert jurisdiction in areas that matter to them by supporting sustainable management of land, environment and natural resources. In 2024-25, ISC will continue supporting First Nations to sustainably manage their land and environment to minimize the impacts of and reduce the number of First Nation communities affected by climate change and other environmental problems, as well clean up contaminated lands and make them available for community or economic development, by:

- Conducting a renewal exercise of the Contaminated Sites On-Reserve program to respond to the 2023-24 Policy Gap Analysis and Strategic Review, as the program is entering its 5th and final year of the Federal Contaminated Sites Action Plan Phase IV Program (2020-2025) and in preparation for Phase V (2025-2030).
- Expanding solid waste management systems on reserves through the First Nations Waste Management Initiative.
- Training and supporting capacity development of holistic solid waste management positions on reserve.
- Developing a departmental climate risk management action plan according to the ISC Climate Strategy to more effectively integrate climate considerations into its programs and services.
- Supporting First Nations to address the physical remnants of Residential School system by funding the demolition of former school buildings and the remediation of former school sites.

ISC will continue supporting First Nations in the sustainable development and management of their reserve lands and environment through lands development, administration and addition to reserves. Key activities will include:

- Implementing Budget 2023 investments for the Reserve Land and Environment Management Program and Professional Lands Management Certification Program to support First Nations in managing their lands under the *Indian Act*.
- Ensuring that First Nations that have chosen to reclaim jurisdiction under the Framework Agreement on First Nation Land Management are supported to manage their reserve lands outside of the *Indian Act*. This will include funding for the development of land codes, First

Nation-led institutional support, and ongoing operational land and environmental management activities.

- Collaborating with Crown-Indigenous Relations and Northern Affairs Canada, Indigenous partners, and other stakeholders to redesign the federal Additions to Reserve/Reserve Creation Policy and accelerate work on existing requests from First Nations across Canada.
- Continuing to advance the National Additions to Reserve Tracking System by collaborating with First Nations, which will enhance efficiency and improve communication between the department and First Nations.
- Advancing co-development and the implementation of modernized *Indian Act* land administration regulations, policies and procedures.
- Modernizing the Indian Land Registry to provide an up-to-date information technology platform for the registry in partnership with First Nations and other stakeholders.

The Infrastructure and Environments Service Area assists First Nations communities in accessing Emergency Management Assistance services and funding using: preparedness, mitigation, response and recovery. The advancement of governance and service delivery for First Nations emergency preparedness supports First Nation-led processes to transition away from the *Indian Act*. In 2024-25, ISC will continue to work with First Nations and provincial and territorial government partners to strengthen the governance and service delivery for First Nations emergency preparedness, management and recovery by:

- Strengthening the emergency preparedness and responsiveness capacities of First Nations communities while supporting them and their organizations in taking ownership of service development and implementation.
- Facilitating the collaborative development of multilateral emergency management service agreements, which will in turn lead to more tailored and culturally sensitive emergency services.
- Promoting engagement and coordination to establish and maintain compatible emergency service capabilities across various levels, including federal, provincial and Indigenous organizations.
- Exploring opportunities to increase capacity funding for First Nations' Emergency Management initiatives.
- Implementing the recommendations outlined in the 2022 Auditor General's report on emergency management in First Nation communities.

Snapshot of planned resources in 2024–25

- *Planned spending: \$4,819,017,997*
- *Planned full-time resources: 699*

Related government priorities

The activities the department undertakes in 2024-25 in the Infrastructure and Environments service area will help in advancing the following related government priorities:

- Affirming [UN Declaration Articles 21 and 23](#) and [UN Declaration Act Action Plan measure 2.15](#) through the recognition of rights to the economic and social conditions that promote safe housing and clean drinking water that supports sanitation, health and social security. ISC is working to answer [MMIWG Call for Justice 4.1](#), to uphold the rights of First Nations Peoples,

including elders, persons with disabilities, women, girls, and 2SLGBTQI+ people, having access to services and infrastructure that meet their social and economic needs through community infrastructure.

- Water and wastewater infrastructure projects, ensuring sustainable access to safe drinking water in First Nations communities with the goal of lifting remaining [Long-Term Drinking Water Advisories](#), in support of [UN Declaration Act Action Plan measure 2.16](#).
- Through active consultation and collaborative efforts with First Nations, ISC is committed to supporting [UN Declaration Article 29](#) and [MMIWG Call for Justice 4.6](#) to construct new housing and the provision of repairs for existing housing to meet First Nations housing needs and ensure access to housing that is safe, appropriate to geographic and cultural needs, and available wherever they reside, whether in urban, rural, remote, or First Nation communities. Suitable housing options and safe shelters can become available for First Nations women, girls and 2SLGBTQI+ people who are at risk for targeted physical, sexual and emotional violence and domestic abuse.
- [UN Declaration Articles 23 and 24.2](#), [TRC Call to Action 21](#), and [MMIWG Call for Justice 7.4](#) to improve health outcomes and access to health facilities, healing centres and culturally appropriate health services. These projects also contribute to the [MMIWG Call for Justice 5.5](#), which calls for improved quality of life and environmental sustainability in First Nation communities.
- [UN Declaration Article 26](#) and the [TRC Call to Action 45](#) by honouring and affirming First Nation Treaties, rights, laws, and Crown relations. This includes addressing concerns related to environmental protection, waste management and contaminated sites, land management and land-use planning, and environmental reviews.
- [UN Declaration Article 4](#) through the progress made towards governance and service delivery for First Nations emergency preparedness.

