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Canada



2024 to 2025 Departmental Sustainable Development Strategy Report

Employment and Social Development Canada

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SECTION 1

ESDC's 2024 to 2025 Departmental Sustainable Development Strategy Report

The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). This is the first FSDS to be framed using the [17 Sustainable Development Goals of the UN 2030 Agenda](#), and supported by the Global Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators. This provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

For transparent and accountable decision-making to Parliament, departments support the federal strategy through their own Departmental Sustainable Development Strategies (DSDS).

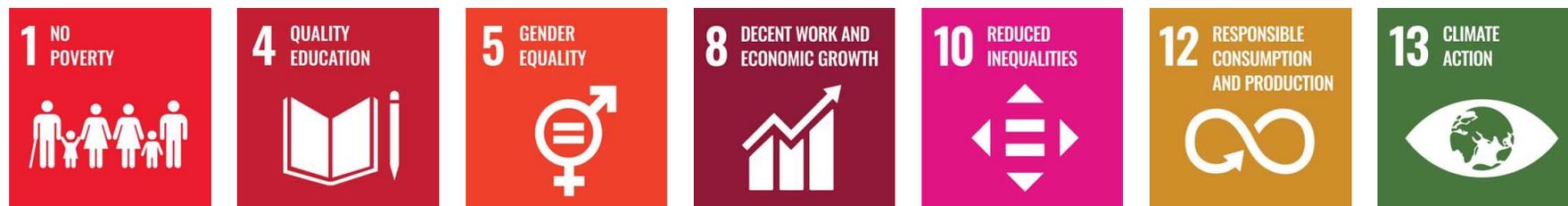


This report shares progress made in fiscal year 2024 to 2025 on the activities described in ESDC's [DSDS 2023 to 2027](#). It encompasses activities of ESDC, Service Canada and the Canada Employment Insurance Commission (CEIC), which oversees ESDC's delivery of numerous high-profile employment programs and services.

SECTION 2

Employment and Social Development's Commitments

ESDC is contributing to these Federal Sustainable Development Strategy (FSDS) Goals:



ESDC is contributing to these Sustainable Development Goals (SDGs):





GOAL 1: REDUCE POVERTY IN CANADA IN ALL ITS FORMS

FSDS Context:

ESDC works to lift Canadians out of poverty by ensuring basic needs are met. It also aims to prevent Canadians from falling into poverty by supporting income security and resilience.

ESDC will continue its work to reduce poverty by implementing Opportunity for All: Canada's First Poverty Reduction Strategy. This includes working with partners to address key gaps in poverty measurement in Canada as well as measuring progress towards the strategy's poverty reduction targets. Between 2023 and 2025, ESDC has collaborated with Statistics Canada to refine and update Canada's official poverty line to gain a greater understanding of the disposable income required to achieve a modest, basic standard of living in communities across the country. Data for other indicators from the Dimensions of Poverty Hub has been updated using the latest results from the Canadian Income Survey and other household surveys. This includes information on food insecurity, unmet health needs, and financial stability for Canadians. These additional indicators provide a broader view of poverty beyond just income. As part of Canada's Poverty Reduction Strategy, we will continue to seek ways to improve existing benefits and programs to better support efforts to reduce poverty. We will also continue to collaborate with National Indigenous Organizations and others to identify and develop indicators of poverty and well-being that reflect the experiences of First Nations, Inuit, and Métis, including measures that go beyond income.

Owing to its programs and services, ESDC continues to make important investments that make life more affordable for Canadians. ESDC's improvements to access Old Age Security and Guaranteed Income Supplement benefits will ensure a minimum income for seniors as Canada's population ages. The department will continue its work to improve services for groups disproportionately affected by poverty, via initiatives such as the new Canada Disability Benefit, which will support the financial security of working-age persons with disabilities.

Through investments in innovative programs such as the Social Finance Fund, the department is also working to enhance

the capacity of social purpose organizations across the country, including charities, not-for-profit organizations, co-operatives, and for-profit social enterprises, who play a fundamental role in tackling persistent challenges like access to affordable housing, food insecurity, and poverty.

Target theme: Poverty Reduction

Target: By 2030, reduce the poverty rate by 50% from its 2015 level (Minister of Families, Children and Social Development)

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| <p>Improve the measurement of poverty.</p> | <p>ESDC will continue to lead the implementation of <i>Opportunity for All-Canada's First Poverty Reduction Strategy</i> on behalf of the Government of Canada.</p> <p>Initiative: Opportunity for All-Canada's First Poverty Reduction Strategy</p> | <p>Performance Indicator: Canada's poverty rate, as measured by Canada's Official Poverty Line. This indicator is available from the Canadian Income Survey and is published annually.</p> <p>Starting point: The 2015 poverty rate was 14.5%.</p> <p>Target: The strategy sets targets for poverty reduction that align with SDG1: a 20% reduction in poverty by 2020, and a 50% reduction in poverty by 2030, relative to 2015 levels.</p> | <p>Opportunity for All-Canada's First Poverty Reduction Strategy introduced the Dimensions of Poverty Hub, a dashboard of 12 indicators available online for Canadians to track progress on deep income poverty as well as aspects of poverty other than income, including indicators of material deprivation, lack of opportunity and resilience.</p> <p>Relevant targets or ambitions: Canadian Indicator Framework (CIF) <i>Ambition/Target:</i> 1.1 Ambition - Reduce poverty in Canada in all its forms <i>Target</i> - By 2030, a 50% reduction in the rate of poverty, compared to the 2015 level.</p> | <p>Indicator result: Canada's poverty rate was 10.2% in 2023, up from 9.9% in 2022.</p> <p>In fiscal 2024 and 2025, as part of implementing Opportunity for All-Canada's First Poverty Reduction Strategy, ESDC continued to analyse and provide policy advice on how key programs – such as the Canada Child Benefit – can help reduce poverty.</p> <p>Notes: The 2023 overall poverty rate represents a 30% decrease in the overall poverty rate compared to 2015 (14.5%). The baseline year for Canada's legislated poverty reduction targets.</p> |

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| | | | <p><i>CIF Indicator:</i> Poverty rate, as measured by Canada’s official poverty line.</p> <p>Global Indicator Framework (<i>GIF</i>) <i>Target:</i> 1.2 by 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.</p> | <p>The increase in the overall poverty rate between 2022 and 2023 reflects difficult economic conditions, including high inflation, lower wage growth and higher poverty thresholds for 2023.</p> |
| <p>Improve the measurement of poverty.</p> | <p>Statistics Canada, in partnership with ESDC, will launch and implement third comprehensive review of the Market Basket Measure (MBM), Canada’s Official Poverty Line. Statistics Canada is responsible for launching and conducting the comprehensive review as well as for the statistical methodology of the MBM, and ESDC is responsible for setting the scope of the review and for the policy direction of the MBM. The MBM reflects the combined costs of a basket of goods and services that individuals and families require to meet their basic needs and achieve a modest standard of living.</p> <p>In addition, Statistics Canada is expected to finalize Nunavut’s official MBM methodology by the end of 2023, fulfilling a key commitment made by Canada’s First Poverty Reduction Strategy to develop Canada’s</p> | <p>Performance Indicators:</p> <ol style="list-style-type: none"> 1) A new 2023-base Market Basket Measure (MBM) is created. 2) The creation of an official MBM methodology for Nunavut. <p>Starting Point:</p> <ol style="list-style-type: none"> 1) 2018-base MBM. 2) There is currently no official poverty measure for Nunavut. <p>Target:</p> <ol style="list-style-type: none"> 1) New 2023-base MBM is expected to be finalized by December 31, 2025. 2) The official MBM methodology for Nunavut is expected to be finalized by December 31, 2023. | <p>The Market Basket Measure (MBM) was adopted as Canada’s Official Poverty Line in 2018 following the release of Opportunity for All – Canada’s First Poverty Reduction Strategy. The third comprehensive review of the MBM will contribute to the key objectives of the Poverty Reduction Strategy by ensuring that Canada’s official poverty line continues to reflect a modest, basic standard of living over time, using the latest available standards and data. Through planned engagement sessions, the review will also ensure that updates to Canada’s official poverty measure are informed by feedback from a wide range of experts and stakeholders.</p> <p>The official MBM methodology for Nunavut will capture the spirit of Canada’s Official Poverty Line, while accounting for adjustments to reflect the realities of life in Nunavut.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 1.1 Ambition - Reduce poverty in Canada in all its forms Target - By 2030, a 50% reduction in</p> | <p>Indicator result: ESDC and Statistics Canada released a report titled ‘What We Heard Report: Engagement activities for the Third Comprehensive Review of the Market Basket Measure (MBM)’ on October 29, 2024.</p> <p>ESDC and Statistics Canada have examined and analyzed the proposals for updating the MBM. As a result:</p> <ol style="list-style-type: none"> 1. A new MBM methodology, “The proposed methodology for the 2023-base Market Basket Measure of poverty”, was proposed, on May 1, 2025. 2. The official MBM methodology for Nunavut was completed in November 2023. <p>Notes: Each comprehensive review of the MBM introduces a new MBM methodology or ‘base’ for estimating poverty rates. The adoption of a new MBM base results in a break or shift in the MBM poverty rate series, making it impossible to compare poverty rates across long periods of time.</p> <p>Recognizing the need to track poverty reduction based on the 2015 reference year (as established by the <i>Poverty Reduction Act</i> 2019), the</p> |

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| | <p>Official Poverty Line in all territories.</p> <p>Initiative: Third Comprehensive Review of the Market Basket Measure (MBM)</p> | | <p>the rate of poverty, compared to the 2015 level.</p> <p><i>CIF Indicator:</i> Poverty rate, as measured by Canada’s official poverty line.</p> <p><i>GIF Target:</i> SDG Global Indicator Framework target 1.2: by 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.</p> | <p>Market Basket Measure Poverty Index (MBM-PI) was developed and will be used going forward to track progress on Canada poverty reduction targets. The MBM-PI is available at the Dimensions of Poverty Hub website.</p> |
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| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| <p>Make investments to reduce poverty.</p> | <p>Through the Social Finance Fund, ESDC will facilitate investments into a range of diverse social purpose organizations that are led by or serving diverse equity deserving groups. \$50 million of the Social Finance Fund was allocated to the Indigenous Growth Fund (IGF), which provides access to capital for Indigenous Financial Institutions and Indigenous small and medium-sized enterprises (SMEs). The National Aboriginal Capital Corporations Association (NACCA) independently manages and administers the IGF.</p> <p>Program: Social Finance Fund - Social Innovation and Social Finance Strategy (SI/SF)</p> | <p>Performance Indicator: Percentage of Social Finance Fund (SFF) investments that contribute to the entrepreneurship and economic well-being of equity-deserving groups, including Indigenous Peoples and Indigenous communities.</p> <p>Starting point: New program (2023)</p> <p>Target: At least 35% of SFF funding (excluding the IGF*) will be allocated to investments that target advancing social equity by March 31, 2039 (end of the program).</p> <p>* Note that the IGF is independently managed by NACCA, which has its own set of targets.</p> | <p>The Social Finance Fund (SFF) will support investment to reduce poverty by providing funds to social finance intermediaries and social purpose organizations focused on diverse initiatives that support social and environmental goals. The program is particularly focused on supporting investment into organizations led by and serving underrepresented groups and diverse equity deserving communities as part of its social equity and inclusion lens. The SFF contributes to Canada's 2030 Agenda National Strategy by leveraging new financing opportunities to invest in the SDGs and supporting SDG 1.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> By 2030, a 50% reduction in the rate of poverty, compared to the 2015 level.</p> <p><i>CIF Indicator:</i> Percentage of Canadians below Canada's Official Poverty Line</p> <p><i>GIF Target:</i> 1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.</p> | <p>Indicator result: As of December 2024, at least 32% of SFF wholesalers' investment commitments into Social Finance Intermediaries (SFIs) were reported as advancing social equity.</p> <p>SFIs invested in social purpose organizations (SPOs), and at least 10% of those investment commitments focused on promoting social equity.</p> <p>Notes: Wholesalers' investments into SFIs: When we only consider SFIs that reported meeting social equity goals, about 86% of their investment commitments support social equity.</p> <p>SFIs' investments into SPOs: About 66% of SPO investment commitments meet social equity standards—based only on those that have actively reported on it.</p> <p>Reporting by all organizations in receipt of an investment under the SFF is expected to start in April 2026.</p> |
| <p>Make investments to reduce poverty.</p> | <p>ESDC will make investments to help support the long-term financial security of Persons with disabilities through the Canada</p> | <p>Performance Indicator: Percentage of Canadians approved for the Disability Tax Credit who</p> | <p>The Canada Disability Savings Program supports the reduction of poverty in Canada by providing savings incentives such as the Canada Disability Savings</p> | <p>Indicator result: 34% of Canadians approved for the Disability Tax Credit had a</p> |

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| | <p>Disability Savings Program (CDSP). The CDSP includes the Registered Disability Savings Plan. To help savings grow, ESDC provides federal disability savings incentives (the Canada Disability Savings Bond and the Canada Disability Savings Grant).</p> <p>Program: Canada Disability Savings Program (CDSP)</p> | <p>have a Registered Disability Savings Plan.</p> <p>Starting point: 35% in December 2021</p> <p>Target: 34% by December 2025</p> | <p>Bond and the Canada Disability Savings Grant to persons with disabilities. The grant and bond respond to long-standing and ongoing needs identified by persons with disabilities, their families, and organizations supporting them to reduce barriers to saving for the future.</p> <p>The CDSP contributes to advancing SDG 1: No Poverty as well as SDG 3: Ensure healthy lives and promote well-being for all at all ages.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 1.1 "Reduce poverty in Canada in all its forms."</p> | <p>Registered Disability Savings Plan in the fiscal year 2024 to 2025.</p> <p>Notes: The result represents the percentage of Canadians approved for the Disability Tax Credit, aged 0-49, who have a Registered Disability Savings Plan.</p> |
| <p>Work with partners to reduce poverty.</p> | <p>ESDC will continue to support data sharing, knowledge creation and engagement with Canadians by facilitating the work of the National Advisory Council on Poverty, enshrined into law.</p> <p>Initiative: National Advisory Council on Poverty –Opportunity for All: Canada’s first Poverty Reduction Strategy.</p> | <p>Performance Indicator: An annual report on Canada’s progress towards its poverty reduction goals with advice and recommendations for poverty reduction is presented to Parliament annually.</p> <p>Starting point: 3 reports tabled since the establishment of the National Advisory Council on Poverty (2020, 2021, 2022)</p> <p>Target: 3 additional reports tabled by March 31, 2026.</p> | <p>The National Advisory Council on Poverty brings together persons with lived experience, leaders, experts, academics, and practitioners that work in the field of poverty reduction. The advice and recommendations of the Advisory Council contribute to the goal and poverty reduction target by maintaining a dialogue with Canadians on poverty and helping the Government of Canada stay accountable to Canadians for lowering poverty.</p> <p>Relevant targets or ambitions: <i>GIF Target:</i> SDG Global Indicator Framework target 1.b. Create sound policy frameworks at the national, regional, and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions.</p> | <p>Indicator result: The fifth report, A Time for Urgent Action: the 2024 Report of the National Advisory Council on Poverty was tabled in Parliament on October 28, 2024.</p> <p>Notes: To inform its fifth report, the Council undertook both in-person meetings in four regions and five virtual engagement sessions involving individuals and organizations from across Canada.</p> <p>In late fall 2024 and early winter 2025, the Council concluded its most recent engagement process.</p> |
| <p>Additional implementation strategy in support of Goal 1</p> | <p>ESDC will provide income security to Canadians in their senior years by ensuring that Canadians aged 65 or over who meet the residence and legal</p> | <p>Performance Indicator (OAS): Percentage of seniors receiving the Old Age Security Pension in relation to the estimated total number of eligible seniors.</p> | <p>ESDC’s statutory Old Age Security (OAS) program plays a significant role in providing income security to Canadians in their senior years. The OAS pension and the income-tested Guaranteed</p> | <p>Indicator result (OAS): 95.8% for 2022.</p> <p>Notes:</p> |

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| | <p>status requirements have access to a basic Old Age Security (OAS) Pension and provide additional assistance to low-income OAS pensioners through the income-tested Guaranteed Income Supplement (GIS).</p> <p>Program: Old Age Security (OAS) and Guaranteed Income Supplement (GIS).</p> | <p>Starting Point: Actual results: 96.8% (2019)*</p> <p>Target: 94% by March 2025</p> <p><i>Note: there is a 3-year time lag in the availability of data.</i></p> <p><i>*The actual result can be impacted by the fact that seniors can delay the receipt of their Old Age Security pension up to age 70, in exchange for a higher pension.</i></p> <p>Performance Indicator (GIS): Percentage of seniors receiving the Guaranteed Income Supplement in relation to the estimated total number of eligible seniors.</p> <p>Starting Point: Actual results: 92.2% (2019)</p> <p>Target: 90% by March 2025</p> <p><i>Note: There is a 3-year time lag in the availability of data.</i></p> <p>Performance Indicator (Poverty): Percentage of seniors living in poverty</p> <p>Starting point: N/A (ongoing) Actual results: 3.1% (2020)</p> <p>Target: At most 7.3% by December 2030</p> | <p>Income Supplement (GIS), ensure that the overall income of seniors does not fall below a specified threshold, providing seniors with a minimum income guarantee.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadian Indicator Framework ambition of 1.1: “End Poverty in all its forms everywhere” and the target for this ambition: “50% reduction in the poverty rate for 2015 by 2030.”</p> <p><i>GIF Target:</i> Global Indicator Framework target 1.2: “By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.”</p> <p><i>Global Indicator Framework target 1.3:</i> “Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.”</p> <p>The program also advances SDG 5: “Achieve gender equality and empower all women and girls” as well as SDG 8: “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.”</p> | <p>Since 2013, seniors can delay receiving their OAS pension until age 70 for higher monthly benefits. This affects the OAS pension take-up rate. For this reason, the Department also measures OAS pension take-up among eligible seniors aged 70 and over, which is 98.8% for 2022.</p> <p>Indicator result (GIS): 90.9% for 2022.</p> <p>Notes: The calculation of this indicator was updated to reflect additional data that became available in Statistics Canada’s Longitudinal Administrative Databank. This update allowed the calculation to more closely reflect income sources and credits used in the determination of GIS benefit entitlement.</p> <p>Indicator result (Poverty): 5.0% for 2023.</p> <p>Notes: This indicator is based on Canada’s Official Poverty Line. Data is collected by Statistics Canada through the annual Canadian Income Survey.</p> |
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| | | <p>Note: This indicator is based on Canada's Official Poverty Line. Data is collected by Statistics Canada through the annual Canadian Income Survey</p> | | |
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Initiatives advancing Canada’s implementation of SDG 1 – No Poverty

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
|---|--|---|
| <p>The Canada Pension Plan (CPP) provides partial income replacement for Canadian workers and their families in the event of retirement, disability or death. The CPP enhancement that began in 2019 will reduce the number of families at risk of not having adequate income in retirement by a quarter and, over time, increase the maximum retirement pension by more than 50 percent. This promotes economic inclusion for retirees, survivors, persons with disabilities and their dependants.</p> | <p>The Canada Pension Plan (CPP) contributes to advancing: Global Indicator Framework target 1.3: “Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.”</p> | <p>The phase-in of the Canada Pension Plan (CPP) enhancement was completed in January 2025. The changes made will boost the maximum CPP retirement pension by more than 50% for today’s youngest workers, in addition to raising the amounts provided by the CPP’s disability pension and survivor’s pension.</p> |
| <p>The Canada Disability Benefit (CDB) will provide financial support and improve the social security of low-income working-age persons with disabilities aged 18 to 64 years old. The CDB will be a monthly payment for persons with disabilities aged 18 to 64 with a valid Disability Tax Credit certificate living in low- income (determined through income tax filing below income thresholds outlined for the benefit).</p> | <p>The implementation of the CDB in 2025-2026 will support the UN SDG goal of No Poverty. Specifically, the CDB aligns with target 1.1. of Canada’s Indicator Framework for the SDGs - “By 2030, a 50% reduction in the rate of poverty, compared to the 2015 level.”</p> | <p>The program was launched in July 2025. Results will be available in the next reporting cycle.</p> |



GOAL 3: GOOD HEALTH AND WELL-BEING

Initiatives advancing Canada’s implementation of SDG 3 – Good Health and Well-Being

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and SDG 3.

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
|--|---|---|
| <p>The New Horizons for Seniors Program provides funding for projects that increase the social participation and inclusion of seniors in their communities. Increased social inclusion is directly linked to improved mental health.</p> | <p>The New Horizons for Seniors Program contributes to advancing:</p> <p>Canadian Indicator Framework ambition 3.6: “Canadians have healthy and satisfying lives” and the associated indicator: “Percentage of Canadians who perceived their overall health and social well-being as very good to excellent.”</p> | <p>Under the New Horizons for Seniors Program’s Pan-Canadian stream, ESDC provided funding to 22 projects from 2019 to 2025. The Pan-Canadian projects use a collective impact approach which brings multiple community organizations together to increase the social inclusion of vulnerable seniors. The results of this cohort of Pan-Canadian projects are expected to be available in the fiscal year 2025 to 2026.</p> |
| <p>The Social Development Partnerships Program funds projects that improve the quality of life of persons with disabilities, children and families, Black Canadian communities, and other vulnerable populations facing physical, economic and social pressures.</p> | <p>The Social Development Partnerships Program contributes to advancing:</p> <p>Canadian Indicator Framework ambition 3.6: “Canadians have healthy and satisfying lives” and associated indicator: “Percentage of Canadians who perceived their overall health and social well-being as very good to excellent.”</p> | <p>In fiscal year 2024 to 2025, ESDC continued to support the Financial Empowerment and Social Inclusion project cohorts (2022 to 2027), with 11 projects dedicated to supporting the financial empowerment of low-income adults and 17 projects focused on promoting the social inclusion of vulnerable children and youth.</p> <p>ESDC continues to fund intermediary organizations through the Social Partnerships Initiative (SPI) to support Official Language Minority Communities (OLMCs) to enhance community capacity, meet the needs of OLMC individuals and families, and foster social inclusion. The first annual results of a new SPI project are expected to be available in the fiscal year 2025 to 2026.</p> |

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| | | <p>ESDC started funding Prosper Canada, for community-delivered financial help services in order to expand free programming and advice services, which help Canadians do their taxes, find the benefits they are entitled to, find affordable ways to build their savings, and improve their financial situations.</p> <p>Through the Supporting Black Canadian Communities Initiative (SBCCI), ESDC supported projects enhancing access to culturally relevant health and social services through Black-led organizations. These projects, of which nine were funded as part of its Emerging Priorities pillar, support mental health and wellness to reduce health disparities and improve long-term outcomes.</p> |
| <p>The Enabling Accessibility Fund (EAF) funds projects that make Canadian communities and workplaces more accessible for persons with disabilities. For example, past EAF-funded projects have included multisensory rooms, which support people with cognitive and/or mental health disabilities. These rooms support the provision of mental health services in community spaces.</p> | <p>The Enabling Accessibility Fund (EAF) program contributes to advancing:</p> <p>Canadian Indicator Framework ambition 3.5: “Canadians have healthy and satisfying lives” and associated indicator: “Percentage of Canadians who are satisfied or very satisfied with their life.”</p> <p>The Enabling Accessibility Fund also contributes to advancing other sustainable development goals, including:</p> <p>Global Indicator Framework target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> <p>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</p> <p>Global Indicator Framework Target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p> <p>Global Indicator Framework 10.3: “Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices</p> | <p>Through the EAF program, 425 projects were funded in the fiscal year 2024 to 2025, comprising of 255 small projects, 160 youth-led projects, and 10 mid-sized projects.</p> <p>A call for proposals for small projects in 2024 identified priority funding for initiatives led by Indigenous organizations, as well as organizations that deliver programs or services aimed at poverty reduction, such as food banks and shelters. This resulted in 24 Indigenous organizations being funded and 61 organizations that work to reduce poverty being funded.</p> |

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| | <p>and promoting appropriate legislation, policies and action in this regard.”</p> <p>Global Indicator Framework target 11.7: “By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.”</p> | |



GOAL 4: PROMOTE KNOWLEDGE AND SKILLS FOR SUSTAINABLE DEVELOPMENT

FSDS Context:

ESDC's commitments in support of FSDS Goal 4 focus on making early learning and child care more affordable across the country and helping Canadians access the education, skills and training needed to participate in a changing labour market.