Gender-based analysis plus

- Programs such as Community Infrastructure and the First Nations Waste Management Initiative, will look to strengthen capacities in 2024-25 to better integrate GBA Plus considerations and data collection into infrastructure planning and performance measurement.
- ISC will begin looking at the graduating rates of children in First Nations communities where education infrastructure funding has been provided. This data analysis will be compared to past graduation rates to measure the impacts that improved education facilities may have on student retention.
- ISC will continue to work with the National Aboriginal Lands Managers Association to collect data – on a voluntary basis – to ensure the responsiveness of the Professional Land Management Certification Program to the diverse needs of its participants.

Additional plans can be found in the [Gender-based Analysis Plus Supplementary Information Table](#).

*Service Area 5: Economic Development***In this section**

- [Results and targets](#)
- [Plans to achieve results and key risks](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)

Results and targets

The following tables show, for each departmental result related to the Economic Development Service Area, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024–25.

Table 7: Indicators, results and targets for departmental result

Indigenous communities are progressing in their business and economic growth

Indicator	2020–2021 actual result	2021–2022 actual result	2022–2023 actual result	Target	Date to achieve target
Percentage of the population that lived in a low income situation in the year preceding the Census	New indicator introduced in 2023-24			Registered Indian on reserve 47.7% Registered Indian off reserve 30.3% Non-Status Indian 25.2% Inuit 22.3% Métis 17.3% Non-Indigenous 13.8% ¹	March 2026
Employment rate of the working age population (25-64)	New indicator introduced in 2023-24			Registered Indian on reserve 46.9% Registered Indian off reserve 60.2% Non-Status Indian 66.1% Inuit 57.4% Métis 70.4% Non-Indigenous 76.0% ¹	March 2026
Median income of the working age population (25-64)	New indicator introduced in 2023-24			Registered Indian on reserve \$20,357 Registered Indian off reserve \$32,553 Non-Status Indian \$34,458 Inuit \$33,135 Métis \$40,814 Non-Indigenous \$42,930 ¹	March 2026

1- Targets are established using 2015 Census baseline data.

The financial, human resources and performance information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).

Plans to achieve results and key risks

The Economic Development Service Area recognizes that governance supports the advancement of business development and economic growth through the development of Indigenous capacity and the building of relationships with partners. Indigenous entrepreneurs are supported in creating and expanding businesses through funding and procurement opportunities.

Key Risk: That the current outcomes and measures of success for community economic development and Indigenous business may not align with Indigenous perspectives for the goal of self-determination.

There are some uncertainties to the realization of results, including the need to align measures of success with Indigenous perspectives, to support Indigenous businesses to register for the Indigenous business directory, and to further reduce barriers to increase the number and diversity of Indigenous businesses that receive support, which are of a particular focus for the department in planning its activities this year.

Departmental result 7: Indigenous communities are progressing in their business and economic growth

Community economic development provides support and funding to assist communities in planning for economic opportunities that reflect Indigenous ways of being and knowing. In 2024-25, ISC will ensure that business support programs are as inclusive as possible by:

- Supporting Indigenous-led policy development in support of an Economic Reconciliation Framework and responding to key policy priorities advanced by Indigenous partners.
- Continuing to drive progress on the minimum of 5% target for federal contracts held by Indigenous businesses.
- Co-developing a Transformative Indigenous Procurement Strategy with Indigenous partners as an Indigenous-informed policy framework for a longer-term approach to federal Indigenous procurement.
- Increasing the number of Indigenous businesses in the Indigenous Business Directory, as well as increasing participation of Indigenous suppliers in federal procurement.
- Enabling Inuit firms to compete for government contracts by funding contribution agreements for projects.
- Implementing economic development funding for First Nation and Inuit communities South of 60.

Key Risk: That the process for registering for the Indigenous business directory may hinder the participation from some businesses and communities.

These commitments above will ensure that activities are Indigenous-informed and co-developed, allowing both the Department and Indigenous partners to measure success from their unique perspectives. They will also further strengthen Indigenous businesses in order to prepare them for registration in the Indigenous business directory, leading to their increased participation in economic endeavors.

ISC is continuing to enhance existing economic programs and policies and will work with Indigenous partners to develop options for a future state where these initiatives/programs align with the principles of the *United Nations Declaration Act* by:

- Introducing regulatory amendments to the *Indian Referendum Regulations* to ensure Indigenous priorities and interests are integrated into international economic development activities.
- Advancing Indigenous economic development interests in international opportunities through international collaborative research projects and bilateral and multilateral trade initiatives.
- Increasing access to economic development programs such as the Aboriginal Entrepreneurship Program to increase the number of viable businesses in Canada owned and controlled by Indigenous entrepreneurs.
- Addressing the 2023-24 Evaluation of the Indigenous Entrepreneurship and Business Development Program and finalizing the program’s Management Control Framework.
- Modernizing the Indian Oil and Gas Regulations and advancing First Nations Assertion of Jurisdiction through a multi-year workplan. The support of on-reserve oil and gas activities result in lease and royalty revenues, providing Indigenous communities with economic growth.

Key Risk: That systemic and structural barriers such as a lack of access to affordable capital may limit the number and diversity of Indigenous businesses and communities that receive funding.

The planned activities above will lessen barriers to Indigenous economic development by providing affordable capital and support services that could otherwise limit the number and diversity of Indigenous communities that receive funding. There is the potential that more populated and higher-capacity communities receive supports, rather than less populated communities where relative impact could be significant, but program success may not be guaranteed. The department will review the management control framework, and conduct an analysis of needs of lower capacity communities and potential options to further address program gaps.