In 2021-22, the department reached Canada-wide Early Learning and Child Care (ELCC) agreements with every province and territory on behalf of Canada. These agreements have already led to reductions in average fees for regulated child care across the country. Looking ahead, the department will continue its work with provinces and territories to increase access to high-quality, affordable, flexible, and inclusive early learning and child care and meet the federal target to reduce regulated child care fees towards an average of \$10-a-day by March 2026. Guided by the co-developed Indigenous ELCC Framework, the department will also continue to collaborate with First Nations, Inuit and Métis Nation governments and organizations to support distinctions-based Indigenous-led Early Learning and Child Care (IELCC) programs.

Ensuring young people have the financial supports they need to complete their studies and successfully transition from school to the workforce will also continue to be an important focus for ESDC in support of FSDS Goal 4. Comprehensive changes were made in 2024-2025 to the Canada Student Financial Assistance Program, which includes Canada Student Grants, Canada Student Loans, Canada Apprentice Loans, and the Repayment Assistance Plan, to support this ambition.

Target theme: Child care

Target: By March 31, 2026, regulated child care fees will be reduced to \$10 a day, on average, everywhere outside of Quebec (Minister of Children, Families and Social Development)

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| <p>Work with provincial, territorial, and Indigenous partners to build a Canada-wide, community-based system of quality child care.</p> | <p>ESDC will continue to work with provinces, territories, and Indigenous partners to build and maintain a Canada-wide early learning and child care system, ensuring that all families have access to high-quality, affordable, flexible, and inclusive early learning and child care.</p> <p>Program: Canada-wide early learning and child care system</p> | <p>Performance indicator: Number of provinces and territories with \$10-a-day average regulated child care costs.</p> <p>Starting point: 2 provinces/territories as of July 2021</p> <p>Target: 10 provinces and 3 territories by March 31, 2026.</p> | <p>The Canada-wide early learning and child care system will help ensure access to high-quality, affordable, flexible, and inclusive child care is widely available in Canada. Canada-wide early learning and child care supports parents, particularly mothers, to enter or re-enter the workforce, pursue education, open a new business. It also promotes quality early education and learning for young children, preparing them for school. This program directly supports SDG 4 (Quality Education) through target 4.2.</p> <p>With the exception of Quebec, these agreements include commitments from provinces and territories to fund and develop a plan to ensure that vulnerable communities, including vulnerable children within Indigenous communities, have equitable access to regulated child care spaces. Some jurisdictions also made the additional commitment to develop a collaborative plan with relevant Indigenous organizations and governing bodies to ensure Indigenous children will have access to affordable, quality and culturally</p> | <p>Indicator result: Eight of thirteen provinces and territories are delivering early learning and child care at an average of \$10-a-day or less, while the remaining PTs have all reduced fees by at least 50% on average.</p> |

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| | | | <p>appropriate early learning and child care.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 4.1 Canadians have access to inclusive and quality education throughout their lives;</p> <p><i>GIF Target:</i> 4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care, and pre-primary education so that they are ready for primary education.</p> | |
| <p>Work with provincial, territorial, and Indigenous partners to build a Canada-wide, community-based system of quality child care.</p> | <p>ESDC will enable horizontal coordination of federal investments in Indigenous early learning and child care through flexible, Indigenous-led approaches in support of the Government of Canada’s co-developed Indigenous Early Learning and Child Care Framework which reflects the unique cultures and needs of First Nations, Inuit, and Métis children across Canada.</p> <p>Program: Indigenous Early Learning and Child Care Transformation Initiative</p> | <p>Performance Indicator: Number of National Partnership Tables established.</p> <p>Starting Point: 2 as of March 2021-22.</p> <p>Target: At least 3 established by March 2024.</p> | <p>The Indigenous Early Learning and Child Care Transformation Initiative supports greater Indigenous governance, capacity and self-determination in the early learning and child care (ELCC) sector. Through the initiative’s National Partnership Tables, federal investments in Indigenous early learning and child care are coordinated in alignment with the IELCC framework and best practices in early learning and child care are shared. This initiative directly supports progress towards Canada’s 2030 Agenda under SDG 4, ensuring Canadians have access to inclusive and quality education throughout their lives.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 4.1 Canadians have access to inclusive and quality education throughout their lives;</p> <p><i>GIF Target:</i> 4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care, and pre-primary education so that they are ready for primary education.</p> | <p>Indicator result: Three (3) National Partnership Tables are established and active, representing First Nations, Inuit, and Métis Nation.</p> <p>Notes: Additional performance indicators and targets are to be determined in collaboration with Indigenous partners. Joint results frameworks are being co-developed in collaboration with Indigenous partners, based on the principles, goals and distinctions-based priorities outlined in the IELCC Framework. Results framework co-development is targeted to be completed in the fiscal year 2025 to 2026.</p> |

Target theme: Training and skills in sustainable development

Target: By December 2025, Canada’s pool of science talent grows by 175,000 science, technology, engineering and mathematics (STEM) graduates (Minister of Innovation, Science and Industry)

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| Support youth skill development in environmental sectors | <p>ESDC will continue to support the creation of work placement opportunities for post-secondary students in all academic disciplines, including STEM, by supporting employers who offer work experiences to post-secondary education students across Canada.</p> <p>Program: The Student Work Placement Program-Innovative Work Integrated Learning Initiative.</p> | <p>Performance indicator: Number of Work Integrated Learning opportunities created for post-secondary students.</p> <p>Starting Point: 50,000 opportunities in 2021-2022.</p> <p>Target: 40,000 opportunities by March 2026</p> | <p>The Student Work Placement Program (SWPP) supports a variety of work-integrated learning opportunities for post-secondary students, including a number of opportunities in STEM. These opportunities help students to develop the “work ready” skills sought by Canadian employers.</p> <p>The Innovative Work-Integrated Learning (WIL) Initiative of the Program offers opportunities for students to build on work ready skills by accessing new and emerging types of opportunities including hackathons and micro-internships.</p> <p>In support of the 2030 Agenda Global Indicator Framework, the Student Work Placement Program helps post-secondary education students develop “work ready” skills to make a successful transition into the labour market.</p> <p>Relevant targets or ambitions: <i>GIF Target:</i> 4.4 By 2030 Substantially increase the number of</p> | <p>Indicator result: In fiscal year 2024 to 2025, the SWPP supported the creation of a total of 51,320 work integrated learning opportunities. supported the creation of a total of 51,320 work integrated learning opportunities.</p> <p>SWPP funding recipients have engaged over 10,400 employers of all sizes, across a variety of industries to offer WIL opportunities. The majority (93%) of employers have been micro (42%), small (42%), and medium (9%) sized enterprises while 6% have been large enterprises.</p> |

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| | | | youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship. | |
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Initiatives advancing Canada’s implementation of SDG 4 – Quality Education

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and SDG 4, supplementing the information outlined above.

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| <p>Canada Student Financial Assistance (CSFA) Program and Canada Apprentice Loans.</p> <p>The CSFA Program provides non-repayable grants, interest-free loans, and repayment assistance to help Canadian students pay for their post-secondary education. Canada Apprentice Loans help participants complete their apprenticeship in a designated Red Seal trade. With Canada Apprentice Loans, participants can get up to \$4,000 in interest-free loans per period of technical training for up to 5 training periods.</p> <p>For the 2024 to 2025 fiscal year, the CSFA Program temporarily increased the non-repayable grants by 40% over base amounts, (\$4,200 for low-income students plus an additional \$2,800 for students with disability). Canada Student Loans were also increased to \$300 per week of study (up from \$210) to help make post-secondary education more affordable.</p> <p>Through the Repayment Assistance Program. Single borrowers are not required to start repaying their loans until they earn at least \$40,000 per year, with this threshold being adjusted upwards based on family size and annually indexed to inflation. The threshold is \$44,388 for the 2024 to 2025 academic year.</p> <p>In the 2023 to 2024 fiscal year, the CSFA Program increased loan forgiveness for family doctors and nurses working in eligible underserved rural or remote communities. Nurses may now qualify for up to \$30,000 in loan forgiveness and doctors up to \$60,000. Starting in 2025, the CSFA will include more health care and social services professionals, including early childhood educators, dentists, dental hygienists, pharmacists, midwives, teachers, social workers, personal support workers, physiotherapists, and</p> | <p>The Canada Student Financial Assistance (CSFA) Program and Canada Apprentice Loans contribute to advancing:</p> <p>Canadian Indicator Framework ambition 4.1: “Canadians have access to inclusive and quality education throughout their lives.”</p> <p>Global Indicator Framework target 4.3: “By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.”</p> <p>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</p> | <p>ESDC increased grants to post-secondary students by 40% for the 2024 to 2025 academic year.</p> <ul style="list-style-type: none"> • Full-time students can get up to \$4,200. • Part-time students can get up to \$2,520. • Students with disabilities can get up to \$2,800. • Full-time students with children or other dependants can get \$280 per month for each dependant. <p>This increase is expected to help about 587,000 students by the end of the 2024 to 2025 academic year.</p> <p>ESDC increased the interest-free Canada Student Loan weekly limit from \$210 to \$300 for the 2024 to 2025 academic year. This measure is expected to support 297,000 students.</p> <p>ESDC has raised the threshold for the Repayment Assistance Plan, allowing single borrowers to defer the repayment of their student loans. The new threshold for single borrowers is:</p> <ul style="list-style-type: none"> • \$44,388 for the 2024-2025 academic school year. This is adjusted upwards based on family size and annually indexed to inflation year. • As a result, about 127,000 people with Canada Student Loans are |

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| <p>psychologists. In 2024 to 2025, the CSFA Program also expanded the reach of Canada Student Loan Forgiveness to more rural and remote communities.</p> <p>The CSFA Program has helped reduce the burden of student and apprentice loan repayment for young Canadians so they can invest in building their futures by permanently eliminating the accrual of interest on Canada Student Loans and Canada Apprentice Loans including those currently being repaid. As of July 2023, the average student loan borrower will save \$610 per year because of their loan being interest-free.</p> | | <p>expected to benefit by the end of the 2024-2025 academic year.</p> <p>ESDC expanded the reach of Canada Student Loan forgiveness to more rural and remote communities. This measure is expected to have directly benefited 540 Canada Student Loan borrowers in the 2024 to 2025 academic year.</p> <p>ESDC modernized the shelter allowances to better determine post-secondary students' financial needs. This change is anticipated to support approximately 79,000 students by the end of the 2024 to 2025 academic year.</p> <p>ESDC permanently removed the credit screening requirement for mature students applying for Canada Student Grants and Loans for the first time. This change is expected to allow up to 1,000 more students get federal student aid by the end of the 2024 to 2025 academic year.</p> <p>Starting in August 2024, ESDC prevented students studying at Russian post-secondary institutions from receiving federal student financial assistance. This decision supports international law and shows Canada's strong opposition to Russia's invasion of Ukraine.</p> |
| <p>The Canada Education Savings Program helps make post-secondary education more affordable and accessible for Canadians by encouraging early planning and savings.</p> <p>The Government offers education savings benefits deposited in Registered Education Savings Plans (RESP), specifically the Canada Education Savings Grant as well as the Canada Learning Bond for children and youth from low-income households. Over the coming years, the Department will continue to advance outreach and partnership initiatives as well as the Budget 2024 announcement to implement automatic</p> | <p>The Canada Education Savings Program contributes to:</p> <p>Canadian Indicator Framework ambition for SDG 4: "Canadians have access to inclusive and quality education throughout their lives."</p> <p>Global Indicator Framework target 4.3: "By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university."</p> | <p>In 2024, Canadians contributed \$6.2 billion to their RESPs resulting in 3.1 million beneficiaries receiving \$1.17 billion in CESG benefits. \$174 million in CLB payments were made to 716,000 beneficiaries from families with low income.</p> <p>Over 580,000 youth withdrew an average of \$11,450 from their RESPs to attend post-secondary education in 2024. Over half of these students</p> |

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| <p>enrolment to the Canada Learning Bond (CLB) to increase program access and enable post-secondary education, in particular from underserved harder-to-reach populations, including Indigenous Peoples.</p> | | <p>(51.5%) were from families with low and middle incomes.</p> <p>In 2024 to 2025, ESDC sent more than 805,000 letters to connect with the primary caregivers of children and youth eligible for the CLB. About 205,000 of these letters supported outreach events in Ontario, Alberta, and New Brunswick, working with local organizations to reach families who may need extra help.</p> <p>These events shared information about education savings benefits, in conjunction with Service Canada and Canada Revenue Agency (CRA), and other government supports, like how to get a SIN or file taxes—important steps to qualify for the CLB.</p> <p>As a result, about \$12.4 million was added to the RESPs of 16,033 children.</p> <p>ESDC worked with the CRA to include CLB information in 1.06 million households providing Notices of Entitlement for the Canada Child Benefit.</p> |
| <p>The Supports for Student Learning Program (SSLP) funds youth-serving organizations to provide supports to help underserved youth, including Indigenous youth and youth from low-income households, to succeed in school and successfully transition to post-secondary education (PSE) and the labour market. The SSLP includes a range of targeted learning interventions under two program streams:</p> <ul style="list-style-type: none"> • Afterschool and student supports offered outside of the education system, help youth facing barriers to graduate high school and transition successfully to PSE and the labour market. • The Outbound Student Mobility Pilot (also known as the Global Skills Opportunity) is funded as part of Canada’s International Education Strategy, to help Canadian post-secondary students participate in study abroad and work opportunities. | <p>The Supports for Student Learning Program contributes to:</p> <p>Canadian Indicator Framework Ambition 4.1: “Canadians have access to inclusive and quality education throughout their lives.”</p> <p>Global Indicator Framework target 4.5: “By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous Peoples and children in vulnerable situations.”</p> <p>Global Indicator Framework target 4.7: “By 2030 ensure all learners acquire knowledge and skills needed to promote sustainable development, including among others through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture’s contribution to sustainable development.”</p> | <p>The SSLP increases access to inclusive and quality education through tutoring, mentoring, scholarships and bursaries and other proven services, provided to youth at risk of dropping out or becoming Not in Education, Employment or Training (NEET). In fiscal year 2024 to 2025, 147,734 learners accessed these evidence-based supports through a network of expert youth-serving organizations across Canada.</p> <p>This included 29,132 Indigenous learners, 6,389 racialized learners, 10,772 learners with a disability, 23,671 learners from low-income households, 21,413 learners in rural, remote, and</p> |

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| | | <p>Northern communities, and 4,269 learners identifying as 2SLGBTQIA+.</p> <p>During its final year as a pilot program, the Global Skills Opportunity (GSO) provided 6,147 students opportunities to study and work abroad. GSO participants included 3,733 (61%) students identifying as low-income, 1,057 (17%) as students with disabilities, and 764 (12%) as Indigenous students. These projects gave students the chance to learn about sustainable development issues, build cross-cultural competencies and skills, to promote sustainable development.</p> |
| <p>The Canada Service Corps works with third-party organizations to promote civic engagement among youth aged 12 to 30 by providing them with funding to offer service placements and opportunities, including micro-grants. The program aims to create, promote, and facilitate access to volunteer service opportunities that are meaningful to youth, support lasting civic engagement, and provide youth with skills and experience.</p> <p>In 2023 to 2024, CSC lowered the minimum participation age from 15 to 12 years old.</p> <p>CSC volunteer service opportunities are open to Canadian citizens, permanent residents, and youth with a granted refugee status and aims to engage at least 50% Indigenous and underserved youth in programming. This includes Indigenous youth; Black and racialized youth; youth with disabilities; youth living in rural or remote areas; 2SLGBTQI+ youth; youth from low-income families; newcomer youth; and Official Language Minority Community (OLMC) youth.</p> | <p>The Canada Service Corps contributes to advancing:</p> <p>Canadian Indicator Framework ambition 4.2: “Canadians have access to inclusive and quality education throughout their lives.”</p> <p>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</p> <p>Global Indicator Framework target 4.5: “By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous Peoples and children in vulnerable situations.”</p> | <p>Canada Service Corps engages diverse youth ages 12-30 in volunteer service placements, and micro-grant projects. In 2024 to 2025, over 50% of the participants in the Canada Service Corps (CSC) identified as Indigenous or underserved youth.</p> <p>As indicated in the most recent survey from fiscal year 2023 to 2024, youth participants built important skills in:</p> <ul style="list-style-type: none"> • Communication (78%) • Teamwork (73%) • Leadership (65%) • Adaptability (56%) • Creativity and innovation (52%) • Problem-solving (51%) <p>Among participants over 18, 56% said they gained skills that would help them get a job or move ahead in their current one.</p> <p>Among those under 18, 74% said that they developed skills that would help them find work in the future or for related long-term goals.</p> <p>Low-income youth over the age of 18 were more likely to say they gained skills that would help them find a job in</p> |

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| | | the future or advance in their current job, compared to their counterparts. |
| <p>The Opportunities Fund for Persons with Disabilities provides skills training and employment supports for persons with disabilities to help them prepare for, obtain and maintain employment, and advance in their careers. It supports persons with disabilities in overcoming barriers to participation in the Canadian labour market, and it supports employers to hire persons with disabilities and make workplaces more accessible and inclusive. The program assists persons with disabilities receive the essential skills training needed to enhance their employability.</p> | <p>The Opportunities Fund for Persons with Disabilities contributes to advancing:</p> <p>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</p> <p>Global Indicator Framework target 4.5: “By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous Peoples and children in vulnerable situations.”</p> | <p>In July 2024, ESDC released its Employment Strategy for Canadians with Disabilities. The Opportunities Fund now serves as the main vehicle for putting this strategy into action. Its goal is to close the employment gap between Canadians with and without disabilities by 2040 through targeted supports for job seekers, employers and community partners.</p> <p>The Opportunities Fund secured \$8.6 million for six organizations to deliver culturally tailored supports to Black, Indigenous and racialized Canadians with disabilities. Today, the Fund backs roughly 120 active projects. These include the initiatives selected in the 2022 Call for Proposals and focused efforts on learning disabilities, sign-language interpreter training, autism-specific services, and supports for Black, Indigenous and racialized persons with disabilities.</p> |
| <p>The Skills for Success Program supports the development and delivery of training opportunities and training resources for adult Canadians to improve their foundational and transferable skills, including reading, numeracy, digital and adaptability skills.</p> | <p>The Skills for Success Program contributes to advancing:</p> <p>Global Indicator Framework target 4.6: “By 2030, ensure that all youth and substantial proportion of adults, both men and women, achieve literacy and numeracy.”</p> | <p>In fiscal year 2024 to 2025, the Skills for Success Program (SSP) funded 57 multi-year contribution agreements with organizations and Provincial/Territorial (PT) governments to deliver training, develop tools and conduct research aimed at building foundational and transferable skills for adult Canadians, with an emphasis on people from underrepresented groups.</p> <p>25,795 Canadians completed training in foundational and transferable skills, and 161 assessment and training tools were developed.</p> <p>For example, a multi-year project with Food Processing Skills Canada developed an 11-week food industry training program with digital</p> |

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| | | <p>certifications for 500+ trainees to help them improve their foundational and transferable skills and increase workplace productivity.</p> |
| <p>Under the Labour Market Development Agreements (LMDAs) and the Workforce Development Agreements (WDAs) with provinces and territories (PTs), the department helps people across the country prepare for, find, and keep employment.</p> <p>The Government of Canada provides approximately \$3 billion for skills and employment programs and services through the LMDAs and the WDAs with provinces and territories. More than a million training and employment services and supports are offered to individuals and employers under these agreements each year. The LMDAs are complemented by the WDAs, which include specific funding targeted for persons with disabilities.</p> <p>These agreements allow more Canadians, including members of other equity-deserving groups such as women, youth, and visible minorities, as well as Indigenous Peoples, to have access to training and supports to find and maintain employment.</p> | <p>The Labour Market Development Agreements and the Workforce Development Agreements contribute to advancing:</p> <p>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</p> <p>Global Indicator Framework target 4.5: “By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous Peoples and children in vulnerable situations.”</p> <p>Global Indicator Framework target 4.6: “By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.”</p> | <p>In 2023 to 2024, LMDAs and WDAs supported training, upskilling and employment assistance for youth, adults, persons with disabilities, Indigenous Peoples and other vulnerable groups. Together, it helped nearly 798,000 Canadians gain workforce skills, advancing United Nations Sustainable Development Goals (SDGs) targets 4.4, 4.5 and 4.6.</p> <p>LMDAs, delivered through Part II of the Employment Insurance Program (EI), supported unemployed workers, while WDAs, funded through the Consolidated Revenue Fund targeted individuals who faced difficulties integrating the labour market, including dedicated funding of \$412 million annually (FPT cost-matched) for persons with disabilities. Both agreements also supported basic literacy and numeracy programs.</p> <p>In fiscal year 2023 to 2024:</p> <ul style="list-style-type: none"> • 175,000 youth (15–24) received training and employment supports. • Over 221,000 persons with disabilities and 48,000 Indigenous Peoples received assistance. <p>Notes: Due to the lag in data availability, the results of the LMDA / WDA are for fiscal year 2023 to 2024.</p> |
| <p>Through the Indigenous Skills and Employment Training Program, a distinctions-based program delivered by Indigenous service delivery providers, Indigenous participants will be provided with skills training, and employment-related and career development assistance to improve their skills and meet their long-term career goals.</p> | <p>The Indigenous Skills and Employment Training Program contributes to advancing:</p> <p>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</p> | <p>In 2024 to 2025, the Indigenous Skills and Employment Training Program (ISET Program) supported Indigenous service delivery organizations in delivering a variety of skills training and complementary supports to community members. The ISET Program provided apprenticeship training and occupational skills courses designed to</p> |

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| | | <p>increase the number of youth and adults who possess the technical and vocational competencies needed for employment, decent work and entrepreneurship.</p> |
| <p>The Sectoral Workforce Solutions Program (SWSP) helps key sectors of the economy implement solutions to address their current and emerging workforce needs. The SWSP funds sectoral projects that focus on a wide range of industry-driven activities such as training and reskilling workers, helping employers attract and retain a skilled and diverse workforce, including those from equity-seeking groups, and develop and implement other solutions to help sectors address labour market needs.</p> | <p>The Sectoral Workforce Solutions Program contributes to advancing:</p> <p>Global Indicator Framework target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”</p> <p>Global Indicator Framework target 4.5: “By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous Peoples and children in vulnerable situations.”</p> | <p>In 2024 to 2025, the Sectoral Workforce Solutions Program (SWSP) continued to support workers and employers and helped key economic sectors implement solutions to address their current and emerging workforce needs. SWSP also offered targeted training activities, wrap-around supports and employer diversity and inclusion measures to improve the representation of women, persons with disabilities, Indigenous Peoples, visible minorities, members of the 2SLGBTQI+ community and newcomers to Canada.</p> <p>During this period, SWSP delivered industry-driven training and reskilling to 13,982 Canadians, including 6,713 from equity-seeking groups.</p> |



GOAL 5: CHAMPION GENDER EQUALITY

FSDS Context:

ESDC recognizes the importance gender equality plays in the Canadian economy and is actively looking to reduce systemic barriers that exist for women, girls and gender-diverse people in the labour market. To do so, ESDC will advance new pay transparency measures that will shine a light on pay gaps experienced by women, Indigenous Peoples, persons with disabilities and members of racialized groups.