Snapshot of planned resources in 2024–25

- *Planned spending: \$224,063,215*
- *Planned full-time resources: 231*

Related government priorities

The activities the department undertakes in 2024-25 in the Economic Development service area will help in advancing the following related government priorities:

- Indigenous Financial Institutions and Métis Capital Corporations that are governed by investment committees affirm the rights of Indigenous Peoples under [UN Declaration article 3](#) by creating space for Indigenous Peoples to participate in decision-making.
- [UN Declaration article 21.2](#) and [UN Declaration Act Action Plan measure 77](#) as economic development and self-determination of First Nation, Inuit and Métis partners is supported by utilizing distinctions-based and inclusive methodologies.
- Indigenous Women Entrepreneurship initiative supports [MMIWG Call for Justice 4.2](#) by improving economic and social security for Indigenous women entrepreneurs, and providing

equitable social and economic development opportunities for Indigenous women, girls, and 2SLGBTQI+ people.

- Indigenous Entrepreneurship and Business Development contributes towards [UN Declaration article 3](#) and [MMIWG Call for Justice 4.2](#) by investing in building capacity for local economically-sustainable clean energy projects in Indigenous communities, and funding Indigenous organizations that support First Nation, Inuit and Métis entrepreneurship.
- Economic research and knowledge exchange with Indigenous researchers will continue to play a crucial part of informed policy development, advancing [UN Declaration Act Action Plan measure 1.74](#).

Gender-based analysis plus

- Trends will be reviewed to identify potential barriers for First Nations communities accessing funding through the Community Opportunity Readiness Program. Research is underway to look at adding access for Métis partners to the program and increasing access for Inuit communities.
- New initiatives under the Strategic Partnership Initiative will require a gender-based plus analysis at the proposal stage to ensure barriers and risks are identified at an early stage.
- Environmental regulatory requirements will be revised to better address First Nations concerns, including those of community members with a range of diverse, intersectional identities (e.g., women, elders, youth, two-spirited) and people who follow a traditional lifestyle that rely on the land.
- As Canada continues to consult on the Transformative Indigenous Procurement Strategy, a gender-based analysis plus lens will continue to be applied to ensure equity is achieved for procurement opportunities.

Additional plans can be found in the [Gender-based Analysis Plus Supplementary Information Table](#).

*Service Area 6: Governance***In this section**

- [Results and targets](#)
- [Plans to achieve results and key risks](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)

Results and targets

The following tables show, for each departmental result related to the Governance Service Area, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024–25.

Table 8: Indicators, results and targets for departmental result

Indigenous communities have governance capacity and support for self-determination

Indicator	2020–2021 actual result	2021–2022 actual result	2022–2023 actual result	Target	Date to achieve target
Number of communities certified by the First Nations Financial Management Board	226 ¹	241 ¹	263 ¹	Maintain or increase results year over year ²	March 2025
Percentage of First Nations adopting alternatives to the Indian Act election system	77.1%	77.9%	78% ³	80% ⁴	March 2025

- 1- This indicator was introduced in 2023-24, however data is available from 2013-14 onward with the coming into force of the First Nations Fiscal Management Act (FNFMA) on April 1, 2013. The First Nations Financial Management Board, who is granted authority by the FNFMA to offer certifications, maintains numbers of Financial Administration Laws enacted pursuant to the FNFMA included for this indicator.
- 2- As the adoption of a financial administration law is an entirely self-determined choice of First Nations, the establishment of a target by Canada would not be meaningful or relevant.
- 3- Due to an error in calculation at the time of reporting for the 2022-23 Departmental Results Report, the 2022-23 result increased from 55% to 78%.
- 4- Due to an error in calculation of the 2022-23 result at the time of reporting for the 2022-23 DRR, the 2023-24 target of 79% is expected to be attained and therefore, the 2024-25 target was adjusted.

The financial, human resources and performance information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).

Plans to achieve results and key risks

The Governance Service Area provides a more comprehensive view of various governance capacity programs to allow for better coordination and recognizes that governance is enabled not only by programs, but also by supporting Indigenous institutions.

Departmental result 8: Indigenous communities have governance capacity and support for self-determination

In 2024-25, ISC will support the transfer of responsibilities, governance capacity and self-determination through the maintenance of core governance operations and service delivery by:

- Modernizing governance funding programs to meet the needs of Indigenous governance via the Governance Modernization Working Group and partners-led research and analysis.
- Co-developing policy options for governance capacity building program reforms, including those transitioning from Default Remediation.
- Providing holistic support to 22 participating First Nation communities through the Community Development Wrap-Around Initiative, which contributes to advancing the Indigenous Community Development National Strategy.
- Delivering 20 Indigenous Community Development Training sessions to approximately 500 federal employees.

The success of these efforts will be measured by tracking the number of communities certified by the First Nations Financial Management Board. It is also part of the eligibility criteria to enter into a New Fiscal Relationship Grant.

In 2024-25, ISC will work to make it easier for registered First Nations individuals to access the benefits, rights, programs and services to which they are entitled by:

- Increasing the number of newly registered individuals with the goal of 80% of registered First Nation population becoming active Secure Certificate of Indian Status (SCIS) cardholders.
- Completing a digital intake system that will allow submission of SCIS applications from individuals and expanding the number of trusted source partnerships to assist with registration and SCIS card applications.
- Ensuring 100% of registered annuitants who request their Treaty Annuities are paid and increase service offerings of treaty payments by launching a new system for treaty payment administration.
- Holding in-person treaty payment events in both community and urban centers.
- Supporting eligible First Nations to take on greater control of Trust Moneys and provide options to First Nations to adopt alternatives to or within sections 64, 66 and 69 of the *Indian Act*.
- Supporting estates-related proposals focused on solutions to identify a pathway for the transfer of the estates services program.

The flexibility of the New Fiscal Relationship Grant enhances First Nation communities' ability to control the design, delivery and management of services. Investments in capacity building initiatives support and advance self-determination and help Indigenous communities to reclaim jurisdiction in areas that matter to them. In 2024-25, ISC will continue this work by:

- Expanding the uptake and categories of organizations providing services to First Nations in the Grant.
- Performing evaluations and risk-based monitoring, as well as contributing to responsive capacity supports for ongoing eligibility of the New Fiscal Relationship Grant.
- Ongoing policy co-development of a New Fiscal Relationship.

- Collaborating with partners to finalize an initial version of a National Outcome-Based Framework, which will measure socio-economic gaps between First Nations and non-Indigenous Canadians.

ISC supports First Nation-led processes to transition away from the *Indian Act*, which is measured by the percentage of First Nations adopting alternatives to the *Indian Act* election system. In order to mitigate associated risks, ISC's work in 2024-25 will include:

- Facilitating First Nation development of customary election codes. ISC reviews proposed customary codes to ensure it meets the criteria set out in the Policy on Conversion to Community Election System.
- Increasing qualified electoral officers. ISC provides training to electoral officers on the *First Nations Elections Act and the Indian Band Election Regulations*.

Key Risk: The lack of predictable, sufficient, and flexible funding for Indigenous Governance and Capacity will limit the successful implementation of initiatives that advance the transfer of responsibilities and self-determination, including the New Fiscal Relationship Grant.

These commitments effectively support Transfer of Responsibilities and self-determination and include sound sustainable strategies for the attainment of departmental results related to governance capacity.

In order to ensure that First Nations, Inuit and Métis partners have support to identify their data and data capacity needs, in 2024-25 ISC will advance the development and implementation of the innovative Transformational Approach to Indigenous Data initiative by:

- Advancing the development of draft policy on external data sharing and completing a report on barriers to data sharing.
- Ensuring the timely flow of funds to Indigenous Delivery Partners.
- Co-developing distinctions-based proposals for Indigenous-led statistical institutions.
- Completing Phase 2 of the funding proposal for the First Nations-led statistical institution and working towards completion of the Inuit and Métis data strategies.

Snapshot of planned resources in 2024–25

- *Planned spending: \$558,709,365*
- *Planned full-time resources: 926*

Related government priorities

The activities the department undertakes in 2024-25 in the Governance service area will help in advancing the following related government priorities:

- Investing in First Nations-led processes that transition away from, and pursue proposed amendments to, the *Indian Act* will support the [UN Declaration Act Action Plan measure 2.8](#) and [MMIWG Calls for Justice 1.2 and 3.1](#).
- Investing in capacity building initiatives that strengthen First Nations, Inuit and Métis governments across Canada will contribute towards [UN Declaration Articles 3-5](#).

- Supporting the autonomy of First Nations to design and deliver services through funding initiatives such as [the New Fiscal Relationship Grant](#) to help advance [UN Declaration Article 23](#).
- Assisting First Nations to convert to election systems and ensuring First Nations governments have core management and administrative capabilities contribute towards [UN Declaration Articles 18, 33 and 34](#).

Gender-based analysis plus

- The 2024-25 evaluation of the New Fiscal Relationship Grant will help identify potential barriers or adverse effects hindering diverse subpopulations from accessing the benefits of the Grant.
- Plans to expand eligibility in the New Fiscal Relationship Grant will enable organizations servicing subpopulations access to the benefits of the Grant.
- Perspectives of diverse subpopulations will be incorporated into research design, policy proposals and discussions with co-development partners.
- Access to services will be simplified through increased urban, on reserve and digital service offerings through Registration Administrators and mail-in applications.
- The Transformational Approach to Indigenous Data will support a stronger, more inclusive national statistical system, and improve the availability of Indigenous data, including data that can be disaggregated by key factors like gender and distinctions-group.

Additional plans can be found in the [Gender-based Analysis Plus Supplementary Information Table](#).

Program inventory

Indigenous Well-Being and Self-Determination is supported by the following programs in the program inventory:

- Child and Family Services
- Communities and the Environment
- Community Economic Development
- Community Infrastructure
- Elementary and Secondary Education
- Emergency Management Assistance
- Health Systems Support
- Home and Long-Term Care
- Income Assistance
- Indigenous Entrepreneurship and Business Development
- Indigenous Governance and Capacity Supports
- Jordan’s Principle and the Inuit Child First Initiative
- Post-Secondary Education
- Primary Health Care
- Public Health Promotion and Disease Prevention
- Safety and Prevention Services
- Supplementary Health Benefits
- Urban Programming for Indigenous Peoples

Supporting information on planned expenditures, human resources, and results related to Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).

Internal services

In this section

- [Description](#)
- [Plans to achieve results](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)

Description

Internal services are the services that are provided within a department so that it can meet its corporate obligations and deliver its programs. There are 10 categories of internal services:

- management and oversight services
- communications services
- legal services
- human resources management services
- financial management services
- information management services
- information technology services
- real property management services
- materiel management services
- acquisition management services

Plans to achieve results

ISC will continue to ensure that all programs and regions are supported by high quality internal services that are continually evolving to better serve clients and to align with the departmental mandate, including the transfer of services to Indigenous partners.