At the same time, ESDC is investing in programs and initiatives that focus on creating new and improving existing opportunities for women. The first example is the Women’s Employment Readiness Pilot Program, which was delivered under the Skills for Success program and funded organizations to provide and test pre-employment and skills development supports for 4 groups of women: racialized women and/or Indigenous women; women with disabilities; women from the 2SLGBTQI+ community; and women with prolonged workforce detachment. The pilot also tested ways to improve employer inclusivity. The target for this program was set at up to 5,000 participants over a two-year period. The pilot ended on March 31, 2024, and the results will be used to inform systemic changes to how skills and employment programming for women is delivered.

Secondly, the Women in Skilled Trades Initiative was created to focus on funding projects that recruit, retain, and help women apprentices succeed in trades predominately found in the construction and manufacturing sectors. ESDC will fund organizations such as women’s groups, community colleges, unions, and employers for activities that will recruit women, create outreach tools, offer mentorship supports, and create a welcoming space where women can feel comfortable and safe in the training and work sites. With a target of supporting 10,900 women over the next 4 years, this initiative will reduce the difference in gender representation while increasing opportunities for women in, not only leadership roles, but also in the broader economy.

Target theme: Take Action on Gender Equality

Target: By 2026, at least 37% of the environmental and clean technology sector are women (Minister of Innovation, Science and Industry)

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| <p>Reduce systemic barriers to gender equality.</p> | <p>ESDC will support federally regulated private-sector employers in achieving progress towards creating equitable workplaces.</p> <p>Program: Workplace Equity Program</p> | <p>Performance indicator: Percentage of Legislated Employment Equity Program employers whose representation equals or surpasses Canadian labour market availability for 2+ designated groups or who demonstrated progress towards representation since the previous reporting period.</p> <p>Starting point: 2021 to 2022 actual results: 74%</p> <p>Target: At least 65% by September 2025.</p> | <p>Through the <i>Employment Equity Act</i> which governs the Federal Contractors Program and the Legislated Employment Equity Program, the Workplace Equity Program supports socioeconomic equality goal by promoting employment equity outcomes for federally regulated private-sector employers. These two federal programs seek to encourage the establishment of working conditions that are free from barriers and remove conditions of disadvantage experienced by members of four designated groups under the Act – women, Indigenous Peoples, persons with disabilities, and members of visible minorities.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 5.2 “Gender equality in leadership roles and at all levels of decision-making.” <i>GIF Target:</i> 5.a: “undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources.”</p> <p>5.5 “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.”</p> | <p>Indicator result: 2024 data will be provided in the next reporting cycle.</p> <p>Notes: The analysis and consolidation of annual reports depend on data submitted by employers during the previous calendar year. Federally regulated private-sector employers covered under the <i>Employment Equity Act (EEA)</i> must submit data annually for the previous calendar year.</p> <p>Employers under the Legislated Employment Equity Program (LEEP) submitted pay gap information for the years 2021 and 2022. ESDC created an online presentation explaining how to interpret those pay gaps and enhance employer’s understanding of them. ESDC also published guides on proven methods to enhance workplace equity and on how to use data to promote equal employment opportunities.</p> |

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| | | | <p>10.2 “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”.</p> | |
| <p>Reduce systemic barriers to gender equality.</p> | <p>ESDC will continue to work with provinces, territories, and Indigenous partners to build and maintain a Canada-wide early learning and child care system, ensuring that all families have access to high-quality, affordable, flexible, and inclusive early learning and child care.</p> <p>Program: Canada-wide early learning and child care system.</p> | <p>Performance indicator: Number of provinces and territories with \$10-a-day average regulated child care costs.</p> <p>Starting point: 2 provinces/territories as of July 2021</p> <p>Target: 10 provinces and 3 territories by March 31, 2026.</p> | <p>Access to child care is a significant support for women and girls to participate in political, economic, and public life fully and effectively. Research shows that child care availability and affordability strongly impact mothers’ ability to enter or remain in the labour market or school, if they wish. Furthermore, the Canada-wide Early Learning and Child Care Agreements provide the flexibility for provinces and territories to support early childhood educators, the majority of whom are women. In turn, this supports the growth of a Canada-wide early learning and child care system and promotes the overall higher valuing of care work.</p> <p>The Canada-wide early learning and child care system supports progress towards SDG 5, through GIF targets 5.4 and 5.5.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> 5.2.1 Gender equality in leadership roles and at all levels of decision-making;</p> <p><i>CIF Ambition / Target</i> 5.3.1 Canadians share responsibilities within households and families.</p> <p><i>GIF Target:</i> 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.</p> <p><i>GIF Target</i> 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels</p> | <p>Indicator result: Eight provinces and territories (PTs) are delivering early learning and child care at an average of \$10-a-day or less, while the remaining PTs have all reduced fees by at least 50% on average.</p> |

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| <p>Invest in women’s skills, employment, and Leadership.</p> | <p>ESDC provided and tested pre-employment and skills development supports for women facing multiple barriers, test models to improve employer inclusivity, and use the results to inform systemic changes to how skills and employment programming is delivered.</p> <p>Program: The Women’s Employment Readiness Pilot Program.</p> | <p>Performance indicator: Number of women served in the reporting year.</p> <p>Starting point: New time-limited program (Projects running 2022-23 to 2023-24).</p> <p>Target: Up to 5,000 participants by the end of the pilot, March 31, 2024.</p> | <p>of decision-making in political, economic and public life.</p> <p>The Women’s Employment Readiness (WER) Pilot Program funded organizations to provide and test pre-employment and skills development supports for 4 groups of women: racialized women and/or Indigenous women; women with disabilities; women from the 2SLGBTQI+ community; and women with prolonged workforce detachment. The pilot also tested ways to improve employer inclusivity. Results will be used to inform systemic changes to skills and employment programming for women. In this way, the WER Pilot Program supports the SDG to champion gender equality.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 5.3 Ambition: “Canadians share responsibilities within households and families”; Target: “Equal sharing of parenting roles and family responsibilities.”</p> <p><i>CIF Indicator:</i> 5.3.1 Proportion of time spent on unpaid domestic and care work.</p> <p><i>GIF Target:</i> 5.1: “End all forms of discrimination against all women and girls everywhere.”</p> | <p>Indicator result: In fiscal year 2023 to 2024, the Women’s Employment Readiness (WER) pilot program completed 25 projects, reaching 3,525 women.</p> <p>Notes: Results for the WER pilot program cover fiscal year 2023 to 2024 due to data availability delays. The pilot ended on March 31, 2024.</p> |
| <p>Additional implementation strategy in support of goal 5.</p> | <p>ESDC will support the recruitment, retention, and success of women apprentices in 39 eligible Red Seal trades found predominately in the construction and manufacturing sectors.</p> <p>Program: Women in the Skilled Trades (WST) Initiative under the Canadian Apprenticeship Strategy.</p> | <p>Performance indicator: Number of individuals in funded projects that participate in skills training activities.</p> <p>Starting point: New program started in 2022-23</p> <p>Target: 10,500 individuals by March 31, 2027</p> | <p>The Women in the Skilled Trades focuses on funding projects that recruit, retain, and help women apprentices succeed in the 39 eligible Red Seals trades found predominately in the construction and manufacturing sectors.</p> <p>The Women in the Skilled Trades Initiative delivered under the Canadian Apprenticeship Strategy contributes to the FSDS goal 5 of increasing Canadian women’s representation in leadership roles and participation in the broader economy.</p> | <p>Indicator result: 5128 individuals participated in skills training or awareness and exploration activities in the fiscal year 2024 to 2025.</p> <p>Notes: The target of 10,500 includes both skills training or awareness and exploration activities, rather than solely focusing on skills training. Therefore, the result reported shows progress toward that target.</p> |

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| | | | <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 5.2 Greater representation of women in leadership roles</p> <p><i>CIF Indicator:</i> 5.2.1 Proportion of leadership roles held by women.</p> <p><i>GIF Target:</i> 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.</p> | |
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Initiatives advancing Canada’s implementation of SDG 5 – Gender Equality

The following initiatives demonstrate how ESDC’s programming supports the 2030 Agenda and the SDG 5, supplementing the information outlined above.

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| <p>The Employment Equity Act is being reviewed and recommendations will be developed on how best to modernize the legislative framework.</p> <p>The Act currently supports equality and diversity in workplaces for the four designated groups: women, Indigenous Peoples, persons with disabilities and members of visible minorities. It also covers women in intersection with the three other designated groups.</p> <p>In 2021, the Act was amended to include Pay Gap Reporting requirements aimed at reducing wage gaps in federally regulated organizations. Making pay gap information publicly available can help to shift business culture and expectations towards greater equality.</p> <p>Under the Act, federally regulated private sector employers are required to report their salary data in a way that shows aggregate pay gaps for each of the four designated groups. This information is included in employers’ annual submissions to the Minister of Labour. The data is published on a dynamic website where data</p> | <p>The Employment Equity Act contributes to advancing:</p> <p>Global Indicator Framework target: 5.a: “Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.”</p> <p>Canadian Indicator Framework ambition:5.2 “Gender equality in leadership roles and at all levels of decision-making.”</p> <p>Global Indicator Framework target: 5.5 “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.”</p> | <p>In 2024 to 2025, pay gap and representation data for calendar years 2022 and 2023 were uploaded to Equi’Vision. The Minister tabled the Employment Equity Act (EEA): Annual Report 2023 in Parliament, which included aggregated 2022 pay gap data.</p> <p>The report confirms that all designated groups experience pay gaps in most federally regulated workplaces. ESDC is developing a measurement framework, collecting required data, and evaluating how pay gap reporting and the Pay Equity Act (PEA) influence firm-level gender pay gaps under these initiatives.</p> |

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| <p>on employer representation and pay gaps can be reviewed and compared by the public. It includes information in the form of aggregated percentages for each employer, overall and for each Employment Equity Occupational Group showing the:</p> <ul style="list-style-type: none"> • Representation, • Mean and median hourly wage gaps, • Mean and median bonus pay gaps, and, • Mean and median overtime pay and hours gaps. <p>In addition, the Minister of Labour’s Employment Equity Act - Annual Report presents an analysis of employers consolidated employment equity submissions. This report is tabled in Parliament and shared publicly.</p> | <p>Pay Gap Reporting contributes to advancing:</p> <p>Canadian Indicator Framework ambition: 5.2 “Gender equality in leadership roles and at all levels of decision-making.”</p> <p>Global Indicator Framework target: 5.c “Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.”</p> | |
| <p>The Canadian Apprenticeship Strategy’s Women in the Skilled Trades initiative funds projects that aim to recruit, retain, and help women apprentices succeed in 39 eligible Red Seal trades found predominantly in the construction and manufacturing sectors. Projects are anticipated to be implemented in fiscal year 2023 to 2024.</p> | <p>The Canadian Apprenticeship Strategy’s Women in the Skilled Trades initiative contributes to advancing:</p> <p>Global Indicator Framework target 5.5: “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.”</p> | <p>5,128 individuals participated in skills training or awareness and exploration activities in the fiscal year 2024 to 2025.</p> <p>Beginning in fiscal year 2023 to 2024, a four-year investment supports projects under the Women in Skilled Trades Initiative (WST Initiative) to recruit and retain women apprentices in 39 eligible Red Seal trades. These initiatives primarily pertain to the construction and manufacturing sectors. In the second half of that fiscal year, 21 projects began implementing their programming. Between 2023 and 2027, the WST Initiative is expected to benefit approximately 10,500 women.</p> |
| <p>The Employment Insurance maternity, parental and caregiving benefits provide financial assistance to people who are away from work:</p> <ul style="list-style-type: none"> • because they’re pregnant or have recently given birth, to care for their newborn or newly adopted child, and/or, • providing care or support to a gravely ill or critically ill family member. | <p>The Employment Insurance maternity, parental and caregiving benefits contribute to advancing:</p> <p>Canadian Indicator Framework ambition 5.3: “Canadians share responsibilities within households and families.”</p> <p>Canadian Indicator Framework target 5.3.1: “Equal sharing of parenting roles and family responsibilities.”</p> <p>Global Indicator Framework target 5.4: “Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.”</p> | <p>In 2023 to 2024, there were 244,005 new Employment Insurance parental benefit claims, with women representing 69.5% and men 30.5%. This reflects a 1.2 percentage point increase in the share of claims established by men from the previous fiscal year, attributed to additional weeks of benefits for parents of children born or adopted on or after March 17, 2019.</p> <p>There were 6,417 new Compassionate Care Benefit claims, 14,135 Family Caregiver Benefit claims for adults, and 4,422 Family Caregiver Benefit claims for children. Women made up 68.7%, 64.8%, and 72.8% of these claims, respectively, while men accounted for 31.3%, 35.2%, and 27.2%, marking increases of 2.5%, 1.1%, and 2.5% for men compared to the previous year.</p> |

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| | | Due to the lag in data availability, the results of the Employment Insurance maternity, parental and caregiving benefits represent 2023 to 2024 fiscal year. |
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GOAL 8: ENCOURAGE INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH IN CANADA

FSDS Context:

In support of *FSDS Goal 8*, ESDC is taking steps to ensure that a fully representative Canadian workforce gets the skills, training and opportunities necessary to transition to net-zero and help Canadians thrive in a changing global economy. Owing to various programs, ESDC is focused on collaboration with employers as well as directly with Canadians to promote skills development and economic diversification in Canada’s environmental and clean technology sector.

For example, ESDC’s Apprenticeship Service helps apprentices get the hands-on experience they need for a career in the skilled trades. As part of the Canadian Apprenticeship Strategy, the initiative encourages small and medium-sized employers by offering a financial incentive for each first-year apprentice hired in one of 39 eligible Red Seal trades found predominately in the construction and manufacturing sectors. They can get an additional incentive when the apprentice hired is from an equity-deserving group - specifically, women, persons with disabilities, and members of 2SLGBTQI+ communities, racialized communities, and newcomers, or when an apprentice is Indigenous. Budget 2024 announced an investment of \$90 million to the Apprenticeship Service. The department has also scaled up programs like the Youth Employment and Skills Strategy (YESS) that provides wraparound supports and job placements for young people facing employment barriers such as Indigenous youth, racialized youth, youth with disabilities, recent youth immigrants and youth in rural or remote areas.

Similarly, the Opportunities Fund (OF) for Persons with Disabilities supports the goals of the Employment Strategy for Canadians with Disabilities by supporting individuals, employers and enablers. The OF program intends to increase labour market participation for Persons with Disabilities by providing participants with employment supports to help them find and keep good jobs. The program also helps participants advance in their careers and help employers create inclusive, accessible and welcoming workplaces for persons with disabilities. Training is also provided to those with or without disabilities who are in occupations that support persons with disabilities such as sign language interpreters. With a target of 3,735 participants employed or self-employed or returned to school by March 2025, the Opportunities Fund contributes to advancing the 2030 Agenda through its work to support increasing access to the labour market and improving the economic inclusion and quality of life for persons with disabilities.

ESDC's Sectoral Workforce Solutions Program (SWSP) helps key sectors of the economy implement solutions to address their current and emerging workforce needs. SWSP supports projects that focus on a range of industry-driven activities such as training and reskilling workers, helping employers retain and attract a skilled and diverse workforce, and labour market information and tools to help sectors address needs. By 2024 to 2025, the program intends to connect up to 3,750 Canadians with the training they need to access good jobs.

In addition, the Sustainable Jobs Training Fund (SJTF) is a new initiative that leverages the SWSP framework to support training projects that help workers upgrade or gain new skills for jobs in the low-carbon economy. It focuses on low-carbon energy and carbon management, green buildings, and retrofits, as well as electric vehicle maintenance and charging infrastructure. The SJTF aims to support training for up to 15,000 workers by 2028.

ESDC will also test a community-based approach via its Community Workforce Development Program. This program will advance regional and national priorities through local leadership in areas such as decarbonization, technology adoption and blue economy. With an initial target of 25 communities, the program encourages diversity and inclusion with 75% of project participants from one or more underrepresented groups in the labour market. Evidence gathered will inform programs and whole-of-government priorities. This includes, for example, decarbonization and supporting a "just transition" for workers so that they are prepared to work in transforming sectors like energy.

In addition, the Enabling Fund for Official Language Minority Communities (EF-OLMC) program aims to enhance the development and vitality of official language minority communities (OLMCs). These communities consist of Francophones who reside outside of Quebec or English-speaking residents of Quebec. The Program funds fourteen not-for-profit OLMC organizations to engage in economic and human resources development activities for their community. The agreements

will last for a five-year period and were signed in March 2023. The EF-OLMC program is also expanding to fund OLMC organizations to provide employment assistance services to individuals living in OLMCs so that they can find, obtain, or maintain employment.

Implementation strategies supporting the goal

This section is for implementation strategies that support the goal ‘Encourage inclusive and sustainable economic growth in Canada’ but not a specific FSDS target.

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| <p>Increase labour market participation of Persons with Disabilities.</p> | <p>ESDC will continue to support activities designed to provide skills training and employment support to help persons with disabilities find and retain good jobs and advance in their careers and provide support to employers to make workplaces accessible and inclusive for persons with disabilities.</p> <p>Program: Opportunities Fund for Persons with Disabilities Program (OF).</p> | <p>Performance indicator: Number of participants employed or self-employed or returned to school after participating in the program.</p> <p>Starting point: 3,277 (latest results for 2022-2023, including 431 participants from Quebec).</p> <p>Target: At least 3,735 by March 2025.</p> | <p>Under the Opportunities Fund for Persons with Disabilities Program, programming assists persons with disabilities to prepare for, obtain and maintain good jobs and advance in their careers. It supports a wide range of services, including job search supports, pre-employability services, wage subsidies, and work placements, through third-party service providers in partnership with organizations in the community.</p> <p>The OF advances the 2030 Agenda through its work to support increasing access to the labour market, improving the economic inclusion and quality of life for persons with disabilities.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians have access to quality jobs.</p> | <p>Indicator result: In 2024 to 2025, the Opportunities Fund (OF) served over 3,824 persons with disabilities across the country, including 2,318 persons with disabilities that were employed/self-employed and returned to school (this does not include participants from Quebec).</p> |

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| | | | <p><i>CIF Indicator:</i> 8.1.1 Unemployment rate.</p> <p><i>GIF Target:</i> 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities.</p> | |
| <p>Take a sector-by-sector approach to investing in workforce support.</p> | <p>ESDC will support key sectors of the economy implement solutions to current and emerging workforce needs through the Sectoral Workforce Solutions Program (SWSP).</p> <p>Program: Sectoral Workforce Solutions Program (SWSP).</p> | <p>Performance indicator: Number of participants who access or participate in training and transition initiatives.</p> <p>Starting point: The Department is evaluating recent SWSP project outcomes, including the impact and effectiveness of activities targeting sectoral workers and employers, to guide future initiatives. The timing and scope of the next call for proposals will be determined based on available funding.</p> <p>Target: 2,600 individual participants by the end of 2026-2027.</p> | <p>The Sectoral Workforce Solutions Program (SWSP) helps key sectors of the economy implement solutions to address their current and emerging workforce needs. The Program supports projects that focus on a range of industry-driven activities such as training and reskilling workers, helping employers retain and attract a skilled and diverse workforce, including those from equity-deserving groups, and developing workforce solutions, labour market information and tools to address sector-specific labour market needs.</p> <p>Relevant targets or ambitions: Canadian Indicator Framework ambition 8.1: “Canadians have access to quality jobs.”</p> <p>Canadian Indicator Framework ambition 8.5: “Canadians contribute to and benefit from sustainable economic growth.”</p> <p>Global Indicator Framework target 8.3: “Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small- and medium-sized enterprises, including through access to financial services.”</p> | <p>Indicator result: In 2024 to 2025, SWSP supported 24 multi-year projects across various sectors, including tourism, health, and information and communications technology. Nine projects focused on removing barriers and enhancing employment opportunities for persons with disabilities. Together, these initiatives provided training and reskilling to 13,982 Canadians, including 6,713 from equity-seeking groups, surpassing the program’s target of 3,750 participants. They assisted 5,597 employers, including 2,881 small and medium-sized enterprises, by improving access to skilled workers, labour market information, and human resources management tools.</p> |

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| | | | Global Indicator Framework target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.” | |
| Support training and employment opportunities to transition to a net-zero economy. | ESDC will invest in targeted initiatives to help upskill and reskill the current workforce and help Canada adapt and thrive in a low-carbon future. Program: Sustainable Jobs Training Fund | Performance indicator: Number of participants who access or participate in training and transition initiatives. Starting point: Projects anticipated to start winter 2025. Target: 15,000 individual participants by the end of 2027-28. | The Sustainable Jobs Training Fund will support a series of training projects that will help 15,000 workers upgrade or gain new skills for jobs in the low-carbon economy. The Fund will focus on low-carbon energy and carbon management, green buildings and retrofits, as well as electric vehicle maintenance and charging infrastructure. Relevant targets or ambitions: Canadian Indicator Framework ambition 8.1: “Canadians have access to quality jobs.” Canadian Indicator Framework ambition 8.5: “Canadians contribute to and benefit from sustainable economic growth.” CIF Indicator: 8.6.1 Canadians contribute to and benefit from sustainable economic growth – Jobs in the clean technology sector. | Indicator result: Results will be reported in the 2025-2026 Report. Notes: Projects launched in Spring 2025 and not yet able to report on results. |
| Test community-based approaches to national and regional priorities. | ESDC will support local economic development and growth that advances national and regional priority areas like decarbonization through testing community-based approaches to workforce planning and skills training. Program: Community Workforce Development Program | Performance indicator: Number of participating communities responding to national or regional priorities. Starting point: New Program-Announced in Budget 2021 with projects anticipated to start spring/summer 2023. Target: 25 communities by March 31, 2024. | The Community Workforce Development Program advances regional and national priorities through local leadership in areas such as decarbonization, technology adoption and blue economy. The projects supported rural and remote communities and encouraged diversity and inclusion with a requirement that 75% of participants come from one or more underrepresented groups in the labour market. | Indicator result: In 2024 to 2025 the program reached approximately 65 communities. Notes: Final results will be reported in the 2025-2026 Report. |

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| | | | <p>Relevant targets or ambitions: <i>CIF Target/Ambition:</i> 8.1 Canadians have access to quality jobs.</p> <p>8.6 Ambition: Canadians contribute to and benefit from sustainable economic growth. Target: Achieve an 8% growth in jobs in the clean technology products sector by March 31, 2024.</p> <p><i>CIF Indicator:</i> 8.1.1 Unemployment rate.</p> <p>8.6.1 Jobs in the clean technology products sector.</p> <p><i>GIF Target:</i> 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high value added and labour-intensive sectors.</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> | |
| <p>Test community-based approaches to national and regional priorities</p> | <p>ESDC will enhance the development and vitality of official language minority communities (OLMCs). Through its Enabling Fund for Official Language Minority Communities (EF-OLMC) program, EDSC funds OLMC organizations to increase their capacity and services for community economic development (CED), human resources development (HRD) and promoting partnerships.</p> <p>Program: Enabling Fund for Official Language Minority Communities (EF-OLMC).</p> | <p>Performance indicator: Ratio of dollar(s) invested by non-EF-OLMC funded partners for every dollar invested by the EF-OLMC in community economic development and human resource development.</p> <p>Starting point: Baseline year: 2018, based on the Action Plan for official languages 2018-2023.</p> <p>Target: Invest at a ratio of 2 to 1 by March 2027</p> | <p>The EF-OLMC program is ESDC’s flagship program for meeting its obligations under the <i>Official Languages Act</i> (OLA) to enhance the vitality of OLMCs.</p> <p>In line with the spirit of the OLA, the EF-OLMC program follows the “by and for” approach, which considers the needs and priorities of OLMCs in the design and delivery of initiatives. As a result, funded projects are implemented by OLMC organizations for the benefit of individuals living in those communities, as well as their organizations and businesses.</p> | <p>Indicator result: 1.89</p> <p>Notes: Each year, Enabling Fund recipients consistently leverage an amount significantly higher than the base funding received through the program’s community economic development and human resources development stream. The variance between the target (2 for 1) and this year’s result (1.89 for 1) is relatively small and attributable to the</p> |

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| | | | <p>Under stream 1 (Community Economic Development & Human Resources Development), this program strengthens OLMCs' capacity in the areas of community economic development and human resources development and promotes partnerships. Funding is provided to a network of 14 organizations across Canada.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 8.5 - Canadians contribute to and benefit from sustainable economic growth.</p> <p><i>CIF Indicator:</i> 8.5.1 - Gross domestic product per capita.</p> | <p>indexation funding. This additional funding enabled the 14 recipient organizations to remain stable, support their workforce, and strengthen their service delivery capacity.</p> |
| <p>Test community-based approaches to national and regional priorities.</p> | <p>ESDC will also enhance the development and vitality of official language minority communities (OLMCs) by expanding its Enabling Fund for Official Language Minority Communities (EF-OLMC). The program will fund OLMC organizations to provide employment assistance services to individuals living in OLMCs.</p> <p>Program: Enabling Fund for Official Language Minority Communities (EF-OLMC).</p> | <p>Performance indicator: Number of clients who used EAS through a funded OLMC organization.</p> <p>Starting point: Baseline year: 2025, based on the year of program implementation.</p> <p>Target: Up to 43,372 people living in OLMCs annually by March 2027</p> | <p>The EF-OLMC program is ESDC's flagship program for meeting its obligations under <i>the Official Languages Act (OLA)</i> to enhance the vitality of Official Language Minority Communities (OLMCs) in Canada. The EF-OLMC Program follows the "by and for" approach, which considers the needs and priorities of OLMCs in the design and delivery of initiatives. As a result, projects that receive funding under the Program are implemented by OLMC organizations for the benefit of individuals living in OLMCs, as well as their organizations and businesses.</p> <p>Under stream 2 (Employment Assistance Services), the EF-OLMC Program funds OLMC organizations to provide tailored employment assistance services to individuals living in OLMCs so that they can find, obtain, or maintain employment. The Program also ensures that the services it funds are integrated into the broader provincial or territorial skills and employment delivery system to fully support clients' needs.</p> | <p>Indicator result: Results will be provided in the 2025 to 2026 progress report.</p> <p>Notes: In 2024 to 2025, the EF-OLMC program launched and assessed a call for proposals to fund OLMC organizations to provide Employment Assistance Services (EAS). The program collaborated with provinces and territories to add these new services into their skills and employment programs. Organizations serving official language minority communities that received funding will begin helping clients in fiscal year 2025–2026.</p> |

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| | | | <p>Relevant targets or ambitions: CIF Ambition/Target: 8.5 - Canadians contribute to and benefit from sustainable economic growth.</p> <p>CIF Indicator: 8.5.1 - Gross domestic product per capita.</p> | |
| Additional implementation strategy in support of goal 8. | <p>ESDC will continue to help young people (aged 15 to 30 years), make a successful transition into the labour market, including jobs and skills training programs in key sectors of the economy e.g., Science Technology Engineering and Math (STEM), housing, agriculture/agri-food, sustainable jobs, creative and cultural industries, etc.</p> <p>Program: The Youth Employment and Skills Strategy (YESS).</p> <p>YESS includes two programs:</p> <p>1) The Youth Employment and Skills Strategy Program (YESSP), which is an ESDC-led horizontal initiative involving 11 other federal departments, agencies, and crown corporations; and 2) The Canada Summer Jobs (CSJ)</p> | <p>Performance indicator: Number of youth served.</p> <p>Starting point: 97,359 (2019-2020)</p> <p>Target: At least 90,000 youth annually served by March 2026. Target breakdowns per program: YESSP: 5,000 for ESDC. CSJ: 70,000 opportunities</p> | <p>In support of Canada’s 2030 Agenda National Strategy, the Youth Employment and Skills Strategy helps young people (aged 15 to 30 years), particularly those who are facing barriers to employment, get the information and gain the skills, work experience and abilities they need to make a successful transition into the labour market.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 8.1 Canadians have access to quality jobs.</p> <p><i>CIF Indicator:</i> 8.1.1 Unemployment rate. 8.3.1 Proportion of youth not in education, employment, or training.</p> <p><i>GIF Target:</i> 8.6 By 2020, substantially reduce the proportion of youth not in employment, education, or training.</p> | <p>Indicator result: In the fiscal year 2024 to 2025, over 97,000 youth were served across all partners (24,735 including 9,686 for ESDC YESS Program and 72,779 for CSJ).</p> |
| Additional implementation strategy in support of goal 8. | <p>ESDC will encourage economic growth by supporting small and medium-sized employers to create first-year apprenticeship positions in trades found predominantly in the construction and manufacturing sectors, with a focus on improving the participation of equity-deserving groups.</p> <p>Program: Apprenticeship Service (AS) initiative under the CAS</p> | <p>Performance indicator: Number of employers who access supports to hire apprentices.</p> <p>Starting point: New Pilot Program, started in 2021-2022.</p> <p>Target: Between 25,000-55,000 apprentices hired by the end of the pilot March 31, 2024.</p> | <p>The Apprenticeship Service helps apprentices get the hands-on experience they need for a career in the skilled trades. Under the Apprenticeship Service, small and medium-sized employers can get a financial incentive for each first-year apprentice hired in one of 39 eligible Red Seal trades found predominately in the construction and manufacturing sectors. They can get an additional incentive when the apprentice hired is from an equity-deserving group (specifically, women, persons with</p> | <p>Indicator result: During the fiscal year 2024 to 2025, over 8,200 employers accessed supports to hire more than 10,300 apprentices. Of those employers, more than 5,200 accessed supports to hire over 5,800 apprentices from equity-deserving groups.</p> |

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| | | | <p>disabilities, Indigenous Peoples, and members of 2SLGBTQI+ communities, racialized communities, and newcomers). In addition, the Apprenticeship Service provides other supports to employers that will make it easier for them to hire first-year apprentices, such as help on navigating the apprenticeship system and welcoming workplace training.</p> <p>The initiative contributes to Goal 8 of the FSDS by encouraging small and medium-sized employers to hire first-year apprentices in Red Seal trades.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians have access to quality jobs.</p> <p><i>CIF Indicator:</i> 8.1.1 Unemployment rate.</p> <p><i>GIF Target:</i> 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro, small, and medium-sized enterprises, including through access to financial services.</p> | |
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Initiatives advancing Canada’s implementation of SDG 8 – Decent Work and Economic Growth

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and SDG 8, supplementing the information outlined above.

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| <p>The Accessible Canada Act requires entities that are subject to the <i>Act</i> to identify, remove and prevent barriers to accessibility in seven priority areas including employment. When barriers to employment are removed, Canadians with disabilities have increased skill development and employment opportunities. In addition, workplaces are more accommodating and persons with disabilities can participate more fully in the labour market economy. This helps communities and Canada’s economy thrive so that all Canadians benefit.</p> <p>In 2024 to 2025, the department will fund projects aimed at increasing capacity in the professional sign language interpretation sector across Canada. Eligible funding recipients may include entities such as sign language education institutions, professional associations representing interpreters, and community organizations representing sign language users.</p> <p>In 2024 to 2025, the department will continue its work on the development of accessible information and communication technologies (ICT) regulations. ICT is a major gateway to employment. Once finalized, the ICT accessibility regulations will contribute towards removing barriers in federally regulated workplaces.</p> | <p>The <i>Accessible Canada Act</i> contributes to advancing:</p> <p>Global Indicator Framework target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> <p>Performance indicators that support measuring progress in the removal of barriers to employment were published in 2023.</p> | <p>In 2024 to 2025, ESDC funded five organizations to improve access to sign language interpretation by raising awareness of training programs, increasing the number of trained interpreters, and enhancing their overall competencies.</p> <p>The proposed digital technologies accessibility regulatory requirements for organizations under federal jurisdiction were pre-published in Canada Gazette, Part I, in December 2024 for public review.</p> <p>These proposed amendments to the Accessible Canada Regulations are the result consultations with the disability community, federal government organizations, private sector businesses and industry associations representing federally regulated sectors.</p> |
| <p>The Migrant Worker Support (MWS) Program, launched in 2022 by the Government of Canada under the Temporary Foreign Worker (TFW) Program, is aimed at helping temporary foreign workers understand and exercise their rights, contributing to Sustainable Development Goal (SDG) 8—promoting decent work and economic growth. The MWS Program has been extended through Budget 2024 until 2026, continuing to protect temporary foreign workers from abuse and mistreatment. It funds 10 community-based organizations that provide essential services like orientation for new arrivals and community support.</p> | <p>The TFW Program will contribute to advancing:</p> <p>UN Global Indicator Framework target 8.8: “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”</p> <p>Canadian Indicator Framework 8: “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.”</p> | <p>In 2024, funding recipients of the MWS Program recorded 415,789 service activities, including educational webinars, inclusion events, health and legal clinics, mental-health support, language assistance, emergency aid, help applying for government programs like the Open Work Permit for Vulnerable Workers, and support in changing jobs.</p> <p>TFW Program continued to strengthen its compliance regime. It focused inspections in high-risk areas, issued increased penalties for non-compliance, and maintained a confidential tip line, online reporting form, and</p> |

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| <p>The TFW Program has in place a comprehensive compliance regime to protect temporary foreign workers by verifying, through inspections, that employers are meeting their obligations. Temporary foreign workers, who have faced mistreatment or abuse and other concerned parties can contact the Government’s confidential tip line to file an anonymous report. The tip line is available 24 hours a day, 7 days a week with access to live agents offering services in over 200 languages, Monday to Friday from 6:30 AM to 8:00 PM or through the online reporting tool. The Government continues to work closely with all partners to ensure the continued improvement of the Program to better support and protect temporary foreign workers.</p> <p>In addition, as of October 28, 2024, the Program also significantly expanded its efforts to protect temporary foreign workers and to combat suspected misuse of the TFW Program implementing the following key changes: more rigorous oversight in high-risk areas when processing LMIA’s and conducting inspections, eliminating attestations from professional accountants or lawyers as proof of business legitimacy to help ensure job offers are genuine, and increased use of ministerial instructions to suspend positive LMIA’s in cases of suspected misuse, preventing employers from hiring additional temporary foreign workers. Other recent measures have also been implemented under the TFW Program: Effective September 26, 2024, a refusal to process Labour Market Impact Assessment is in place for low-wage positions in Census Metropolitan Areas with an unemployment rate of 6% or more (with some exceptions); employers can hire up to 10% of their total workforce in low-wage positions in a given workplace (with exception granting up to 20% in some sectors); and the maximum duration of employment for low-wage positions has also been reduced from 2 years to 1 year. Furthermore, effective November 8, 2024, the provincial and territorial wage threshold used to determine the applicable stream has been increased by 20% over the current level. By raising the wage threshold, more positions will be subject to the stricter program requirements of the Low-Wage Stream.</p> <p>These changes will help enhance program integrity, while supporting the Government’s goal of reducing temporary</p> | | <p>Consulate Liaison Service for reporting potential situations of worker mistreatment and Program misuse. Information sessions for employers and stakeholders reinforced employer obligations and the rights of temporary foreign workers. The Program took steps to suspend LMIA processing or suspend and revoke previously approved LMIA positions when there was reason to suspect that an employer was not complying or had not complied with program conditions that could put a temporary foreign worker’s health or safety at risk.</p> <p>The Program has also established working groups at the national and regional levels to identify risks, track trends of misuse, and strengthen protections for temporary foreign workers.</p> <p>To better match labour-market conditions, strengthen protections for temporary foreign workers, and effectively reduce Program misuse, new measures have been implemented by the TFW Program. LMIA’s for low-wage jobs in census metropolitan areas with unemployment at or above 6% are refused to be processed (exceptions in construction, healthcare, and food manufacturing). Limiting employers to hiring no more than 10% of their total workforce through the Program (exceptions in construction, healthcare, and food manufacturing). The maximum work duration for low-wage positions has been reduced from two years to one year (except in Primary Agriculture). As of November 8, 2024, the wage threshold used to classify high-wage positions was increased by 20%, reclassifying more jobs under the Program’s Low-wage Stream. This change does not increase Program wage requirements but does compel a greater number of employers to cover transportation costs and ensure access to affordable housing for their temporary foreign workers. Further, lawyers’ and accountants’ attestations can no longer be used to prove an employer’s ability to meet job terms or verify business legitimacy. Increased oversight is also applied in high-risk areas during LMIA processing. As a whole, these measures are expected to enhance program integrity, ensure employer compliance, and reduce employer reliance on temporary foreign workers, while prioritizing the hiring of Canadian workers. In fact, early indicators show that these measures are having the intended results, including reductions in LMIA volumes, with notable</p> |
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| <p>resident levels to 5% by 2027, ensuring the Program remains flexible to the changing labour market conditions, and align with SDG 8 on decent work and economic growth.</p> | | <p>reductions in applications for both low and high wage positions, since September 2024.</p> |
| <p>Canada-wide Early Learning and Child Care Agreements With the support of over \$27 billion provided through the Canada-wide Early Learning and Child Care Agreements, provinces and territories have announced new investments in the early childhood workforce in areas such as hiring, retention, training, and wage increases. Further, in September 2024, the labour force participation rate for women aged 25-54 in Canada was 85.0%. The labour force participation rate for women with a child under 6 was 79%, a 3.3% percentage point increase from September 2019. The Bank of Canada’s recent analysis suggests a rise in the labour market participation rate among women could be due to lower average fees for regulated child care under the Canada-wide early learning and child care system.</p> | <p>The Canada-wide Early Learning and Child Care Agreements contribute to advancing:</p> <p>Canadian Indicator Framework Indicator 8.1.1: Unemployment rate and Labour force characteristics.</p> <p>Canadian Indicator Framework Indicator 8.2.1: Proportion of employees earning less than 66% of the median hourly wage for permanent full-time employees.</p> <p>Global Indicator Framework Indicators:</p> <p>8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.5.1 Average hourly earnings of employees, by sex, age, occupation, and persons with disabilities</p> <p>8.5.2 Unemployment rate, by sex, age, and persons with disabilities</p> <p>8.6.1 Proportion of youth (aged 15–24 years) not in education, employment, or training</p> | <p>Canada-wide Early Learning and Child Care Agreements have been signed with all provinces and territories. Eight of thirteen provinces and territories are delivering early learning and child care at an average of \$10-a-day or less, while the remaining PTs have all reduced fees by at least 50% on average.</p> |
| <p>Under the Labour Market Development Agreements (LMDAs) and the Workforce Development Agreements (WDAs) with provinces and territories, the department helps people across the country prepare for, find, and keep employment. Under the LMDAs, employment benefits enable eligible unemployed individuals to gain skills and work experience through programming such as skills training and wage subsidies. Programs delivered under the Programs delivered under the LMDAs and WDAs provide skills training and employment programming with a focus on those further removed from the labour market and those wishing to upskill. Both the LMDAs and WDAs support a culture of lifelong learning to equip Canadians with skills to thrive in an evolving labour market.</p> | <p>The Labour Market Development Agreements and the Workforce Development Agreements contribute to advancing:</p> <p>Global Indicator Framework target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> | <p>In fiscal year 2023 to 2024, the LMDAs and WDAs funded skills development, and employment supports for youth and adults. LMDAs targeted unemployed workers linked to the Employment Insurance program, while WDAs provided training and job supports for persons with disabilities and other groups with lower labour market attachment.</p> <p>In 2023 to 2024, nearly 798,000 Canadians were provided with training and employment assistance services across the country, including:</p> <ul style="list-style-type: none"> – 175,000 youth (15-24) – over 221,000 persons with disabilities – over 48,000 Indigenous Peoples – nearly 117,000 visible minorities – 350,000 women – 102,000 older workers (55+) <p>Due to a one-year lag on data availability for the LMDAs and WDAs, results for fiscal year 2024 to 2025 will be included in the next Progress Report.</p> |

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| <p>The Indigenous Skills and Employment Training Program is a distinctions-based labour market program designed to support First Nations, Inuit, Métis and Urban/non-affiliated Indigenous People improve their skills and meet their long-term career goals to reduce the skills and employment gaps between Indigenous and non-Indigenous People. These supports are provided by an Indigenous service delivery network, supporting reconciliation and self-determination as priorities are set by Indigenous communities.</p> <p>The Skills and Partnership Fund is a project-based program of \$40 million per year that funds partnerships between Indigenous organizations and industry employers to provide skills training for Indigenous Peoples linked to economic development opportunities.</p> | <p>The Indigenous Skills and Employment Training Program and the Skills and Partnership Fund contribute to advancing:</p> <p>Global Indicator Framework Target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> <p>Canadian Indicator Framework ambition 8.1: “Canadians have access to quality jobs.”</p> <p>Global Indicator Framework Target 8.6: “By 2020, substantially reduce the proportion of youth not in employment, education or training.”</p> <p>The Skills and Partnership Fund contributes to advancing:</p> <p>GIF Indicator: 8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training</p> | <p>The Indigenous Skills and Employment Training Program provided skills training and other supports to Indigenous women and men, including youth and persons with disabilities, to help them find jobs and pursue long-term career goals. Wraparound supports, such as childcare and transportation, removed participation barriers. These efforts contribute to multiple Global and Indicator Framework targets, including decent work, reducing the share of youth not in employment, education, or training, and closing skills and employment gaps between Indigenous and non-Indigenous people.</p> <p>Through the Skills and Partnership Fund, Indigenous Peoples, including many youth, received training and employment supports via projects in the green economy, aquaculture, mining, and information and communications technology. Several initiatives focused on school-to-employment transitions, digital literacy, and careers in the skilled trades.</p> |
| <p>The Canadian Apprenticeship Strategy’s Women in the Skilled Trades initiative funds projects that aim to recruit, retain, and help women apprentices succeed in 39 eligible Red Seal trades found predominantly in the construction and manufacturing sectors. Projects are anticipated to be implemented in 2023 to 2024.</p> | <p>The Canadian Apprenticeship Strategy’s Women in the Skilled Trades initiative contributes to advancing:</p> <p>Global Indicator Framework target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”.</p> | <p>From fiscal year 2023 to 2024 through 2026 to 2027, a four-year investment will fund projects to recruit and retain women apprentices in 39 eligible Red Seal trades, mainly in construction and manufacturing. Twenty-one projects began developing and rolling out their programs in the second half of 2023 to 2024, and about 10,500 women are expected to benefit by 2027. 5,128 individuals participated in skills training or awareness and exploration activities in fiscal year 2024 to 2025.</p> |
| <p>The Women’s Employment Readiness Pilot Program, run under the Skills for Success Program ended on March 31, 2024. It funded organizations to provide and test pre-employment and skill development supports for 4 groups of women: racialized women and/or Indigenous women; women with disabilities; women from the 2SLGBTQI+ community; and women with prolonged workforce detachment. The pilot also tested ways to improve employer inclusivity. Results will inform systemic changes to skills and employment programming for women.</p> | <p>The Women’s Employment Readiness Pilot Program also contributed to advancing:</p> <p>Canadian Indicator Framework ambition 8.1” “Canadians have access to quality jobs.”</p> <p>Global Indicator Framework target 8.5” “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> | <p>During fiscal year 2023 to 2024, the WER Pilot Program served 3,525 participants and ended in 2024. Among those with endpoint data, 64% who were previously unemployed secured jobs, and 24% retained their positions. 32% reported higher annual incomes at midpoint or endpoint, and 54% moved into higher-skilled roles, indicating reduced underemployment and better utilization.</p> <p>Notes: Due to data lag, these outcomes reflect the 2023 to 2024 fiscal year.</p> |