In 2024-25, ISC will:

- Revise and enhance digital services to improve satellite connectivity solutions, including for the nursing workforce, and centralize data provisions and standards to better serve Indigenous communities.
- Develop, implement and track the service modernization and Digital Transformation Plan through an Indigenous-centric digital service approach.
- Advance the Transformational Approach to Indigenous Data initiative to support Indigenous self-determination by identifying First Nations, Inuit and Métis data and data capacity needs. This initiative will support a stronger, more inclusive national statistical system, and improve the availability of Indigenous data, including data that can be disaggregated by key factors like gender and distinctions-group.
- Adapt policies and practices toward supporting Indigenous self-determination through efforts to identify and dismantle federal barriers to the transfer of departmental responsibilities.
- Engage with Indigenous partners and promote innovative Indigenous practices across the department, and identification, coordination and advancement of ISC's obligations to the Inherent Right of Self-Government.
- Support communities and Survivors of Indian Residential Schools through a coordinated approach and improved access to IRS related information and data. Addressing the legacy and

harms of Indian Residential Schools is a critical part of healing and mental wellness for Survivors, inter-generational Survivors, and communities.

- Work in partnership with Indigenous communities on coordinated public education campaigns on key priorities, including reconciliation.
- Develop and implement a strategy for crisis communications during emergencies/crises (e.g. wildfires, floods) in order to provide First Nations, Inuit, Métis, and northern communities with timely and relevant information they need during emergencies.
- Develop and implement a communications data strategy in order to measure the effectiveness of departmental communications.
- Develop a digital communications strategy to advance the delivery of services and the effectiveness of departmental operations through the strategic leveraging of information technology and digital communications methods, and to support the department’s digital transformation.
- Promote greater accountability, transparency and oversight through internal audits and financial reviews to provide assurance of departmental governance, risk management and controls as well as support the appropriate use of human and financial resources.
- Prioritize financial management services by maintaining and enhancing internal controls for financial data integrity and effective financial management and providing advisory and support services through policies and directives.
- Establish a Human Resources Branch and foundations for programs, services, and a people management strategy dedicated to ISC in support of the departmental mandate and results. In the process, building further capability in First Nations, Inuit and Métis recruitment and staffing through both enhancing specialized recruitment, and collective staffing in further promoting the hiring of external and interdepartmental Indigenous People.
- Take part in the [broad conversation with public servants](#), initiated by the Clerk of the Privy Council, on how the application of collective values and ethics within a dynamic and increasingly complex environment.
- Support safety of staff in health facilities by working closely with stakeholders to implement solutions to improve security measures in nursing stations.
- Implement the principles of Gender-based analysis plus to support staff through a renewed employment equity plan, implementing the Accessibility Plan, and develop the next Workplace Wellness and Mental Health Strategy to ensure a continued investment in a psychologically healthier workplace.
- Promote diversity, equity, accessibility, inclusion, and anti-racism, and enhance Indigenous cultural competencies at all levels of the organization, and support employee retention and development through the implementation of the updated Indigenous Cultural Competency Learning Policy, and recommendations from the [Many Voices One Mind Report](#), as well as progress on a modern workplace vision which supports a national workforce and its service-delivery culture.

Snapshot of planned resources in 2024–25

- *Planned spending: \$281,642,565*
- *Planned full-time resources: 1,861*

Related government priorities

Planning for contracts awarded to Indigenous businesses

ISC is committed to reconciliation with Indigenous Peoples and will continue to explore all available avenues for increasing opportunities for Indigenous businesses to participate in federal procurement processes. The department is working in support of the Procurement Strategy for Indigenous Business and the mandatory minimum 5% Indigenous procurement requirement.

In support of the policy, procurement officials are well versed in Indigenous procurement, and various measures are incorporated into routine procurement requests to ensure that Indigenous elements have been considered for each request. Various communications activities have been undertaken to ensure awareness of the new directive.

Procurement officials continue to work closely with Government of Canada policy leads through participation in interdepartmental working groups to establish best practices for Indigenous procurement to be applied within the department.

While ISC surpassed its target in year 2022-23, and plans to achieve the same result for 2024-25, there is a risk that future departmental performance may be affected by the current number of Indigenous suppliers registered in the Indigenous Business Directory. The department relies on several large contracts with a limited supplier base, and there is a risk that any changes in these contracts could significantly affect results. To enhance overall results, the Government of Canada will need to increase awareness with Indigenous businesses on the advantages of being listed on the Indigenous Business Directory and further improve the capacity of the Indigenous Business community to compete for government contracts. This is vital as all departments compete for a limited pool of Indigenous suppliers. In 2024-25, ISC will work with policy authorities in exploring all options for qualified vendors that can be included in the plans and results, within established policy guidelines, with the intention of adding to the success of meeting or exceeding the established target.

5% reporting field	2022-23 actual result	2023-24 forecasted result	2024-25 planned result
Total percentage of contracts with Indigenous businesses	17.68%	15%	15%

Planned spending and human resources

This section provides an overview of Indigenous Services Canada’s planned spending and human resources for the next three fiscal years and compares planned spending for 2024–25 with actual spending from previous years.

In this section

- [Spending](#)
- [Funding](#)
- [Future-oriented condensed statement of operations](#)
- [Human resources](#)

Spending

Table 9: Actual spending summary for core responsibilities and internal services (dollars)

The following table shows information on spending for Indigenous Services Canada’s core responsibilities and for its internal services for the previous three fiscal years. Amounts for the current fiscal year are forecasted based on spending to date.