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| <p>The new Union Training and Innovation Program sustainable jobs funding stream under the Canadian Apprenticeship Strategy announced in the 2022 Fall Economic Statement will support unions in leading the development of green skills training for 20,000 apprentices and journeypersons in the trades. This new stream is expected to support the Greening Government Strategy as well as the DSDS goals and targets.</p> | <p>The new Union Training and Innovation Program sustainable jobs stream under the Canadian Apprenticeship Strategy will contribute to advancing:</p> <p>Canadian Indicator Framework ambition 8.6: “Canadians contribute to and benefit from sustainable economic growth”.</p> <p>Canadian Indicator Framework target 8.6.1: “Achieve 25% growth in jobs in the clean technology products sector from 2015 to 2026.”</p> <p>Global Indicator Framework target 8.3: “Promote policies to support job creation and growing enterprises.”</p> | <p>Projects funded through this stream will support unions in leading the development of green skills training for workers in the trades. A call for proposals was launched in June 2024 and closed on September 5, 2024.</p> <p>Results will be provided in the next Progress Report due to a delay in the launch of the program. Projects have not had sufficient time to deliver results.</p> |
| <p>The Foreign Credential Recognition Program (FCRP) helps internationally-trained professionals and skilled newcomers find work in Canada by supporting faster and easier recognition of their foreign qualifications. It provides funding to provinces and territories, regulatory bodies, and other organizations to improve the process of assessing foreign credentials. The program also offers loans and services to help skilled newcomers through this process along with job-related support like work placements, wage subsidies, training, mentoring, and coaching. The goal is to improve the ability to assess foreign qualifications, help skilled newcomers integrate into the Canadian jobs market and enhance labour mobility.</p> | <p>The FCRP contributes to advancing:</p> <p>Canadian Indicator Framework ambition 8.1: “Canadians have access to quality jobs.”</p> <p>Global Indicator Framework target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> | <p>In 2024 to 2025, the FCRP provided direct support to over 5,000 internationally trained professionals (ITPs) through FCR loans and employment support initiatives, while countless more benefited from improvement to FCR processes.</p> <p>61% of participants of the employment support initiatives gained Canadian work experience relevant to their profession or field of study, and 41% found employment in their intended or related occupation. As well, nearly \$5.3 million in FCR loans were issued to 608 ITPs to help them complete the FCR process and/or find employment in their field.</p> |
| <p>The Skills for Success Program funds organizations to deliver training, and to develop assessment tools and training resources to help Canadians to improve their foundational and transferable skills. This helps them to learn other skills (technical and job specific) so that they can adapt and thrive in a rapidly changing labour market.</p> | <p>The Skills for Success Program funds organizations to design and deliver foundational and transferable skills training that contributes to advancing:</p> <p>Global Indicator Framework target 8.5” “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> | <p>In 2024 to 2025, over 6,600 women and over 7,600 men completed training in foundational and transferable skills, along with more than 1,800 individuals with disabilities. Although specific data on youth training is unavailable, 10,300 participants were aged 18 to 34.</p> <p>Skills for Success Program helped over 350 participants in finding employment after completing their training.</p> |
| <p>ESDC, in collaboration with Natural Resource Canada, is actively working to implement the <i>Canadian Sustainable Jobs Act</i>. The Act supports the government in advancing concrete measures, under Canada’s interim Sustainable Jobs Plan, and will ensure ongoing action to help the workforce gain the necessary skills, training and tools for the job opportunities of the global energy transition.</p> | <p>Implementing the <i>Canadian Sustainable Jobs Act</i> contributes to advancing:</p> <p>Canadian Indicator Framework ambition 8.3: “Canadians have access to quality jobs.”</p> <p>Canadian Indicator Framework ambition 8.6: “Canadians contribute to and benefit from sustainable economic growth”.</p> | <p>In 2024 to 2025, ESDC made progress on the three ESDC-led measures in support of the interim Sustainable Jobs (SJ) Action Plan, while working closely with NRCan Sustainable Jobs Secretariat to advance remaining measures and to develop 2025-2030 SJ Action Plan.</p> <p>In the interim SJ Action Plan, ESDC introduced the Sustainable Jobs Stream under Union Training and Innovation Program to support unions in development of green training for workers in Red Seal trades.</p> |

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| | <p>Canadian Indicator Framework target 8.6: “Achieve a 25% growth in jobs in the clean technology products sector from 2015 to 2026”.</p> | <p>ESDC advanced skills development funding towards sustainable jobs by introducing Sustainable Jobs Training Fund to support workers to upgrade or gain new skills for jobs in the low-carbon economy (see details on the program above).</p> <p>ESDC continues to work closely with stakeholders to improve labour market data collection, measurement, and analysis to track creation of sustainable jobs and to support federal reporting.</p> <p>Under the Act, a Progress Report on the interim SJ Action Plan will be published by December 2025.</p> |
| <p>Provide 10 days of paid sick leave for employees in federally regulated private sector that affords them job protection and income security while taking medical leave for personal health, illness or mental health reasons, and addiction treatment.</p> <p>Providing 10 days of paid sick leave to all employees in federally regulated private sector supports Leaving No One Behind as it ensures that workers can take paid sick leave, thereby providing income and protection to workers who may experience inequalities and vulnerabilities.</p> | <p>Provide 10 days of paid sick leave for federally regulated workers contributes to advancing:</p> <p>Canadian Indicator Framework ambition: 8.5: “Canadians contribute to and benefit from sustainable economic growth.”</p> <p>Global Indicator Framework target: 8.3: “Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.”</p> <p>Global Indicator Framework target: 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> | <p>Amendments included under the Act to Amend the <i>Criminal Code and the Canada Labour Code (Bill C-3)</i>, which came into force in December 2022, provide that employees in federally regulated private sectors are entitled to earn and take up to 10 days of paid medical leave per calendar year.</p> <p>ESDC published online guidance documents (Medical leave with Pay - IPG-118 - Canada.ca Stacking - Medical Leave with Pay - IPG-119 - Canada.ca) to support understanding on how to comply with the new requirements.</p> |
| <p><u>Negotiation and implementation of labour provisions of free trade agreements.</u></p> <p>As an ongoing activity, Canada negotiates enforceable labour commitments in free trade agreements to ensure partner countries effectively implement their labour laws, which should in turn reflect and embody internationally recognized labour standards. This supports the compliance of partner countries with international labour standards, including the right to freedom of association and collective bargaining, a safe and healthy working environment, elimination of forced labour and child labour, and elimination of discrimination in employment.</p> | <p>Negotiation and implementation of labour provisions of free trade agreements contributes to advancing:</p> <p>Global Indicator Framework: 8.8: “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”</p> | <p>In 2024 to 2025, Canada launched targeted initiatives to protect workers’ rights and strengthen labour law enforcement worldwide. New technical assistance projects were introduced in the Indo-Pacific and the Americas, building on capacity efforts in Mexico, Jordan, and other developing countries. Enforceable labour provisions were finalized for inclusion in the Canada-Ecuador FTA and the Canada-Indonesia CEPA, and labour negotiations continued with the Association of Southeast Asian Nations (ASEAN). The report highlights Global Indicator Framework 8.8, emphasizing safe, secure working conditions for all, including vulnerable groups. Notably, four new projects, funded through Canada’s Indo-Pacific Strategy and implemented by the International Labour Organization (ILO) in Indonesia,</p> |

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| | | <p>Cambodia, Thailand, and Lao People’s Democratic Republic aim to build the capacity of workers, employers and governments to comply with labour rights. A project in Colombia further boosts governmental capacity to enforce International Labour Standards and implement ILO recommendations along with Canada’s Action Plan.</p> |
| <p>Forced Labour in Global Supply initiatives The department is working with key federal departments on the Government’s commitment to introduce legislation to eradicate forced labour from Canadian supply chains. The department also supports a range of other initiatives including the Canada Border Services Agency (CBSA)’s operationalization of the prohibition on the importation of goods produced in whole or in part by forced labour under the <i>Customs Tariff</i>.</p> <p>In addition, comprehensive and enforceable labour provisions are included in Canada’s free trade agreements to uphold labour protections, including addressing forced labour and child labour, and capacity-building funding to assist partner countries in meeting these obligations is provided.</p> | <p>Forced Labour in Global Supply initiatives contributes to advancing:</p> <p>Global Indicator Framework target: 8.7: “Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025, end child labour in all its forms.”</p> | <p>In 2024 to 2025, ESDC provided policy and technical expertise on labour exploitation issues. It collaborated with Global Affairs Canada, Canada Border Services Agency, and other relevant departments to advance federal efforts to address forced labour and other forms of exploitation in global supply chains. This support included related activities such as public consultations led by the Minister of International Trade in 2024 on potential measures to strengthen the import ban.</p> <p>ESDC engaged domestic and international stakeholders and labour counterparts through forums like the International Labour Organization (ILO), G7, and CUSMA Labour Council to promote decent work. Canada continued including enforceable labour provisions in free trade agreements and launched technical assistance projects in developing countries to support its labour commitments.</p> |
| <p>Address the misclassification of employees in the federally regulated road transportation industry. Employee misclassification happens when an employer does not consider, nor treats a person who is an employee, as an employee. As a result, the employee cannot access standards and benefits that they would normally be entitled to.</p> <p>Addressing misclassification of employees in the federally regulated road transportation industry supports Leaving No One Behind, as it will ensure that all employees in the road transportation industry can benefit from their labour rights and protections equally.</p> | <p>Address the misclassification of employees contributes to advancing:</p> <p>Canadian Indicator Framework ambition: 8.5 “Canadians contribute to and benefit from sustainable economic growth.”</p> <p>Global Indicator Framework target: 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> | <p>Amendments to the <i>Canada Labour Code</i> that took effect in January 2021 established a clear prohibition against the intentional misclassification of employees and allowed ESDC to impose Administrative Monetary Penalties (AMPs) on non-compliant employers. In 2024, additional amendments came into force clarifying that a worker is presumed to be an employee unless the employer can prove otherwise.</p> <p>In the 2022 Fall Economic Statement, the Government committed \$26.3 million over five years, to enhance enforcement and compliance activities against employee misclassification in the federally regulated road transportation industry. This funding established a dedicated team that has completed around 300 inspections and outreach activities in fiscal year 2024 to 2025.</p> <p>ESDC and the Canada Revenue Agency have signed an information sharing arrangement in 2025. This will</p> |

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| | | facilitate the identification of potential unpaid taxes in situations of employee misclassification. |
| The Government of Canada plans to amend the Canada Labour Code to create a new stand-alone leave with three days' pay for workers in federally regulated sectors who experience a pregnancy loss . | <p>Creating a new leave for pregnancy loss contributes to advancing:</p> <p>Canadian Indicator Framework ambition: 8.3 "Canadians have access to quality jobs."</p> <p>Global Indicator Framework target: 8.8 "Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment".</p> | <p>As per the <i>Fall Economic Statement Implementation Act, 2023</i>, employees in the federally regulated private sector will be provided, once in force, with three days of leave following a pregnancy loss, and eight weeks in the event of a stillbirth. The first three days of leave will be paid for employees who have completed three consecutive months of continuous employment with their employer.</p> <p>Proposed Regulations were pre-published in Canada Gazette, Part I, in June 2025.</p> <p>The new leave related to pregnancy loss will come into force in December 2025.</p> |
| The Government of Canada committed to strengthen provisions in the Canada Labour Code to better support working women who need to be accommodated or reassigned during pregnancy and while breastfeeding . | <p>Supporting working women who need to be reassigned during pregnancy and while breast-feeding contributes to advancing:</p> <p>Canadian Indicator Framework ambition: 8.3 "Canadians have access to quality jobs."</p> <p>UN Global Indicator Framework target: 8.8 "Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment."</p> | <p>Part II (Occupational Health and Safety) and Part III (Labour Standards) of the <i>Canada Labour Code</i> provide employees in the federally regulated private sector who are pregnant or breast-feeding several protections in case their duties pose a risk to their health or to the health of their child or foetus.</p> <p>In 2024 to 2025, ESDC continued to review these provisions to ensure that these employees have access to safe working environments, have the right to request job modification or reassignment, and the right to take leave.</p> |
| The Government of Canada requires employers to provide menstrual products in federally regulated workplaces to support and ensure all employees' participation at work, including gender-diverse employees. | <p>Provide menstrual products contributes to advancing:</p> <p>UN Global Indicator Framework target: 8.5: "By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value."</p> | <p>Employers, in federally regulated workplaces are required to provide menstrual products, in each toilet room regardless of its marked gender.</p> <p>This initiative supports and ensures all employees' participation at work, including gender-diverse employees.</p> <p>Unrestricted access to menstrual products can better protect the physical and psychological health and safety risks for menstruating employees, helping to reduce barriers at work.</p> |

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| <p>The Government of Canada amended the <i>Canada Labour Code</i> to improve job protections for federally regulated gig workers by strengthening prohibitions against employee misclassification. This ensures all federally regulated workers receive the protections and employer contributions to which they are entitled. The amendments introduced a presumption that all workers, including gig workers, are employees unless proven otherwise.</p> | <p>Amending the <i>Canada Labour Code</i> to improve job protections for federally regulated gig workers contributes to advancing:</p> <p>Canadian Indicator Framework ambition: 8.5: “Canadians contribute to and benefit from sustainable economic growth.”</p> <p>UN Global Indicator Framework target: 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> <p>UN Global Indicator Framework target: 8.8 “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”</p> | <p>Amendments to better protect gig workers in federally regulated industries by strengthening the prohibition against misclassification in the <i>Canada Labour Code</i> were introduced in the <i>Budget Implementation Act, 2024, No. 1</i>, and came into force in June 2024</p> <p>The new provisions strengthened existing prohibition by ensuring that federally regulated private sector workers, including those in the gig economy, are presumed to be employees unless proven otherwise by the employer and are therefore entitled to protections such as minimum wage, rest breaks, and occupational health and safety.</p> <p>The changes do not affect legitimate independent contractors.</p> |
| <p>The Government of Canada amended to <i>Canada Labour Code</i> to improve eligibility for leave related to the death or disappearance of a child for workers in federally regulated sectors and extend the length of this leave from 52 to 104 weeks. On June 22, 2023, this leave was extended from 104 weeks to 156 weeks.</p> | <p>Improving access to the leave related to the death or disappearance of a child contributes to advancing:</p> <p>Canadian Indicator Framework ambition: 8.3 “Canadians have access to quality jobs.”</p> <p>Global Indicator Framework target: 8.8 “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”</p> | <p>Changes made in the 2023 <i>Budget Implementation Act</i> increased the maximum leave from 104 to 156 weeks. It removed a rule that denied leave if the employee’s child (aged 14 or older) was involved in the crime that caused their death. These updates match changes to the Canadian Benefit for Parents of Young Victims of Crime and took effect on June 6, 2023.</p> |
| <p>The Government of Canada is proposing regulations to implement amendments to the <i>Canada Labour Code</i> related to the new employer requirement to develop an internal “right to disconnect policy” in consultation with employees. This policy will set expectations for work-related communications outside of regular work hours.</p> | <p>New employer requirement to develop an internal “right to disconnect policy” contributes to advancing:</p> <p>Canadian Indicator Framework ambition: 8.3 “Canadians have access to quality jobs.”</p> <p>UN Global Indicator Framework target: 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> <p>UN Global Indicator Framework target: 8.8 “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”</p> | <p>The legislative amendments to the <i>Canada Labour Code</i> were included in <i>Budget Implementation Act, 2024, No.1</i>. Once in force, the amendments will require employers to establish a right-to-disconnect policy that would help limit work-related communication outside of scheduled working hours. This change will ensure employer expectations are clear, employee work-life balance is better protected, and employees are compensated fairly for engaging in work-related communication outside of their scheduled hours of work.</p> <p>They will also require employers to:</p> <ul style="list-style-type: none"> ● review and update the policy every three years; ● consult with employees when developing or updating the policy; ● keep records of the policy and consultations; and ● post and provide the policy to employees. |

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| | | Supporting regulations are under development, with their pre-publication in Part I of the Canada Gazette anticipated in early 2026. |
| <p>The Government of Canada proposes regulations to bring into force amendments to the Canada Labour Code to ensure equal treatment and compensation for employees, including those in precarious work.</p> | <p>Ensuring equal treatment and compensation for employees, including those in precarious work contribute to advancing:</p> <p>Canadian Indicator Framework ambition: 8.3 “Canadians have access to quality jobs.”</p> <p>Canadian Indicator Framework ambition: 8.5: “Canadians contribute to and benefit from sustainable economic growth.”</p> <p>UN Global Indicator Framework target: 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”</p> <p>UN Global Indicator Framework target: 8.8 “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”</p> | <p>The amendments to the <i>Canada Labour Code</i> introduced through the <i>Budget Implementation Act, No. 2, 2018</i>, which have not yet come into force, will ensure equal treatment for employees performing the same work, regardless of their employment status, and provide improved protections to temporary help agency employees from unfair practices. Regulations are required to support the implementation and enforcement of these legislative amendments.</p> <p>Proposed Regulations were pre-published in Canada Gazette, Part I, in February 2025.</p> <p>Final Regulations are expected to be published in <i>Canada Gazette, Part II</i>, by the end of 2025.</p> |



GOAL 9: FOSTER INNOVATION AND GREEN INFRASTRUCTURE IN CANADA

Initiatives advancing Canada’s implementation of SDG 9 – Industry, Innovation and Infrastructure

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and the SDG 9.

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| <p>As part of the Future Skills Initiative, ESDC funds the Future Skills Centre, an independent innovation and applied research centre. The Centre prototypes, tests, and evaluates innovative approaches to skills assessment, training, and development. One of the Centre’s areas of focus is Skills for a Net-Zero Economy. So far, the Centre has implemented over 378 innovation and research projects spanning over 20 industries that will directly benefit from the Centre’s work. To date, these projects have helped over 91,000 Canadians access skills training and/or employment. In addition, over 73% of the Centre’s funding supports underrepresented groups including women, racialized groups, Indigenous Peoples, and persons with disabilities. Innovation projects supporting sustainability have tested training interventions such as work integrated learning, short-duration training, employer awareness raising, mentorship employment assistance, and wrap around supports,</p> <p>In October 2024, the Centre launched a new “Skills Horizon:” call for proposals to fund organizations nationwide to tackle Canada’s most pressing skills and labour market challenges. This includes a focus on sustainable jobs to support projects that will advance skills development and transition planning for a decarbonized economy. Funded projects are expected to start by April 2025.</p> | <p>The Future Skills Centre’s work contributes to advancing: Canadian Indicator Framework ambition 9.1: Canada fosters sustainable research and innovation.</p> | <p>In fiscal year 2024 to 2025, the Future Skills Centre (FSC) reached more than 46,000 Canadians in offering training and employment supports through their innovation projects, including a focus on sustainable jobs. Sustainable Jobs for a Net-Zero Economy is one of five FSC priority areas. Under this focus, FSC has funded over 25 projects to develop and deliver training interventions—such as work-integrated learning, mentorship, employer-led training, technical upskilling and labour-market trend analysis, targeting underrepresented groups.</p> <p>FSC supports a suite of projects and publications that equip workers, employers and policymakers for success in a green economy.</p> <p>Workforce 2030 (WF2030) assists workers affected by COVID-19 to transition into the green building sector. The Skills Needs for Mass Timber Production initiative (SNMTP) identifies the essential skills for sustainable construction materials and aligns training with industry demand. The Development of Canada’s National Occupational Standards for a Sustainable Blue Economy (NOS-SBE) sets standards for the responsible use of aquatic resources to address climate change. Planning for Sustainable Jobs 101 (PSJ101) offers stakeholders strategies to create sustainable employment that</p> |

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| | | benefits both communities and the environment while ensuring a just transition to a low-carbon economy. |
| The Sustainable Jobs Training Fund will support a series of training projects that will help 15,000 workers upgrade or gain new skills for jobs in the low-carbon economy. The Fund focus on low-carbon energy and carbon management, green buildings and retrofits, as well as electric vehicle maintenance and charging infrastructure. | The Sustainable Jobs Training Fund will contribute to advancing: <i>CIF Ambition/Target:</i> Canadians have access to modern and sustainable infrastructure. <i>CIF Indicator 9.6.1:</i> Number of publicly available electric vehicle charging and alternative fuelling stations in Canada. | The Sustainable Jobs Training Fund (SJTF) is included under SDG 8 as it primarily supports the Canadian workforce in getting the skills, training and opportunities necessary to transition to net-zero. While the SJTF does not fund the creation of new charging stations, it indirectly supports this indicator by developing the skills of workers who would work on EV maintenance. |
| The Accessible Canada Act requires entities identify, remove and prevent barriers to accessibility in seven priority areas. These include areas that support inclusive industrialization, such as transportation, the built environment, and information and communications technologies (ICT). As barriers in these areas are removed over time and it becomes the norm to consider accessibility from the start, it will be easier for persons with disabilities to access information, public buildings and use public transportation systems. | <i>The Accessible Canada Act</i> contributes to advancing: Global Indicator Framework target 9.1: “Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.” Performance indicators that support measuring progress in the removal of barriers to accessibility in the areas of transportation and ICT will be published in 2023. | In 2023, the Department published performance indicators to measure progress in the removal of barriers to accessibility in the areas of transportation and ICT. In 2025, performance indicators were published to measure progress in the removal of barriers to accessibility in the area of the built environment. Initial Data for those priority areas are published on the Accessibility Statistics Hub: Accessibility Statistics |
| Alternate Format Business Technology Challenge ESDC joined forces with Innovation, Science and Economic Development (ISED) to create the Alternate Format Business Technology Challenge. The purpose of the challenge is to encourage innovation. This helps increase access to alternate format materials for Canadians with print disabilities. This project will develop an assistive voice app that would include new software and the use of smart speakers. | The Alternate Format Business Technology Challenge contributes to advancing: Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.” Global Indicator Framework target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.” | The Alternate Format Business Technology Challenge encourages innovation and increased access to alternate format materials for Canadians with print disabilities. The challenge focused on developing a prototype for an assistive voice application designed to enhance accessibility for regional news, academic texts, and government websites, was completed in the fiscal year 2024 to 2025. This app successfully converts text to audio in real-time and allows for voice navigation. |



GOAL 10: ADVANCE RECONCILIATION WITH INDIGENOUS PEOPLES AND TAKE ACTION ON INEQUALITY

FSDS Context:

ESDC recognizes the importance of the *United Nations Declaration on the Rights of Indigenous Peoples Act* (UNDRIP), and actively supports the advancement of reconciliation with Indigenous Peoples via ongoing efforts in the development, design and implementation of its programs and services, as well as the department's internal operations.

Co-developed with a network of Indigenous partners across Canada, the department's Indigenous Skills and Employment Training Program intends to serve and support skills development, training, and employment by way of a distinctions-based approach to better meet the needs of First Nations, Inuit, Métis, and Urban/Non-affiliated Indigenous People. By March 31, 2024, the Indigenous Skills and Employment Training Program intends to serve at least 40,000 new Indigenous participants and support at least 16,500 Indigenous People find employment. Looking ahead, ESDC will continue to work with Indigenous partners to test new approaches to investment coordination, priority setting and project and partnership development under the Skills and Partnership Fund. This Fund will also support sustainable employment and help ensure projects funded to provide skills training continue to meet the needs of Indigenous communities and employers.

The department will also work to reduce inequality by focusing its efforts on removing barriers faced by persons with disabilities, through its implementation of the Disability Inclusion Action Plan (DIAP). Persons with disabilities represent a diverse and significant portion of the Canadian population. Almost 1 in 3 Indigenous People have a disability—a much higher rate than that of the general population. ESDC will use GBA plus analysis to inform an intersectional approach to serve populations experiencing disability. To support the approach, the department is engaging with National Indigenous Organizations and holders of Modern Treaty and Self-Government Agreements to

ensure the specific concerns of Indigenous populations are addressed in a culturally appropriate manner and meet all necessary modern treaty obligations and commitments.