Core responsibilities and internal services	2021–2022 actual expenditures	2022–2023 actual expenditures	2023–2024 forecast spending
Indigenous Well-Being and Self-Determination	Not applicable ¹	Not applicable ¹	47,257,807,366
Services and Benefits to Individuals	2,256,640,551	2,435,713,923	Not applicable ¹
Health and Social Services	8,671,955,198	10,670,268,362	Not applicable ¹
Governance and Community Development Services	5,327,660,547	7,418,701,952	Not applicable ¹
Indigenous Self-Determined Services	1,819,668,220	1,736,060,794	Not applicable ¹
Subtotal	18,075,924,516	22,260,745,031	47,257,807,366
Internal services	275,885,076	295,617,247	338,442,955
Total	18,351,809,592	22,556,362,278	47,596,250,321

1- The Core Responsibility totals for 2021-22 and 2022-23 are presented as reported under the former Departmental Results Framework which consisted of four Core Responsibilities: Services and Benefits to Individuals, Health and Social Services, Governance and Community Development Services, and Indigenous Self-Determined Services. As of 2023-24, ISC’s Departmental Results Framework consists of one Core Responsibility – Indigenous Well-Being and Self-Determination.

Explanation of table 9

The 2022-23 expenditures were \$22,556.4 million, a net increase of approximately \$4,204.6 million over 2021-22. This is primarily due to:

- a net increase in funding for out-of-court settlements;
- a net increase in funding for child and family services;

- a net increase in funding for community infrastructure;
- a net increase in funding for Jordan's Principle and the Inuit Child First Initiative;
- a net increase in funding for elementary and secondary as well as post-secondary education;
- a net increase in funding for the non-insured health benefits for First Nations and Inuit; and
- a net decrease in funding for COVID-19 initiatives, such as:
 - the continuation of public health responses in Indigenous communities;
 - Indigenous Community Support Fund;
 - Indigenous communities affected by disruptions to their revenues which are necessary to support programs and services;
 - supporting Indigenous businesses;
 - supportive care in Indigenous communities; and
 - supporting a safe restart in Indigenous communities.

Spending is expected to increase by \$25,039.9 million between 2022-23 expenditures and 2023-24 forecast spending. This is primarily due to \$23.3 billion for the First Nations child welfare settlement in 2023-24.

Table 10: Budgetary planning summary for core responsibilities and internal services (dollars)

The following table shows information on spending for each of Indigenous Services Canada's core responsibility and for its internal services for the upcoming three fiscal years.

Core responsibility and internal services	2024–2025 budgetary spending (as indicated in Main Estimates)	2024–2025 planned spending	2025–2026 planned spending	2026–2027 planned spending
Indigenous Well-Being and Self-Determination	20,757,248,488	20,757,248,488	16,389,338,210	16,672,108,769
Internal services	281,642,565	281,642,565	264,681,010	258,838,782
Total	21,038,891,053	21,038,891,053	16,654,019,220	16,930,947,551

Explanation of table 10

Spending is expected to decrease by \$4,107.9 million between 2024-25 and 2026-27 planned spending. This is primarily due to:

- a net decrease in funding for community infrastructure which is primarily mainly due to the one-time investment in the Northern Ontario Grid Connection Project;
- a net decrease in funding for Child and Family Services which is primarily mainly due to sunset (at the end of 2024-25) of funding for implementation reforms to the First Nations Child and Family Services Program; and
- a net decrease in funding for Jordan's Principle and the Inuit Child First Initiative which is primarily mainly due to a decrease in core funding for the continued implementation of Jordan's Principle.

Decisions on the renewal of the sunset initiatives will be taken in future budgets and reflected in future estimates.

Table 11: 2024–25 budgetary gross and net planned spending summary (dollars)

The following table reconciles gross planned spending with net planned spending for 2024–25.

Core responsibility and internal services	2024–25 gross planned spending	2024–25 planned revenues netted against spending	2024–25 planned net spending
Indigenous Well-Being and Self-Determination	20,762,698,488	(5,450,000)	20,757,248,488
Internal services	323,960,554	(42,317,989)	281,642,565
Total	21,068,659,042	(47,767,989)	21,038,891,053