ESDC is the policy lead within the Government of Canada to coordinate and implement the objectives of the United Nations International Decade for People of African Descent. The Decade is a global call to action to address issues impacting people of African descent in the areas of recognition, justice and development. In December 2024, the United Nations adopted a resolution for a Second International Decade, which will span from January 2025 to December 2034. The Government of Canada co-sponsored the resolution and ESDC will continue to work in close collaboration with other departments and partners to advance a whole-of-government approach to improve the social and economic well-being of Black communities across Canada.

And finally, ESDC will also work to reduce inequality through new funding models. Initiatives like the Black-led Philanthropic Endowment Fund demonstrate the department is creating long-term sustainable funding and self-sustaining resources for Black-led, Black-focused, and Black-serving organizations in Canada. The fund is led by Black communities in Canada and will support projects that seek to combat anti-Black racism and increase social and economic outcomes for Black communities.

Target theme: Advancing reconciliation with First Nations, Inuit, and Métis communities.

Target: Between 2023 and 2026, and every year on an ongoing basis, develop and table annual progress reports on implementing *the United Nations Declaration on the Rights of Indigenous Peoples Act* (Minister of Justice and Attorney General of Canada)

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> . | ESDC will provide Indigenous cultural competency training and/or training on the United Nations Declaration on the Rights of Indigenous Peoples. All employees need to complete at least one Indigenous Awareness and Reconciliation learning activity which can be, for example, a course offered through the Canada School of Public Service (PSPC) or participating in an Indigenous Employees' Circle, or an Indigenous Learning Event hosted by the ESDC College. Initiative: ESDC Essential Training Curriculum for Employees. | Performance indicator: Percentage of staff who have completed Indigenous cultural competency training (internal or external). Starting point: Actual of staff trained for 2022-23: 81% Target: Achieve and maintain 100% of eligible employees annually. | As part of the ESDC Essential Training Curriculum for Employees, all indeterminate and term employees across ESDC, Service Canada and the Labour Program must complete Indigenous Awareness and Reconciliation learning activities. This is an ongoing, annual commitment. Relevant targets or ambitions: <i>GIF Target - 10.3</i> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard. | Indicator result: 85% of employees have attested to completing the Indigenous Awareness and Reconciliation activity as part of the 2024 to 2025 ESDC Essential Training Curriculum. |
| Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> . | ESDC will continue to support the skills development and employment of Indigenous Peoples through Indigenous labour market programs. Program: Indigenous Skills and Employment Training Program (ISET). | Performance indicator: Number of Indigenous participants who obtain employment following service interventions. Starting point: 16,339 (average of 2018-19 to 2020-21*) <i>*Includes last year of predecessor program, Aboriginal Skills and Employment Training Strategy (ASETS)</i> Target: At least 16,500 Annually | The Indigenous and Skills and Employment Training Program helps reduce the skills and employment gaps between Indigenous and non-Indigenous Peoples by providing Indigenous Peoples with opportunities to develop and improve their skills and attain employment. The Program funds and supports a network of Indigenous agreement holders (service delivery providers) across Canada that design and deliver a full suite of skills development and employment training and supports targeting all Indigenous People. Co-developed with Indigenous partners, the Program is founded in a distinctions-based approach to better meet the needs of First Nations, Inuit, | Indicator result: 18, 717 for 2024 to 2025. |

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| | | | <p>Métis, and Urban/Non-affiliated Indigenous Peoples.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p><i>CIF Indicator:</i> Gini Coefficient.</p> <p><i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> | |
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Implementation strategies supporting the goal

This section is for implementation strategies that support the goal “**Advance reconciliation with Indigenous Peoples and take action on inequality**” but not a specific FSDS target

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| Support economic development and entrepreneurship in Indigenous communities. | ESDC will continue to support economic development and entrepreneurship in Indigenous communities through partnerships between Indigenous communities/organizations and employers to support training to employment of Indigenous Peoples. | <p>Performance indicator: Number of Indigenous participants who obtain employment following interventions under the SPF.</p> <p>Starting point:</p> | The Skills and Partnership Fund contributes to the FSDS goal 10 and Canada’s 2030 Agenda as the SPF is a project-based fund that supports partnerships between Indigenous organizations and industry employers to provide skills training for Indigenous Peoples linked to economic opportunities at the local, | <p>Indicator result: 876 for 2024 to 2025.</p> <p>Notes: The cumulative results will be available by 2027.</p> |

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| | <p>Program: Skills and Partnership Fund (SPF)</p> | <p>6,917 (total multi-year results from last round of projects, 2017-18 to 2022-23)</p> <p>Target: At least 6,500 by March 31, 2028 (multi-year cumulative target upon completion of projects 2023-24 to 2027-28, with results reported annually, <i>including cumulative results by March 31, 2027 to align with Sustainable Development Strategy timelines</i>)</p> | <p>regional and national level. Funding recipients deliver supports and services to First Nations, Inuit and Métis peoples to help them develop the necessary skills and training to secure jobs which advances reconciliation with Indigenous Peoples and takes action on inequality.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 10.1 Canadians live free of discrimination and inequalities are reduced. <i>CIF Indicator:</i> 10.1.1 Gini Coefficient <i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> | |
| <p>Support economic development and entrepreneurship in Indigenous communities.</p> | <p>ESDC will use the Social Finance Fund to facilitate investments in a range of diverse social purpose organizations, that are led by or serving diverse equity deserving groups. \$50 million of the Social Finance Fund was allocated to the Indigenous Growth Fund (IGF), which provides access to capital for Indigenous Financial Institutions and Indigenous small and medium-sized enterprises (SMEs). The National Aboriginal Capital Corporations Association (NACCA) manages and administers the IGF.</p> <p>Program: Social Finance Fund-Social Innovation and Social Finance Strategy (SI/SF)</p> | <p>Performance indicator: Percentage of SFF investments into social purpose organizations that target advancing social equity.</p> <p>Starting point: New program (2023).</p> <p>Target: 35% of investments target advancing social equity by March 31, 2039 (end of the program).</p> <p>Note: that the IGF is independently managed by NACCA, which has its own set of targets.</p> | <p>The Social Finance Fund (SFF) supports social purpose organizations led by or serving diverse equity-deserving groups such as (among others), Indigenous Peoples including First Nations, Inuit and Métis communities. Through wholesalers (investment managers) Indigenous-led and Indigenous-serving social finance intermediaries (e.g., credit unions, community loan funds, private equity firms), and social purpose organizations (SPOs), can access financing to grow their businesses and support economic reconciliation and development in their communities. The \$50 million of the SFF allocated towards the IGF is managed by NACCA, a network of over 50 Aboriginal Financial Institutions. This allocation supports the self-</p> | <p>Indicator result: As of December 2024, 32% of the Social Finance Fund's (SFF) investment commitments in Social Finance Intermediaries (SFIs) targeted advancing social equity. Those SFIs, directed at least 10% of their social finance investment commitments into social purpose organizations (SPOs) with a focus on social equity.</p> <p>Notes: Wholesalers' investments into SFIs : Among Social Finance Intermediaries (SFIs) that reported meeting social equity thresholds, about 86% of their investment commitments advance social equity.</p> |

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| | | | <p>governance of Indigenous Peoples and advances Indigenous economic development.</p> <p>In support of Canada's 2030 Agenda National Strategy, the Social Finance Fund is contributing to Canada's commitment for Indigenous self-determination through its investment into Indigenous-led businesses, projects, and into Indigenous communities.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 10.1 Canadians live free of discrimination and inequalities are reduced.</p> <p><i>CIF Indicator:</i> 10.4.1 Median household after-tax income.</p> <p><i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> | <p>SFIs' investments into SPOs: Social purpose organizations (SPOs) that reported meeting social equity or gender equality thresholds direct about 66% of their Social Finance Fund (SFF) investment commitments to those objectives. All SFF recipients must begin full reporting in April 2026.</p> |
| <p>Support economic development and entrepreneurship in Indigenous communities.</p> | <p>In response to the Mandatory Procedures for Contracts Awarded to Indigenous Businesses, ESDC will continue to implement its Indigenous Procurement Strategy. This strategy helps business groups across the department support the requirement to allocate a target percentage of their assigned budgets to Indigenous spending.</p> <p>Initiative: ESDC Indigenous Procurement Strategy.</p> | <p>Performance Indicator: Total Percentage of contracts with Indigenous businesses.</p> <p>Starting Point: 4% (forecasted) in 2022-2023</p> <p>Target: 5% by March 31, 2024.</p> | <p>Through the implementation of its Indigenous Procurement Strategy, ESDC is supporting the Indigenous business community. To ensure the success of the strategy, the department is updating procurement documents and web pages, providing training and information sessions to procurement personnel as well as liaising with other government departments (ISC, TBS, PSPC). In 2023-24, the department will also be reaching out to the Indigenous</p> | <p>Indicator result: For 2024 to 2025, ESDC awarded 6.91% of the total value of all contracts to Indigenous businesses.</p> |

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| | | | <p>business community by issuing a Request for Information (RFI) looking at increasing communications and/or opportunities for strategy implementation.</p> <p>Relevant targets or ambitions:</p> <p><i>GIF targets:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p> | |
| <p>Implement the <i>United Nations Declaration on the Rights of Indigenous Persons Act</i>.</p> | <p>The 2023 <i>United Nations Declaration for the Rights of Indigenous Persons Act</i> (UNDA) Action Plan calls on the Government of Canada to ensure that the implementation of the ACA with respect to First Nations band councils is culturally appropriate and that First Nations are supported in building capacity and expertise to advance accessibility at the community level.</p> <p>The Department is exploring avenues to advance work on a tailored approach to the application of the ACA to First Nations band councils that meets UNDA s. 5 obligations to consult and cooperate with Indigenous Peoples.</p> | <p>Performance indicator: Indicators to support measuring progress in advancing accessibility on First Nations reserves will be developed once the tailored approach has been developed.</p> <p>Starting point: New program.</p> <p>Target: New program.</p> | <p>The development and implementation of a tailored approach to implementation of the ACA on reserve directly supports FSDS Goal 10: Advancing Indigenous Reconciliation and Take Action on Inequality through the identification and removal of barriers to accessibility in First Nations communities on reserve.</p> <p>It also contributes to SDG Goal 10: Reduce inequality within and among countries.</p> <p>Relevant targets or ambitions:</p> <p><i>GIF Targets:</i> 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin,</p> | <p>Indicator result: Performance indicators have yet to be determined as the tailored approach development is still at an early stage.</p> <p>Notes: In 2024, ESDC funded the development of parameters for a culturally appropriate First Nations Accessibility Assessor Training Program (FNAATP). This Phase I work defined the scope of the program’s curriculum.</p> |

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| | <p>ESDC has recently launched an initiative to support the co-development of a culturally appropriate First Nations Accessibility Assessor Training Program that would result in a network of trained assessors able to work with individual First Nations communities in identifying and prioritizing their accessibility needs.</p> <p>Program: Accessible Canada Initiative</p> | | <p>religion or economic or other status.”</p> <p>10.3: “Ensure equal opportunity and reduce inequalities of outcomes, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.”</p> | |
| <p>Support accessibility and employment opportunities for persons with disabilities.</p> | <p>ESDC will continue to remove employment barriers faced by persons with disabilities by supporting the public service commitment to hire 5,000 persons with disabilities by 2025 outlined in the Government of Canada Disability Action Plan released in October 2022.</p> <p>Program: Disability Inclusion Action Plan and 3-year ESDC Accessibility Plan.</p> | <p>Performance indicator: <u>Hiring of persons with disabilities</u> Number of new ESDC employees who self-identify as a person with disabilities as of April 1, 2022.</p> <p>Starting point: 424 as of April 2022.</p> <p>Target: 1,187 employees with disabilities by 2025.</p> <p>Performance indicator: <u>Promotion of persons with disabilities</u> Percentage of annual promotion rates of ESDC employees with disabilities as of April 1, 2022</p> <p>Starting point: 4.1% set by TBS in December 2020</p> <p>Target: 6.0% by 2025 set by TBS in December 2020</p> | <p>In support of the Government of Canada’s Disability Inclusion Action Plan (DIAP) and per the Accessible Canada Act and its regulations, ESDC has developed its own departmental commitments through its ESDC 3-year accessibility plan. ESDC is also completing its Employment Systems Review by Fall 2023 to update its Diversity and Inclusion Action Plan by collaborating with the seven ESDC diversity networks, one of which is the Employees with Disabilities Network. Source: ESDC Letter on Implementation of the Call to Action on Anti-Racism, Equity and Inclusion.</p> <p>To measure progress, ESDC contributes to the Accessibility Strategy for the Public Service of Canada by supporting promotional opportunities and workplace well-being of employees with disabilities. ESDC Letter on Implementation of the Call to Action on Anti-Racism, Equity and Inclusion; Progress report: Employment and Social</p> | <p>Indicator result: Hiring of persons with disabilities: A total of 3,149 employees with disabilities were hired as of March 31, 2025.</p> <p>There will not be an update on this indicator in the future reports.</p> <p>Promotion of persons with disabilities: In fiscal 2024 to 2025, the promotion rate for employees with disabilities (PWD) reached 6.7%.</p> <p>Retention of persons with disabilities: The 2024 Public Service Employee Survey (PSES) indicates 8% of employees with disabilities experience significant stress due to accessibility issues. 19% of them identified accommodation issues to be a significant cause of work-related stress.</p> |

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| | | <p>Performance indicator <u>Retention of persons with disabilities</u> Percentage of employees with disabilities who state that accessibility or accommodation issues cause stress at work to a large or very large extent.</p> <p>Target: 10% by 2025 set by TBS in December 2020</p> <p>Starting point: 20% set by TBS in December 2020</p> <p>Source: ESDC Letter on Implementation of the Call to Action on Anti-Racism, Equity and Inclusion.</p> | <p>Development Canada 3-year accessibility plan – 2023.</p> <p>As one of the largest employers in Canada, to strengthen diversity and inclusion and to address systemic barriers and biases faced by equity-seeking groups in the public service including persons with disabilities, ESDC is implementing new legislative and regulatory amendments of the <i>Public Service Employment Act</i>, effective in July 2023. Our selection process for employment opportunities will look at assessment methods and tools to minimize biases and barriers towards hiring persons with disabilities.</p> <p>Dedicated training sessions on <i>Mitigating Biases and Barriers in Appointment Processes at ESDC</i> provide opportunities to recognize barriers and biases when selecting candidates.</p> <p>Relevant targets or ambitions:</p> <p><i>GIF Target: 10.2</i> By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p><i>GIF Target: 10.3</i> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard.</p> | |
| <p>Support accessibility and employment opportunities for persons with disabilities.</p> | <p>ESDC will support accessible and inclusive communities by improving access to alternate format reading</p> | <p>Performance indicator: Number of alternate formats documents produced.</p> | <p>Through its implementation of the Disability Inclusion Action Plan (Pillar 3: Accessible and Inclusive</p> | <p>Indicator result: Indicator results will not be available for reporting until 2027.</p> |

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| | <p>materials for persons with print disabilities.</p> <p>Programs: Social Development Partnerships Program-Disability (SDPP-D); and Equitable Access to Reading Program (EARP) Disability Inclusion Action Plan (Pillar 3 Accessible and Inclusive Communities)</p> | <p>Starting Point: Continued improvement of availability and access to alternate format print materials.</p> <p>Target: Launch new Equitable Access to Reading Program in 2024. Improved access to alternate format reading materials for persons with print disabilities through innovative partnerships.</p> <p>ESDC and Statistics Canada conducted a Survey on Accessible Print Materials to help understand the needs and challenges of persons who require printed reading materials in alternate formats. ESDC-led engagement with stakeholder organizations and persons with print disabilities.</p> <p>Funding provided to the Centre for Equitable Library Access (CELA) and National Network for Equitable Library Service (NNELS) in 2022-2023 and 2023-2024 to support the production of alternate format readings materials. The EARP aims to create 1000 new accessible works for each \$1million in funding.</p> | <p>Communities) addresses physical, communication, and attitudinal barriers that prevent persons with disabilities from fully participating in communities and the economy. Actions under this pillar include funding the production of alternate format reading materials in 2022-2023 and 2023-2024 through the Social Development Partnerships Program-Disability (SDPP-D). In addition, the Government has created a new Equitable Access to Reading Program that launched in 2024 to boost the production of accessible format reading materials through innovative partnerships. The first call for proposal was launched in May 2024.</p> <p>How action contributes to goals, strategy, and/or SDGs: The Disability Inclusion Action Plan (Pillar 3) contributes to advancing SDG 10: Reduced Inequalities.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Ambition 10.1 “Canadians live free of discrimination and inequalities are reduced.” <i>GIF Target:</i> 10.2 “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p> | <p>Notes: Equitable Access to Reading Program (EARP) was launched in 2024 and 5 organizations were funded with agreements in place for fiscal year 2024 to 2025 continuing until 2026 to 2027.</p> |
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| <p>Support accessibility and employment opportunities for persons with disabilities.</p> | <p>ESDC will fund projects that support Canadian communities and workplaces to be more accessible for persons with disabilities.</p> <p>Program: Enabling Accessibility Fund (EAF).</p> <p>There are 3 program components in the EAF:</p> <p>1. The youth innovation component encourages youth to find accessibility barriers in their communities. They work with local organizations to improve accessibility and safety in community spaces and workplaces. Grant funding can be up to \$10,000 per project.</p> <p>2. The small projects component provides grant funding for small-scale construction and communication technology projects that improve accessibility in communities or workplaces. Grants can be up to \$200,000 per project.</p> <p>3. The mid-sized projects component gives funding for larger construction projects. These projects must offer a holistic suite of programs and services that support the inclusion of persons with disabilities in their communities and the labour market. Contributions can be up to \$3 million per project.</p> | <p>Performance indicator: Number of completed projects (community spaces and workplaces that are more accessible due to Enabling Accessibility Fund funding).</p> <p>Starting point: 1,060 projects funded in fiscal year 2022-2023 (Note: this baseline is significantly higher than the target due to additional funding received through Budget 2021 for fiscal year 2022-2023).</p> <p>Target: 257 community spaces and workplaces by March 31, 2025.</p> | <p>The Enabling Accessibility Fund project funding supports Goal 9 by fostering innovation in accessible infrastructure and reducing accessibility barriers, ensuring Canadian community infrastructure such as workplaces and community organizations become more accessible for persons with disabilities.</p> <p>EAF funding contributes to:</p> <p>SDG 3: Ensure healthy lives and promote well-being for all at all ages SDG 8: Decent Work and Economic Growth SDG 9: Develop infrastructure with a focus on equitable access for all SDG 10 – Reduce inequality</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 3.5 “Canadians have healthy and satisfying lives” and associated indicator: “Percentage of Canadians who are satisfied or very satisfied with their life”; <i>CIF ambition</i> 10.1: “Canadians live free of discrimination and inequalities are reduced.”</p> <p><i>GIF Target:</i> 8.5 “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”; 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”; 10.3: “Ensure equal opportunity and reduce inequalities of outcome, including by eliminating</p> | <p>Indicator result: 425 community and workplace projects were funded in fiscal year 2024 to 2025.</p> <p>Notes: The target was exceeded because EAF received funding that had not been previously used. This additional funding allowed the EAF to support more projects than previously planned.</p> |
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| | | | discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard”; and 11.7: “By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.” | |
| Support entrepreneurship and community development in Black communities. | <p>ESDC will support the Social Finance Fund which will facilitate investments into a range of diverse social purpose organizations (SPOs), that are led by or serving diverse equity deserving groups. The Social Finance Fund program is part of the Social Innovation and Social Finance (SI/SF) Strategy.</p> <p>Program: Social Finance Fund-Social Innovation and Social Finance Strategy (SI/SF).</p> <p>ESDC will support the Supporting Black Canadian Communities Initiative by providing capacity building funding to not-for-profit organizations that are Black-led, Black-serving or Black-focused.</p> <p>Program: Supporting Black Canadian Communities Initiative</p> <p>Black-led Philanthropic Endowment Fund is a long-term source of funding for Black-led, Black-focused and Black-serving charities and non-profits in Canada. The Foundation for Black Communities (FFBC), a Black-led organization, is responsible for administering the Fund.</p> <p>Initiative:</p> | <p>Performance indicator: Percentage of SFF investments into social purpose organizations that target advancing social equity.</p> <p>Starting point: New program (2023)</p> <p>Target: 35% of investments target advancing social equity by March 31, 2039 (end of the program)</p> <p>Performance Indicator: Percentage of organizations reporting an improvement in one or more aspect of organizational capacity.</p> <p>Target: 50% of organizations report an increase in one or more aspects of organizational capacity.</p> <p>Performance Indicator: Annual Return on Investment on the Fund’s investments</p> <p>Starting point: Reporting on investment returns will start from 2024-25</p> <p>Target: 6% (subject to market conditions)</p> <p>Performance Indicator: Number of Black-led, Black-focused and Black-serving charities and</p> | <p>The Social Finance Fund (SFF) program will support investment to reach and support organizations that are led by or serve equity deserving groups, including Black peoples. The program will provide flow-through flexible financing towards social purpose organizations (e.g., charities, non-profits, social enterprises, co-operatives) that have a dedicated social or environmental mission. The SFF is particularly focused on ensuring investment reaches social finance intermediaries (e.g., credit unions, community loan funds, private equity firms), and social purpose organizations that are led by equity-deserving groups, which includes Black peoples and support to Black communities. The program contributes to Canada’s 2030 Agenda National Strategy through its social equity focus that will emphasize investment into businesses and organizations that are led by and serve equity deserving groups.</p> <p>The SBCCI takes targeted measures to build capacity and foundational infrastructure in Black communities. SBCCI supports capacity-building of Black-led, Black-serving community-based organizations to improve their efficiency and reduce existing gaps</p> | <p>Indicator result: 1) Percentage of SFF investments into social purpose organizations that target advancing social equity:</p> <p>The Social Finance Fund (SFF) reported that 32 percent of its wholesale investment commitments in Social Finance Intermediaries (SFIs) targeted social equity. Those SFIs, in turn, reported that at least 10 percent of their social finance investment commitments in social purpose organizations (SPOs) advanced social equity.</p> <p>Notes:</p> <ul style="list-style-type: none"> Wholesalers’ investments into SFIs: Amongst SFIs that proactively reported meeting social equity thresholds, approximately 86 percent of SFF’s wholesale investment commitments advanced social equity objectives. SFIs’ investments into SPOs: Among SPOs that proactively reported meeting these thresholds, approximately 66 percent of SFI investment commitments advanced social equity objectives. |