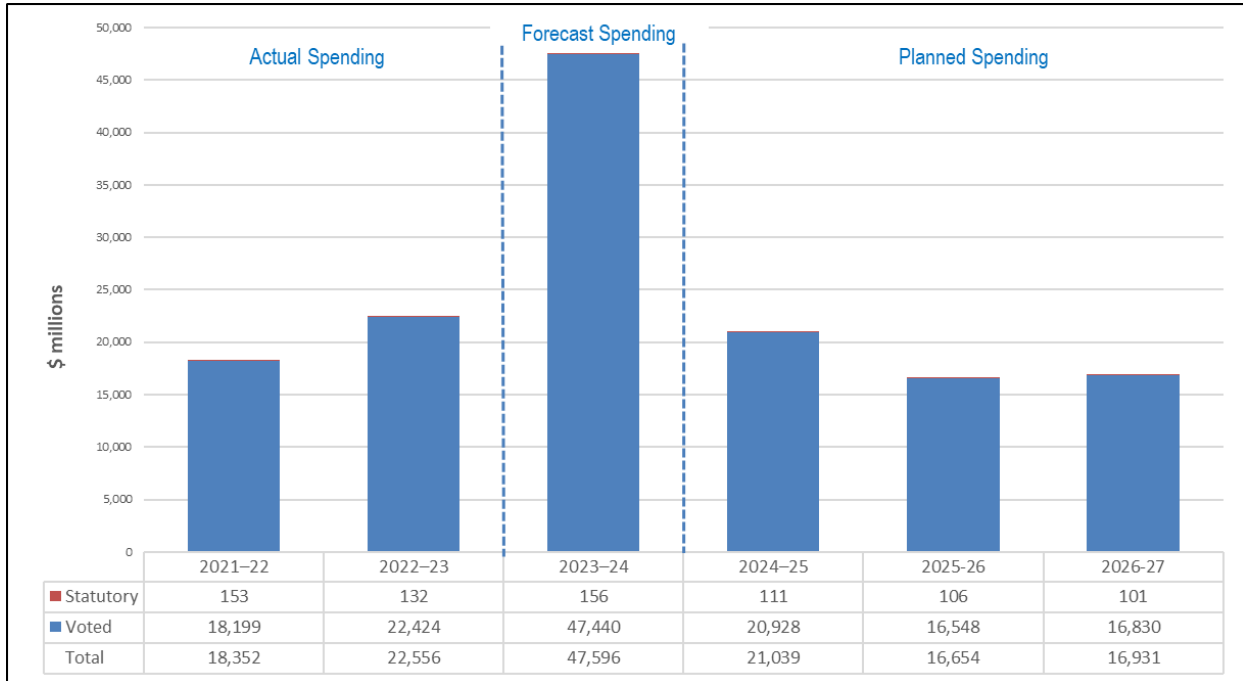
Explanation of table 11

Revenues mentioned above are for the provision of services or the sale of products related to health protection and medical services; and the provision of internal support services under section 29.2 of the Financial Administration Act.

Funding

Figure 1: Departmental spending 2021–22 to 2026–27

The following graph presents planned spending (voted and statutory expenditures) over time.



Estimates by vote

Information on Indigenous Services Canada’s organizational appropriations is available in the [2024–25 Main Estimates](#).

Future-oriented condensed statement of operations

The future-oriented condensed statement of operations provides an overview of Indigenous Services Canada's operations for 2023–24 to 2024–25.

The forecast and planned amounts in this statement of operations were prepared on an accrual basis. The forecast and planned amounts presented in other sections of the Departmental Plan were prepared on an expenditure basis. Amounts may therefore differ.

A more detailed future-oriented statement of operations and associated notes, including a reconciliation of the net cost of operations with the requested authorities, are available on [Indigenous Services Canada's website](#).

Table 12: Future-oriented condensed statement of operations (unaudited) for the year ending March 31, 2025 (dollars)

Financial information	2023–2024 forecast results	2024–2025 planned results	Difference (2024–2025 planned results minus 2023–2024 forecast results)
Total expenses	23,875,721,116	24,582,730,546	707,009,430
Total revenues	56,385,427	48,299,358	(8,086,069)
Net cost of operations before government funding and transfers	23,819,335,689	24,534,431,188	715,095,499

Explanation of table 12

Expenses

Total expenses for 2024-25 are planned at \$24,583 million, representing a \$707 million increase from the previous year's forecasted total expenses of \$23,876 million. Expenses by core responsibility are as follows:

- Indigenous Well-Being and Self-Determination \$24,231 million (99%);
- Internal Services \$352 million (1%).

The majority of the increase in expenses from 2023-24 to 2024-25 is primarily due to an increase of \$3.7 billion in the provision for contingent liabilities offset by a decrease of \$1.5 billion in operations expenses and a decrease of \$1.5 billion in transfer payment spending which includes the sunseting of funding for some programs.

Revenues

Total revenues for 2024-25 are planned at \$48.3 million, representing a \$8.1 million decrease over the previous year's total revenues of \$56.4 million. Respendable revenues from represent \$5.5 million (11%), gain on disposal of assets to outside parties represents \$0.5 million (1%), and finance and administrative services represents \$42.3 million (88%).

Human resources

Table 13: Actual human resources for core responsibilities and internal services

The following table shows information on human resources, in full-time equivalents (FTEs), for Indigenous Services Canada's core responsibilities and for its internal services for the previous three fiscal years. Human resources for the current fiscal year are forecasted based on year to date.

Core responsibilities and internal services	2021–2022 actual full-time equivalents	2022–2023 actual full-time equivalents	2023–2024 forecast full-time equivalents
Indigenous Well-Being and Self-Determination	Not applicable ¹	Not applicable ¹	6,187
Services and Benefits to Individuals	1,818	1,824	Not applicable ¹
Health and Social Services	1,800	2,045	Not applicable ¹
Governance and Community Development Services	1,658	1,819	Not applicable ¹
Indigenous Self-Determined Services	9	14	Not applicable ¹
Subtotal	5,285	5,702	6,187
Internal services	1,560	1,576	1,722
Total	6,845	7,278	7,909

1- The Core Responsibility totals for 2021-22 and 2022-23 are presented as reported under the former Departmental Results Framework which consisted of four Core Responsibilities: Services and Benefits to Individuals, Health and Social Services, Governance and Community Development Services, and Indigenous Self-Determined Services. As of 2023-24, ISC's Departmental Results Framework consists of one Core Responsibility – Indigenous Well-Being and Self-Determination.

Explanation of table 13

For the period from 2021-22 to 2023-24, the variance in FTE utilization is mainly due to:

- Allocation of additional resources throughout the year to address the pandemic, to meet program needs and priorities, and to sustain the program's growing operations.
- Incremental funding provided through Supplementary Estimates for the continued implementation of Jordan's Principle, additional staffing received related to compensation and for the reforms to the First Nations Child and Family Services and Jordan's Principle programs, for infrastructure in Indigenous communities, funding to improve health outcomes in Indigenous communities, the operations and maintenance of infrastructure in First Nations communities on reserve, infrastructure projects in Indigenous communities.

The increase is also offset by the variance in FTE utilization due to factors related to turnover in the programs.

Table 14: Human resources planning summary for core responsibilities and internal services

The following table shows information on human resources, in full-time equivalents (FTEs), for Indigenous Services Canada’s core responsibility and for its internal services planned for 2024–25 and future years.