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| | <p>Black-led Philanthropic Endowment Fund</p> | <p>non-profits that receive funding through the Fund's CFPs</p> <p>Starting point: 107 in 2023-24</p> <p>Target: 100</p> | <p>in adequate funding for community organizations between Black-serving organizations and non-Black-serving organizations. SBCCI also provides funding for capital assistance projects including renovations or retrofits, purchases of equipment, and enhancement of accessibility in the physical environment.</p> <p>The Black-led Philanthropic Endowment Fund receives investment income and uses the income to support projects that aim to combat anti-Black racism and improve social and economic outcomes in Black communities.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced <i>CIF Indicator:</i> Median household after-tax income <i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> | <p>2) Percentage of organizations reporting an improvement in one or more aspect of organizational capacity:</p> <p>Supporting Black Canadian Communities Initiative (SBCCI): Under the Third Call for Proposals, 100% of participating organizations demonstrated improvement in at least one aspect of their organizational capacity.</p> <p>3) Annual Return on Investment on the Fund's investments:</p> <p>In fiscal year 2024 to 2025, the Black-led Philanthropic Endowment Fund (BLPEF) delivered an annual return of 4.04%.</p> <p>4) Number of Black-led, Black-focused and Black-serving charities and non-profits that receive funding through the Fund's CFPs:</p> <p>161 organizations in 2024 to 2025.</p> |
| <p>Implement the 50-30 challenge.</p> | <p>ESDC will support the Social Finance Fund (SFF) which will implement the 50-30 Challenge. The SFF facilitates investments into a range of diverse SPOs through initial disbursements to wholesalers (investment managers) who in turn will invest into social finance intermediaries (e.g., credit union, private equity). The SFF will focus on SPOs that are led by or serving diverse equity deserving groups. The Social Finance Fund program is part</p> | <p>Performance indicator: Percentage of women and/or gender diverse people and equity deserving groups in staffing at the senior management levels as well as in the board of directors, investment committee, advisory committee, and any future or subsequently formed or introduced governance body for the wholesaler(s) per fiscal year starting in 2025.</p> | <p>The Social Finance Fund (SFF) will provide repayable funds to a small number of investment managers known as wholesalers. As part of their funding agreement, wholesalers shall ensure that the composition of the board of directors, the advisory committee, the investment committee, and any future or subsequently formed or introduced governance body as well as staffing at the senior management level to meet what the</p> | <p>Indicator result:</p> <p>The results are not yet available as the 50-30 challenge is starting in 2025.</p> <p>Results will be made available once duly reported to the Department.</p> <p>Notes:</p> <p>As of December 2024, early results suggest that wholesalers are on track to meeting the 50-30 targets in most of their governance</p> |

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| | <p>of the Social Innovation and Social Finance (SI/SF) Strategy.</p> <p>Program: Social Finance Fund-Social Innovation and Social Finance Strategy.</p> | <p>Starting point: New program (2023)</p> <p>Target: 50% of women and/or gender diverse people (i.e., gender parity) in staffing at the senior management level as well as in composition of the board of directors, investment committee, advisory committee, and any other governance committees for the wholesaler (assessed for each individual body)</p> <p>30% equity deserving groups (i.e., significant representation) in staffing at the senior management level as well as in the composition of the board of directors, investment committee, advisory committee, and any other governance committees for the wholesaler (assessed for each individual body)</p> | <p>SFF has named the 50-30 Requirement. The incorporation of the 50-30 Requirement into the Social Finance Fund is modelled off ISED's 50-30 Challenge and extends the definition by including all governance bodies of the recipient. This initiative within the SFF is a component of its social equity lens and supports SDGs #5 (gender equality) and #10 (reduced inequalities).</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced <i>CIF Indicator:</i> Median household after-tax income <i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion or all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.</p> | <p>instances and senior management, with staffing actions underway to address any remaining gaps.</p> |
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Initiatives advancing Canada’s implementation of SDG 10 – Reduced Inequalities

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and SDG 10, supplementing the information outlined above.

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| <p>Supporting Black Canadian Communities Initiative</p> <p>In August 2024, the Government of Canada announced that a total of \$7.25 million will be provided over three years to Caribbean</p> | <p>The Supporting Black Canadian Communities Initiative contributes to advancing:</p> | <p>During fiscal year 2024 to 2025, the Department supported 424 projects under the funder’s third call for proposals launched in 2024. Through its Capacity Building stream, SBCCI partnered with four Black-led</p> |

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| <p>African Canadian Social Services (CAFCAN) to establish the first-ever National Institute for People of African Descent. This institute will support Canada’s efforts to tackle racism and discrimination by serving as a center for research, knowledge, and community engagement.</p> <p>In addition, SBCCI provides targeted funding for emerging priorities that addresses specific needs identified by Black communities, such as supporting the Montreal Afro-Canadian Cultural Centre (MACC), which will benefit Montrealers by helping to enrich the city’s cultural diversity through the MACC presence there starting in 2026. The project includes renovation and expansion work that will convert the former École des beaux-arts de Montréal into a cultural facility for the benefit of the city’s Black communities.</p> <p>An additional example of reducing inequality within Canada is the establishment of the SBCCI External Reference Group (ERG). The members reflect Canada’s ethnocultural, gender, regional and linguistic diversity and support the Minister of Diversity, Inclusion and Persons with Disabilities in ensuring the meaningful implementation of the SBCCI to help build capacity within communities by providing strategic advice, expertise and insight on the emerging priorities of Black Canadians, and to support the advancement of the Government of Canada’s commitments related to the United Nations International Decade for People of African Descent.</p> | <p>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</p> <p>Global Indicator Framework target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p> | <p>organizations across Canada to strengthen foundational capacity in smaller Black-led and Black-serving, Black-focused (B3) community-based not-for-profit organizations.</p> <p>Under its Emerging Priorities pillar, SBCCI provided funding to address priorities identified by Black community stakeholders. This support backed up to nine projects focused on youth, health, and mental health, such as the 2025 National Black Canadians Summit, that ensure Black voices inform the policies and programs affecting their lives.</p> |
| <p>Canada Disability Benefit (CDB)</p> <p>The CDB is a key component of Canada’s Disability Inclusion Action Plan, which is a blueprint for change to make Canada more inclusive for persons with disabilities.</p> <p>The CDB aims to provide financial support and ameliorate the social security of low-income working-age persons with disabilities aged 18 to 64 years old. The CDB will be a monthly payment for Canadian residents aged 18 to 64 with a valid Disability Tax Credit certificate living in low- income (determined through income tax filing below income thresholds outlined for the benefit). The Benefit will focus on individuals and families with lower incomes, rather than families with relatively high incomes. This means that the higher the income, beyond a certain level, the lower the value that of the Benefit entitlement will be in general.</p> | <p>The implementation of the CDB in 2025-2026 could help support the UN SDG goal of Reduced Inequalities as outlined in the Canadian Indicator Framework ambition 10.1 “Canadians live free of discrimination and inequalities are reduced” by supporting a reduction in the relative degree of inequality in the distribution of income as measured by indicator 10.1.1 – the Gini Coefficient.</p> | <p>This is a new program that is planned to be launched in July 2025. Results will be available in the next report.</p> |

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| <p>Alternate Format Business Technology Challenge ESDC joined forces with Innovation, Science and Economic Development (ISED) to create the Alternate Format Business Technology Challenge. The Challenge is part of a competitive research and development program offered by ISED’s Innovative Solutions Canada (ISC) Program designed to leverage the ingenuity of small businesses to either fill a gap in the marketplace in line with a department’s mandate or solve internal departmental operational issues. The objective of this Challenge is to help increase access to reading materials in alternate formats for Canadians with print disabilities. Through this project ESDC has supported the development of assistive voice apps software for smart speakers and smartphones that converts written text into audio and allow users to navigate this content using voice commands.</p> | <p>The Alternate Format Business Technology Challenge could support the:</p> <p>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</p> | <p>The Alternate Format Business Technology Challenge encourages innovation and increased access to alternate format materials for Canadians with print disabilities.</p> <p>The challenge focused on developing a prototype for an assistive voice application designed to enhance accessibility for regional news, academic texts, and government websites, and was completed in the fiscal year 2024 to 2025. This app successfully converts text to audio in real-time and allows for voice navigation.</p> |
| <p>COVID-19 Disability Advisory Group (CDAG)</p> <p>The COVID-19 Disability Advisory Group (CDAG) provides advice in relation to the disability inclusion and accessibility priorities of the Government of Canada.</p> <p>The Government of Canada established the CDAG, composed of experts in disability inclusion, in April 2020 to provide real-time expert advice on the lived experiences of persons with disabilities and ensure a disability-inclusive approach to the Government of Canada’s response to the pandemic, in keeping with a “Nothing Without Us” approach. The Minister of Diversity, Inclusion and Persons with Disabilities and her predecessor have both since renewed and expanded the CDAG’s mandate several times, most recently in November 2022. Its current mandate focuses on providing expert advice on disability inclusion within Government of Canada priorities and on implementation of programs and policies.</p> | <p>The CDAG contributes to advancing:</p> <p>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</p> <p>Global Indicator Framework targets: 10.1 “By 2023, progressively achieve and sustain income growth of the bottom 40 percent of the population at a rate higher than the national average.” 10.2 “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.” 10.3: “Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.” 10.4: “Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.”</p> | <p>In 2024 to 2025, the COVID-19 Disability Advisory Group provided advice to the Minister of Diversity, Inclusion and Persons with Disabilities (later the Minister of Jobs and Families) and to Government of Canada officials on inclusion for persons with disabilities.</p> |
| <p>CRPD and its Optional Protocol</p> <p>Canada ratified the United Nations Convention on the Rights of Persons with Disabilities (CRPD) in 2010 and acceded to its Optional Protocol in 2018. The protocol is a separate treaty that established an international complaints mechanism for rights under the CRPD.</p> <p>Canada has submitted its combined second and third reports to the UN Committee on the Rights of Persons with Disabilities and will appear before the Committee in March 2025 to answer questions about its report. The CRPD guided the development of Canada’s first-ever Disability Inclusion Action Plan.</p> | <p>Canada’s commitments under the CRPD contribute to advancing:</p> <p>Canadian Indicator Framework target 10.2.1: “Proportion of population reporting discrimination or unfair treatment.”</p> <p>Global Indicator Framework targets: 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”; 10.3: “Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws,</p> | <p>The Government of Canada’s accessibility and disability policy is guided by the Convention on the Rights of Persons with Disabilities (CRPD). Beginning in 2024, the department engaged disability organizations through a series of consultations, continuing into 2025 and including a virtual session in January 2025, to gather concerns and recommendations on Canada’s CRPD implementation ahead of its appearance before the UN Committee and ahead of the United Nations Conference of States Parties to the CRPD.</p> |

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| | <p>policies and practices and promoting appropriate legislation, policies and action in this regard”; and 10.4: “Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.”</p> | <p>Engagement will continue as Canada reviews the CRPD Committee’s recommendations. In 2024, additional funding was provided to Indigenous Disability Canada to sustain its leadership of a consortium of disability organizations participating in the international monitoring of Canada’s CRPD implementation.</p> |
| <p><u>Social Development Partnerships Program (SDPP)</u></p> <p>Through the Social Inclusion call for proposals held in 2021, the Social Development Partnerships Program (SDPP) is funding projects that support the social inclusion and well-being of persons with disabilities, vulnerable children and youth. It also invests in projects that support minority-language community health and economic development as part of the Social Partnerships Initiative through the Official Languages Action Plan.</p> | <p>The Social Development and Partnership Program contributes to advancing:</p> <p>Canadian Indicator Framework target 10.2: “Canadians live free of discrimination and inequalities are reduced.”</p> | <p>During 2024 to 2025, the Supporting Black Canadian Communities Initiative (SBCCI) and its National Funders gathered data to tailor support for Black communities across Canada. They found that the primary group served was all Black communities in Canada, followed by African peoples, newcomers, and low-income individuals. Of the 944 organizations funded, 903 (94%) were in urban centres, closely matching the Black population’s 98% urban share, while 30 of the funded organizations served Northern communities and 70 served an Official Language Minority Community (OLMC).</p> <p>The Children and Families component of the Social Development and Partnership Program (SDPP) funded 11 projects focused on financial empowerment for low-income adults and 17 projects aimed at improving social inclusion for vulnerable children and youth; results will be reported upon project completion. Under the Social Partnership Initiative (SPI), SBCCI provided grants to organizations supporting OLMCs to build community capacity and foster social inclusion.</p> <p>ESDC began funding Prosper Canada through the SDPP to expand free, community-based financial assistance services, helping Canadians with tax filing and savings strategies.</p> |
| <p>The <u>Youth Employment and Skills Strategy (YESS)</u> helps young people (aged 15 to 30 years), particularly those facing barriers to employment, get the information and gain the skills, work experience and abilities they need to make a successful transition into the labour market.</p> | <p>The Youth Employment and Skills Strategy contributes to advancing:</p> <p>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</p> <p>Global Indicator Framework Target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p> | <p>In fiscal year 2024 to 2025, the Strategy supported over 97,000 youth, across all partners, to become job-ready through work experience, training, skills development and wraparound supports that allow them to successfully transition into diverse sectors of the labour market.</p> <p>The YESS places an emphasis on those facing barriers to employment or under-represented in the labour market such as youth with disabilities, Indigenous youth, racialized youth, and not in employment, education or training (NEET) youth.</p> |

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| | | <p>Through the ESDC YESS Program in fiscal year 2024 to 2025, approximately 21% of the youth served were Indigenous, 47% identified as being visible minorities and 17% had a disability.</p> |
| <p>The Indigenous Skills and Employment Training Program (ISET) is a distinctions-based labour market program designed to support First Nations, Inuit, Métis and Urban/non-affiliated Indigenous People improve their skills and meet their long-term career goals to reduce the skills and employment gaps between Indigenous and non-Indigenous Peoples. These supports are provided by an Indigenous service delivery network, supporting reconciliation and self-determination as priorities are set by Indigenous communities.</p> <p>Through ISET, continue to support principles of the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> and implementation through targeted Indigenous labour market programs to support skills development and employment of Indigenous People.</p> <p><i>UNDA principles have already been built into the ISET program since it is co-developed with Indigenous partners, and First Nations/Métis/Inuit/Urban-Unaffiliated Indigenous service delivery organizations set priorities and design and deliver training to meet the needs of their respective communities/clients.</i></p> | <p>The Indigenous Skills and Employment Training Program contributes to advancing:</p> <p>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</p> <p>Global Indicator Framework Target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p> | <p>In fiscal year 2024 to 2025, the Indigenous Skills and Employment Training Program supported the skills training and employment of many Indigenous Peoples, including women, youth and persons with disabilities, through a network of Indigenous service delivery organizations which provided culturally appropriate training based on the needs of their communities. This contributes to Canada’s efforts to reduce inequalities and skills and employment gaps between Indigenous and non-Indigenous Peoples and support inclusion. It also supports Canada’s Action Plan on the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> by supporting Indigenous Peoples’ and communities’ right to self-determination on socio-economic issues such as access to skills training and employment.</p> |
| <p>Under the Labour Market Development Agreements (LMDAs) and the Workforce Development Agreements (WDAs) with provinces and territories (PTs), the Government of Canada provides approximately \$3 billion for individuals and employers to obtain skills training and employment supports. These agreements provide training and support to workers in obtaining the skills they need to capitalize on opportunities of an evolving labour market. More than a million training and employment supports are offered to individuals and employers under these agreements each year.</p> | <p>The Labour Market Development Agreements and the Workforce Development Agreements contributes to advancing:</p> <p>Canadian Indicator Framework ambition 10.2: “Canadians live free of discrimination and inequalities are reduced.”</p> | <p>Due to a one-year lag on data availability for the LMDAs and WDAs, results for the fiscal year 2024 to 2025 will be included in the next Progress Report.</p> <p>In the fiscal year 2023 to 2024, LMDAs and WDAs supported enhancing skills development for youth and adults and provided employment supports. The LMDAs focussed primarily on unemployed workers with some attachment to the Employment Insurance program. The WDAs focussed on the provision of training and employment supports for persons with disabilities and other population groups exhibiting lower labour market attachment.</p> <p>In 2023 to 2024, nearly 798,000 Canadians were provided with training and employment assistance services across the country, including:</p> <ul style="list-style-type: none"> - 175,000 youth (15-24) - over 221,000 persons with disabilities - over 48,000 Indigenous Peoples - nearly 117,000 visible minorities |

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| | | <ul style="list-style-type: none"> - 350,000 women - 102,000 older workers (55+) |
| <p>The Opportunities Fund for Persons with Disabilities provides annual funding to help persons with disabilities prepare for, obtain and maintain employment, and advance in their careers. It supports persons with disabilities of various demographic groups (that is, gender, age, visible minorities, Indigenous, etc.) in overcoming barriers to participation in the Canadian labour market. It also supports employers to hire and retain persons with disabilities and create more inclusive and accessible workplaces.</p> | <p>The Opportunities Fund for Persons with Disabilities contributes to advancing:</p> <p>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</p> <p>Global Indicator Framework target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p> | <p>In fiscal year 2024 to 2025, the Opportunities Fund (OF) launched a targeted initiative to support Indigenous, and racialized persons with disabilities. It funded several projects offering tailored pre-employment training, employment assistance, and additional services delivered through external organizations to ensure their full inclusion in Canada’s labour market.</p> |
| <p>The Enabling Fund for Official Language Minority Communities provides funding to non-profit organizations across Canada. This funding helps organizations to act within their communities to promote partnerships and leverage networks for united action. The program enhances the development and vitality of official language minority communities. It does this by strengthening capacity in the areas of human resource development and community economic development. It also promotes collaboration at all levels, including federal partners.</p> | <p>The Enabling Fund for Official Language Minority Communities contributes to advancing:</p> <p>Global Indicator Framework target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p> | <p>In fiscal year 2024 to 2025, 14 OLMC organizations were funded as part of the Action Plan for Official Languages 2023 to 2028.</p> |
| <p>The Women’s Employment Readiness Pilot Program, under the Skills For Success program ended on March 31, 2024. It funded organizations to provide and test pre-employment and skills development supports for 4 groups of women: racialized women and/or Indigenous women; women with disabilities; women from the 2SLGBTQI+ community; and women with prolonged workforce detachment. The pilot also tests ways to improve employer inclusivity. Results will inform systemic changes to skills and employment programming for women.</p> | <p>The Women’s Employment Readiness Pilot Program contributes to advancing:</p> <p>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced”, as well as ambitions 10.2 and 10.4.</p> <p>Global indicator Framework Goal 10: “Reduce inequality within and among countries”, and more specifically targets 10.1, 10.2, and 10.3.</p> | <p>In fiscal year 2023 to 2024, 25 projects were completed under the WER pilot program, serving 3,525 women.</p> <p>Due to the lag in data availability, the results of the WER Pilot Program represents 2023 to 2024 fiscal year.</p> |



GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES

Initiatives advancing Canada’s implementation of SDG 11 – Sustainable Cities and Communities

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and SDG 11.

| PLANNED INITIATIVES | ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| <p>The Enabling Accessibility Fund (EAF) funds projects that make Canadian communities and workplaces more accessible for persons with disabilities. For example, past EAF-funded projects have included multisensory rooms, which support people with cognitive and/or mental health disabilities. These rooms support the provision of mental health services in community spaces.</p> | <p>The Enabling Accessibility Fund (EAF) program contributes to advancing:</p> <p>Global Indicator Framework target 11.7: “By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.”</p> | <p>The EAF funded 425 accessibility projects in fiscal year 2024 to 2025. This includes projects in early learning and childcare centres, outdoor recreation spaces such as playgrounds and shelters.</p> |
| <p>The Accessible Canada Act requires entities that are subject to the <i>Act</i> to identify, remove and prevent barriers to accessibility in seven priority areas including the built environment and transportation, and employment. When barriers to employment are removed, Canadians with disabilities have increased skill development and employment opportunities. In addition, workplaces are more accommodating and persons with disabilities can participate more fully in the labour market economy. This helps communities and Canada’s economy thrive so that all Canadians benefit.</p> | <p>The Accessible Canada Act contributes to advancing:</p> <p>Global Indicator Framework target 11.7: “By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.”</p> | <p>ESDC, in partnership with Statistics Canada, published initial data on barriers to accessibility related to employment and the built environment.</p> |



GOAL 12: REDUCE WASTE AND TRANSITION TO ZERO-EMISSION VEHICLES

FSDS Context:

ESDC recognizes the need to transition to a circular economy with net-zero carbon emissions to fight climate change and is working to incorporate Goal 12 strategies through a variety of programs. For example, the department has engaged with partners to reduce electronic landfill waste. ESDC's Computers to Schools program offers its unclassified digital devices to schools. Not only does this program extend the useful life of computer assets and parts, but remaining components are sent to provincially licensed recycling facilities instead of landfills.

ESDC has also shown a commitment to responsible consumption by transitioning to zero-emission vehicles. The department is actively collecting and analyzing vehicle usage data to help identify where replacing older vehicles with zero-emission light-duty vehicles would make the most impact. The department's transition towards net-zero emissions is made possible as a result of the strengthening of its green procurement criteria. By procuring only Energy Star or EPEAT certified devices, the department is encouraging major suppliers to improve while reducing its countrywide footprint at the same time.