Core responsibility and internal services	2024–25 planned full-time equivalents	2025–26 planned full-time equivalents	2026–27 planned full-time equivalents
Indigenous Well-Being and Self-Determination	5,598	5,145	4,807
Internal services	1,861	1,758	1,732
Total	7,459	6,903	6,539

Explanation of table 14

For the period from 2024-25 to 2026-27, the variance in FTEs is mainly due to decrease in funding sources and sunsetting items:

- Sunset in Program Integrity piece of Funding for continued Implementation of Jordan's Principle (Budget 2023); sunsetting of Budget 2021 funding.
- Sunset of funding to support Indigenous policing and community safety; Funding to advance implementation of *An Act respecting First Nations, Inuit and Métis children, youth and families*, including a new grant program (at the end of 2024-2025); funding to implement the Cowessess First Nation’s child and family services law, “Miyo Pimatisowin Act” and; funding to support the implementation of the *Act respecting First Nations, Inuit and Métis children, youth and families* and ongoing reform of Indigenous Child and Family Services (at the end of 2024-2025); sunset of funding for First Nations Child and Family Services; Canadian Human Rights Tribunal Orders Implementation; and Non-compliance Motion Settlement (at the end of 2025-2026).
- Sunset of funding to strengthen employment and skills supports for youth.
- Decrease in FTEs due to the sunsetting of FTEs previously funded for Additions to Reserve Land for First Nations Economic Recovery (Budget 2021) and the Federal Contaminated Site Action Plan: Phase IV.

Decisions on the renewal of the sunset initiatives will be taken in future budgets and reflected in future estimates.

Corporate information

Organizational profile

Appropriate minister: The Honourable Patty Hajdu, P.C., M.P. , Minister of Indigenous Services and Minister responsible for the Federal Economic Development Agency for Northern Ontario

Ministerial portfolio: Department of Indigenous Services, Indian Oil and Gas Canada (special operating agency), and the National Indigenous Economic Development Board (advisory board)

Enabling instruments: [Department of Indigenous Services Act, S.C. 2019, c. 29, s.336](#); [Indian Oil and Gas Act, S.C., 1985, c. I-7](#)

Year of incorporation / commencement: 2019

Organizational contact information

Indigenous Services Canada
Les Terrasses de la Chaudière
10 Wellington Street, North Tower
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K1A 0H4

Telephone: 1-800-567-9604

TTY: 1-866-553-0554

Email: infopubs@sac-isc.gc.ca

Website: <https://www.canada.ca/en/indigenous-services-canada.html>

Supplementary information tables

The following supplementary information tables are available on Indigenous Services Canada’s website:

- [Details on transfer payment programs](#)
- [Gender-based analysis plus](#)
- [Horizontal initiative – Support for Indigenous Housing](#)

Information on Indigenous Services Canada’s departmental sustainable development strategy can be found on [Indigenous Services Canada’s website](#).

Federal tax expenditures

Indigenous Services Canada’s Departmental Plan does not include information on tax expenditures.

Tax expenditures are the responsibility of the Minister of Finance. The Department of Finance Canada publishes cost estimates and projections for government-wide tax expenditures each year in the [Report on Federal Tax Expenditures](#).

This report provides detailed information on tax expenditures, including objectives, historical background and references to related federal spending programs, as well as evaluations, research papers and gender-based analysis plus.

Definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

core responsibility (responsabilité essentielle)

An enduring function or role performed by a department. The intentions of the department with respect to a core responsibility are reflected in one or more related departmental results that the department seeks to contribute to or influence.

Departmental Plan (plan ministériel)

A document that sets out a department's priorities, programs, expected results and associated resource requirements, covering a three-year period beginning with the year indicated in the title of the report. Departmental Plans are tabled in Parliament each spring.

departmental result (résultat ministériel)

A change that a department seeks to influence. A departmental result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

departmental result indicator (indicateur de résultat ministériel)

A factor or variable that provides a valid and reliable means to measure or describe progress on a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that consists of the department's core responsibilities, departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report on a department's actual performance in a fiscal year against its plans, priorities and expected results set out in its Departmental Plan for that year. Departmental Results Reports are usually tabled in Parliament each fall.

full-time equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. Full-time equivalents are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

gender-based analysis plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])

An analytical tool used to support the development of responsive and inclusive policies, programs and other initiatives. GBA Plus is a process for understanding who is impacted by the issue or opportunity being addressed by the initiative; identifying how the initiative could be tailored to meet diverse needs of the people most impacted; and anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an intersectional analysis that goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography, language, race, religion, and sexual orientation.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2024–25 Departmental Plan, government-wide priorities are the high-level themes outlining the government's agenda in the 2021 Speech from the Throne: building a healthier

today and tomorrow; growing a more resilient economy; bolder climate action; fighter harder for safer communities; standing up for diversity and inclusion; moving faster on the path to reconciliation and fighting for a secure, just, and equitable world.

horizontal initiative (initiative horizontale)

An initiative in which two or more federal organizations are given funding to pursue a shared outcome, often linked to a government priority.

Indigenous business (Entreprise autochtone)

As defined on the [Indigenous Services Canada website](#) in accordance with the Government of Canada's commitment that a mandatory minimum target of 5% of the total value of contracts is awarded to Indigenous businesses annually.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

plan (plan)

The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in the Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

Individual or groups of services, activities or combinations thereof that are managed together within a department and that focus on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

An inventory of a department's programs that describes how resources are organized to carry out the department's core responsibilities and achieve its planned results.

result (résultat)

An external consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead, they are within the area of the organization's influence.

statutory expenditures (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

target (cible)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

voted expenditures (dépenses votées)

Expenditures that Parliament approves annually through an Appropriation Act. The vote wording becomes the governing conditions under which these expenditures may be made.