Target theme: Federal Leadership on Responsible Consumption

Target: By 2030, the Government of Canada will divert from landfill at least 75% by weight of non-hazardous operational waste (All Ministers)

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| Maximize diversion of waste from landfill. | ESDC will offer departmental electronic equipment to the Computers for Schools Plus (CFS+) Program. | <p>Performance indicator: Offer all unclassified digital devices to Computers for Schools Plus (CFS+) Program prior to e-waste.</p> <p>Starting point: 97% of digital devices offered to Computers for Schools Plus (CFS+) Program prior to e-waste.</p> <p>Target: Annually offer 100% of all unclassified digital devices to Computers for Schools Plus (CFS+) program prior to e-waste.</p> | <p>Computers for Schools Plus benefits the environment by ensuring that computer systems are refurbished and recycled, and by extending the useful life of computer assets. Non-working systems are disassembled, and functional parts are used to repair other systems. Remaining components are sent to provincially licensed recycling facilities.</p> | <p>Indicator result: In 2024 to 2025, ESDC donated 97% of unclassified digital devices to the Computers for Schools Plus (CFS+) Program prior to e-waste.</p> <p>Notes: This rate reaches 100% for "functional" unclassified digital devices.</p> |

Target: The Government of Canada’s procurement of goods and services will be net-zero emissions by 2050, to aid the transition to a net-zero, circular economy (All Ministers)

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| Transform the federal light-duty fleet. | ESDC will optimize fleet management by replacing older vehicles with zero emission light-duty vehicles when possible and by applying telematics to collect and analyze vehicle usage data on vehicles scheduled to be | <p>Performance indicators:</p> <p><u>Fuel consumption</u> Percentage (%) decrease in litres of fuel consumed per year from the baseline Year 2016 to 2017</p> | <p>Most of ESDC’s fleet is used by the Service Canada Outreach programs. Community Outreach Liaison Service remove barriers and ensure substantive equality for all vulnerable Canadians. The Outreach program provides</p> | <p>Indicator result:</p> <p>Fuel consumption: ESDC fleet consumed 81,743L of gas during the fiscal year 2024 to 2025. The department showed a 42% decrease in fuel consumption in</p> |

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| | <p>replaced. ESDC is reporting this information to Treasury Board Secretariat on an annual basis.</p> <p>Program: Internal Services.</p> | <p><u>GHG emissions</u> Percentage (%) decrease in GHG emissions from fleet from fiscal year 2005 to 2006 to current reporting fiscal year = $[1-Y/X]$ %</p> <p><u>Eco Driving training</u> Percentage (%) of fleet drivers will have completed NRCAN's online ecoDriving course within one year of becoming a fleet driver.</p> <p><u>Telematics purchased.</u> Percentage (%) increase in number of telematics purchased from baseline year 2020.</p> <p>Starting point:</p> <p><u>Fuel consumption</u> Fuel consumption baseline Year 2016 to 2017 142,010 litres.</p> <p><u>GHG emissions</u> Emissions baseline 2005 to 2006 1.414 ktCO₂e.</p> <p><u>Eco Driving training</u> Eco Driving course – New program.</p> <p><u>Telematics purchased</u> Baseline 2 units purchased in 2020 to 2021.</p> <p>Targets:</p> <p><u>Fuel consumption</u> 90% decrease in fuel consumption for the fleet compared to the baseline year.</p> <p><u>GHG emissions</u> 95% reduction change in GHG emissions from fleet from fiscal year 2005 to 2006.</p> <p><u>Eco Driving training</u> 100% of fleet drivers will have completed NRCAN's online Eco</p> | <p>vulnerable populations with access to government services and benefits. Staff travel to over 604 in-person points of service across the country, some in extremely remote communities.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Target:</i> 12.1.1 Zero-emission vehicles represent at least 20% of new light-duty vehicle sales by 2026, 60% by 2030 and 100% by 2035.</p> <p><i>CIF Indicator:</i> 12.1.1 Proportion of new light-duty vehicle registrations that are zero-emission vehicles.</p> <p><i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p> | <p>fiscal year 2024 to 2025 compared to baseline year 2016 to 2017.</p> <p>From 142,010 litres in fiscal year 2016-2017 to 81,743 litres in fiscal year 2024 to 2025.</p> <p>GHG emissions: 88% reduction in overall GHG emissions from fleet compared to ESDC's baseline fiscal year 2005 to 2006.</p> <p>The department decreased its GHG emissions from fleet by 88% since the baseline year of 2005 to 2006. From 1.414 ktCO₂e in fiscal year 2005 to 2006 to 0.174 ktCO₂e in fiscal year 2024 to 2025.</p> <p>Eco Driving training: 100% of fleet drivers have completed NRCAN's online Eco Driving course.</p> <p>Implementation of telematics: ESDC increased their telematic purchases 2 in fiscal year 2020 to 2021 to 55 telematics in fiscal year 2024 to 2025. Increase of 48% from baseline fiscal year 2020 to 2021.</p> |
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| | | <p><u>Driving</u> course within one year of becoming a fleet driver.</p> <p><u>Implementation of telematics</u> 5% increase in number of telematics purchased from baseline year 2020.</p> | | |
| <p>Strengthen green procurement criteria.</p> | <p>ESDC will develop green procurement criteria for the purchase of goods and services that addresses environmental considerations such as greenhouse gas emissions reduction, plastics waste reduction and/or broader environmental benefits. This includes developing a Green Procurement Strategy as well as tools and training for ESDC employees.</p> <p>Program: Internal Services</p> | <p>Performance indicators:</p> <p><u>Contracts with Environmental considerations</u> Percentage (%) increase in total contracts with environmental considerations.</p> <p><u>Contracts with Greening declaration from vendors</u> Percentage (%) increase of procurement contracts for service/goods with greening declaration from vendors.</p> <p><u>Completion of Green Procurement training</u> Percentage (%) of Procurement Specialists and Materiel Managers who have completed the Green Procurement Training course.</p> <p>Starting points:</p> <p><u>Contracts with Environmental considerations</u> 48% of total contracts with environmental considerations</p> <p><u>Contracts with Greening declaration from vendors</u> 68% of contracts with greening declaration from vendors</p> <p><u>Completion of Green Procurement training</u> 100% of Procurement Specialists and Material Managers have completed the Green Procurement Training course</p> | <p>ESDC will continue to mature its approach to green procurement through the development of procurement tools and training as well as the development and implementation of a Green Procurement Strategy. This includes the integration of environmental considerations in new common-use procurement instruments (reviewed yearly) as well as inclusion in procurements valued over \$2 million.</p> <p>Relevant targets or ambitions: <i>GIF Target: 12.7</i> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p> | <p>Indicator result:</p> <p>Contracts with Environmental considerations: During the fiscal year 2024 to 2025, 68% of the 2,240 contracts managed by ESDC incorporated environmental considerations. This represented a 20% percentage increase in total contracts with environmental considerations compared to the baseline year 2022 to 2023.</p> <p>Contracts with Greening declaration from vendors: 75% of procurement contracts for service/goods from fiscal year 2024 to 2025 had greening declaration from vendors. This represented a 7% increase from the baseline fiscal year, 2022 to 2023.</p> <p>Completion of Green Procurement training: In fiscal year 2024 to 2025, 100% of Procurement Specialist, Materiel Managers completed the Green Procurement Training course within one year of being employed in this role.</p> |

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| | | <p>Targets:</p> <p><u>Contracts with Environmental considerations</u> 5 % increase change in total contracts with environmental considerations year over year</p> <p><u>Contracts with Greening declaration from vendors</u> 50% of procurement contracts for service/goods with greening declaration from vendors every year</p> <p><u>Completion of Green Procurement training</u> 100 % of Procurement Specialist, Materiel Managers who have completed the Green Procurement Training course within one year of becoming a Procurement Specialist or Material Manager.</p> | | |
| <p>Strengthen green procurement criteria.</p> | <p>ESDC will select and operate IT and office equipment in a manner that reduces energy consumption and material usage.</p> <p>Program: ESDC Internal Services</p> | <p>Performance indicators:</p> <ol style="list-style-type: none"> 1. Ratio of mobile to desktop devices. 2. Ensure procurement focuses on vendors and products, such as mobile or print devices that are Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) certified. <p>Starting points:</p> <ol style="list-style-type: none"> 1. 89.54% of devices are mobile as of April 13, 2023. 2. Already at 100% for Procurement. <p>Targets:</p> <ol style="list-style-type: none"> 1. Increase the current ratio of mobile to desktop devices to 95% by 2026 | <p>Increasing the use of mobile devices (laptops/ tablets) facilitates reducing overall energy consumption within the department.</p> <p>Adopting clean technology and environmental considerations into purchasing decisions is expected to motivate suppliers to reduce the environmental impact of the goods and services they and their supply chains provide. By choosing electronic products that are Electronic Product Environmental Assessment Tool (EPEAT) certified consumers and organizations can help reduce their environmental impact by selecting products that are more energy-efficient, have a reduced use of hazardous materials, and are designed for easy recycling.</p> | <p>Indicator result:</p> <ol style="list-style-type: none"> 1. 97% of ESDC employees are equipped with mobile devices. 2. 100% of ESDC IT procurements of goods for fiscal year 2024 to 2025 complied with green and Energy Star certification standards. |

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| | | 2. Maintain 100% procurement of goods or services from vendors that have their product Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) certified. | | |
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Initiatives advancing Canada’s implementation of SDG 12 – Responsible consumption and production.

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and SDG 12, supplementing the information outlined above.

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| <p>The department has introduced an Environmental Considerations clause into its Request for Proposal (RFP) and Sole Source contract templates. This clause ensures that all requirements performed under ESDC’s authority are green, regardless of specific environmental requirements were included or not in the procurement.</p> | <p>The integration of Environmental Considerations clause contributes to advancing:</p> <p>Global Indicator Framework ambition 12.7 “Promote public procurement practices that are sustainable, in accordance with national policies and priorities”.</p> | <p>Since fiscal year 2023 to 2024, ESDC has strengthened the sustainability of its procurement process by incorporating specific environmental clauses. These clauses continue to be effective in the current fiscal year, complementing any unique environmental requirements in individual procurements. This ongoing alignment with Green Procurement policies and priorities ensures a consistently eco-friendly approach to our procurement practices.</p> |



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

ESDC acknowledges the urgency with which climate change needs to be addressed. We will work with Public Services and Procurement Canada to modernize via net-zero carbon buildings, adopt greener and more sustainable operations and reduce the risks posed by climate change to federal assets, services and operations.

Similarly, ESDC has identified the oncoming wave of electric vehicles and has been including the installation of EV (Electric Vehicles) chargers where possible during National Accommodation projects to move its conventional fleet emissions towards a net-zero. As the Federal Government's fourth-largest employer, ESDC is also encouraging employees to use low-carbon forms of transportation for commuting as well as facilitating hybrid work arrangements to reduce daily travel.

Under the Emergency Management and Assistance program, ESDC is mitigating climate change impacts on the Department's services and benefits delivered to Canadians. This means that the department has been incorporating climate change factors into its departmental risk and business assessments, training, and planning. And while the department has successfully lowered its overall Greenhouse Gas emissions by 79% from 2005 levels, it will continue to explore new initiatives to further lead the way to reducing the impact of climate change in government operations.

Target theme: Federal Leadership on Greenhouse Gas Emissions Reductions and Climate Resilience

Target: The Government of Canada will transition to net-zero carbon operations for facilities and conventional fleets by 2050 (All Ministers)

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS | RESULTS ACHIEVED |
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| <p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government’s overall operations</p> | <p>To further reduce its GHG emission and its overall environmental footprint, ESDC will explore new initiatives that cover fleet management practices, green procurement procedures, and information management and technology.</p> <p>These initiatives include:</p> <p>a) improving building infrastructure sustainability options through the implementation of tenant service projects, such as but not limited to:</p> <ul style="list-style-type: none"> -including refillable water fountains to encourage less single-use plastic; -installing EV chargers in the base building requirements at Service Delivery Spaces and for Fleet vehicle parking to encourage more sustainable modes of transportation; -including biophilia elements, such as Green/Live walls, within the scope of modernization projects; | <p>Performance indicator: Percentage reduction of ESDC’s overall GHG emissions compared to 2005 levels.</p> <p>Starting point: 79% reduction of GHG emissions compared to 2005 levels.</p> <p>Target: 80% reduction of GHG emissions by 2050 compared to 2005 levels.</p> | <p>ESDC activities in support of Greening Government strategy that contribute to the overall reduction of the department’s greenhouse gas emissions and reduce its overall environmental footprint support the federal government goal and the net-zero carbon operations target.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce their greenhouse gas emissions. 13.2 Canadians are well equipped and resilient to face the effects of climate change.</p> | <p>Indicator result: Results currently unavailable and will be provided in the next reporting cycle.</p> <p>Notes: ESDC is implementing energy-saving measures across all buildings, including the installation of electrical switches with timers and motion sensors, reflective of the Interior Design Standard (IDS).</p> |

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| | <p>-including automatic lighting, within the scope of projects, in alignment with IDS standards;</p> <p>-ensuring recycling programs are implemented in all ESDC occupied buildings by engaging the Landlord/Service Provider in each location;</p> <p>(b) Partnering with Natural Resources Canada, Trees Canada and Trees Ontario for national tree planting program to offset the carbon from modernized workplace projects.</p> <p>(c) Increasing training and support on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions to public service employees. Facilitate sharing of best practices and lessons learned.</p> <p>(d) continuing to advance towards the 2030 target of a zero emissions fleet by investing in electric vehicles. In addition, we will continue to optimize our fleet to divest of underutilized vehicles.</p> <p>Program: Internal services</p> | | | |
| <p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government’s overall operations.</p> | <p>ESDC will maintain/reduce the print devices ratio to employees set by Treasury Board Secretariat (TBS)</p> <p>Initiative: ESDC Internal Services</p> | <p>Performance indicator:</p> <ol style="list-style-type: none"> Maintain/reduce user-to-print device ratios. Maintain/reduce printers per floor for physical locations. Number of print devices with mandatory Secure Print is installed. <p>Starting point:</p> <ol style="list-style-type: none"> Current user-to-print device is 19:1. | <p>Reducing printing devices and paper consumed by printing supports the goal to take action on climate change and its impacts by reducing paper waste, saving energy, and reducing carbon emissions, conserving water, reducing maintenance and replacement of digital devices used such as printers and copiers.</p> <p>In addition, implementing mandatory Secure Print on all printing devices will reduce unclaimed printouts, promote</p> | <p>Indicator result:</p> <ol style="list-style-type: none"> In 2024 to 2025, ESDC reduced its current fleet by returning 63 printers that were either unused or underused, bringing its ratio to 25:1. The environmental footprint per floor decreased at certain locations after the removal of 63 printers. |

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| | | <p>2. Many physical locations have as many as 10 printing devices on a single floor.</p> <p>3. No devices have mandatory Secure Print.</p> <p>Target:</p> <p>1. Reduce user-to-print device ratios to fall within the 25:1 to 75:1 range by 2026.</p> <p>2. Reduce printer footprint to 3 printers per floor for physical locations by 2026</p> <p>3. Implement mandatory Secure Print on 90% of all printing devices by 2026.</p> | <p>paperless habits, and reduce printing devices footprint.</p> <p>Relevant targets or ambitions: <i>GIF Target:</i> 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p> | <p>3. The mandatory Secure Print feature has been implemented on all printers, with exemptions for client service personnel in Service Canada Centres.</p> |
| <p>Modernize through net-zero carbon buildings.</p> | <p>ESDC will work closely with Public Services and Procurement Canada (PSPC) to modernize its work spaces in an effort to reduce the footprint of its buildings, operations and maintenance.</p> <p>Program/Initiative: ESDC Real Property in collaboration with Public Services and Procurement Canada (PSPC).</p> <p><i>Note: ESDC does not own its Real Property but works closely with Public Services and Procurement Canada (PSPC) in the management and operations of its buildings.</i></p> | <p>Performance indicator: Number of modernized work points in ESDC general office space.</p> <p>Starting Point: 2,821 Modernized work points as of January 2023</p> <p>Target: 6200 modernized work points by March 31, 2025</p> | <p>ESDC’s large physical footprint is an opportunity for the department to adopt greener and more sustainable operations. The department works closely with Public Services and Procurement Canada (PSPC) to ensure work spaces are modernized, incorporate climate-resilient design and green procurement as well as ensuring they are flexible, accessible, and inclusive.</p> <p>Relevant targets or ambitions: <i>GIF Target:</i> 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p> | <p>Indicator result: 6182 modernized work points have been completed, along with additional furniture enhancements to 2312 work points.</p> |
| <p>Reduce risks posed by climate change impacts to federal assets, services, and operations.</p> | <p>ESDC will continue incorporating climate change factors into departmental risk assessments, business planning and simulation exercise activities to mitigate the impacts of climate change on the Department’s services and benefits delivered to Canadians.</p> <p>Program: ESDC Emergency Management and Assistance to federally coordinated response.</p> | <p>Performance indicators:</p> <ol style="list-style-type: none"> 1) Increase percentage of climate change factors integrated into departmental exercises. 2) Increase percentage of climate change factors integrated into other Branch and regional Business Continuity Plans (BCPs) and Emergency Management (EM) exercises. <p>Starting points:</p> | <p>The Emergency Management and Business Continuity Program strengthens the Department’s ability to mitigate the risks of localized climate change events affecting service delivery. The Emergency Management Application System facilitates coordinated planning, implementation, testing and monitoring of business recovery, information technology service recovery and crisis/incident</p> | <p>Indicator result:</p> <ol style="list-style-type: none"> 1. Indicator data will be available in the fiscal year 2026 to 2027. 2. Indicator data will be available in the fiscal year 2026 to 2027. <p>Notes:</p> |

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| | | <p>1) 25% of departmental exercises consider climate change factors. 2) 25% of other Branch and regional BCPs and EM exercises consider climate change factors.</p> <p>Targets:</p> <p>1) Climate change-related factors are incorporated in 75% of departmental exercises by FY26-27. 2) Climate change-related factors are incorporated into 75% of other Branch and regional BCPs and EM exercises by FY25-26.</p> <p><i>Note: Some exercises will not consider climate change factors which is why we are aiming for a target of 75%</i></p> | <p>response to emergency events, including climate change-related events.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.3 Canadians are well equipped and resilient to face the effects of Climate change.</p> <p><i>CIF Indicator:</i> Percentage of departmental business impact assessments and business continuity plans in place for all critical services.</p> <p><i>GIF Target:</i> 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> | <p>1. In 2024 to 2025, ESDC held a tabletop (TTX) exercise to test its response to emerging threats and vulnerabilities, including climate change-driven cyclic events. The Department also developed new tools to monitor and report on business continuity and emergency exercises, integrating climate-change factors directly into its guidance materials.</p> <p>At the same time, the Department began rolling out an integrated software solution to bring together business continuity, IT continuity, and emergency management information. This platform will enable a more coordinated and timely response across all areas of operations.</p> <p>2. In 2024 to 2025, Branches and Regions integrated climate change considerations into their business continuity plans. These plans address various potential disruptions, including those brought on by climate change. The department has business continuity plans to support Canadians impacted by all-hazard events (e.g. floods, wildfires, etc.). This contributes to the Federal Emergency Response Plan (FERP) and supports the Emergency Support Functions (ESFs).</p> |
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GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

Initiatives advancing Canada’s implementation of SDG 16 – Peace, Justice and Strong Institutions

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and SDG 16.

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| <p>The Government of Canada’s Internet presence supports Canadians by providing easy, fast and convenient access to information and services online. Through Service Canada, the department is the principal publisher for the Government of Canada website, Canada.ca. The site provides an enhanced user experience. It is focused on clients’ needs. The content is theme-based, there is a search function that allows the user to find content from anywhere on the Government of Canada site and tools tailored to specific program, such as chatbots.</p> | <p>The Government of Canada’s Internet presence contributes to advancing:</p> <p>Global Indicator Framework 16.6: “Develop effective, accountable and transparent institutions at all levels.”</p> <p>Canadian Indicator Framework ambition 16.7: “Canadians are supported by effective, accountable, and transparent institutions.”</p> <p>Global Indicator Framework target 16.10: “Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.”</p> | <p>In fiscal year 2024 to 2025, Service Canada continued to communicate critical information through Canada.ca, which had 1.35 billion visits. This platform provides 24/7 access to reliable, authoritative information on government services, benefits, and tools in both official languages.</p> <p>Canada.ca serves as a trusted source for up-to-date content on key Government of Canada programs and services. Recent key initiatives include:</p> <ul style="list-style-type: none"> • Real-time wait times for all Service Canada Offices, helping clients plan their visits more efficiently. • A series of subscription-based services such as the Newsroom Subscription Service, which delivers curated Government of Canada news twice daily via email. • The official launch of the Canadian Dental Care Plan, offering Canadians access to detailed information on plan eligibility, coverage, application procedures, renewal instructions for the next benefit year, and tools to check application status in both official languages, access to details on plan coverage and eligibility, information on how to apply and |

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| | | <p>how to renew for the next benefit year, online application and renewal capability, as well as guidance on how to check the status of the application.</p> <p>Canada.ca offers user-centered design elements, including theme- and life-events-based navigation, a comprehensive search function, chatbots supporting specific programs, and enhanced usability through continuous feedback mechanisms. Service Canada used visitor feedback surveys and digital analytics to improve user experience, making it easier for individuals to complete tasks online. These efforts align with the Government of Canada’s commitment to digital accessibility, service excellence, and sustainable service delivery.</p> |
| <p>The Black-led Philanthropic Endowment Fund is led by Black communities in Canada and is for Black communities in Canada. It aims to create a sustainable source of funding for Black-led, Black-focused, and Black-serving charities and non-profits in Canada to help redress the systemic underfunding of these organizations, as well as support projects that seek to combat anti-Black racism and improve social and economic outcomes in Black communities. The Black-led Philanthropic Endowment Fund will support the diverse work that Black-led, Black-focused, and Black-serving organizations are doing to advance SDG 16 in communities across the country.</p> | <p>The Black-led Philanthropic Endowment Fund contributes to advancing:</p> <p>Canadian Indicator Framework ambition 16.7: “Canadians are supported by effective, accountable and transparent institutions.”</p> <p>The program also advances:</p> <p>Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”</p> <p>Global Indicator Framework target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”</p> | <p>The Black-led Philanthropic Endowment Fund provided funding to 161 eligible B3 charities and non-profits. The Fund’s second call for proposal ran from October to November 2024.</p> |



GOAL 17: PARTNERSHIPS FOR THE GOALS

Initiatives advancing Canada’s implementation of SDG 17 – Partnerships for the Goals

The following initiatives demonstrate how ESDC programming supports the 2030 Agenda and SDG 17.

| PLANNED INITIATIVES | ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS | RESULTS ACHIEVED |
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| <p>The Sustainable Development Goals (SDG) Funding Program supports the work of partners to accelerate progress on all the SDGs. Partners include not-for-profit organizations, provinces and territories, municipalities, academia, the private sector, and Indigenous Peoples. The program provides support to projects to increase public awareness of the SDGs, develop new partnerships and networks, improve knowledge, identify innovative approaches, and contribute to reconciliation with Indigenous People.</p> <p>Together Ensemble, operating under the auspices of the SDG Funding Program, is an annual conference that reunites a diversity of stakeholders, including from the private sector, government, academia and civil society around the topic of the SDGs and on their advancement. This conference helps advance SDG 17 by creating a platform of information exchange and strengthening partnerships between attendees.</p> | <p>The Sustainable Development Goals (SDG) Funding Program contributes to advancing:</p> <p>Canadian Indicator Framework ambition 17.1 “Canada fosters collaboration and partnerships to advance the SDGs.”</p> <p>Global Indicator Framework Target: 17.2.1 ‘Total official support for sustainable development’</p> | <p>ESDC supported initiatives through the SDG Funding Program that focus on partnerships to advance the United Nations 2030 Agenda for Sustainable Development across communities.</p> <p>In the fall of 2024, 31 projects out of over 1,000 proposals were funded to raise awareness of the Sustainable Development Goals (SDGs), particularly among equity-deserving groups and vulnerable populations. These include not-for-profit organizations, municipalities, provincial or territorial governments, Indigenous organizations, educational institutions, and private sector partners.</p> <p>The program supports distinction-based National Indigenous Organizations: the Assembly of First Nations, the Métis National Council, and Inuit Tapiriit Kanatami. This funding ensures that Indigenous voices, and knowledge are part of Canada’s efforts to achieve the SDGs and supports Reconciliation with Indigenous Peoples. In fiscal year 2024 to 2025, ESDC helped fund the Together Ensemble conference, Canada’s largest national event focused on the 2030 Agenda and the SDGs. The conference brought together people from government, civil society, academia, the private sector, and Indigenous communities to raise awareness of the</p> |

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| | | SDGs by sharing best practices and discussing new issues. |
| <p>The Social Innovation and Social Finance Strategy was designed to promote social equity and help organizations reach underserved and diverse Canadian populations. It supports social purpose organizations, directly and indirectly via delivery partners, by providing them with access to flexible financing opportunities. This allows the organizations to grow and develop new solutions and partnerships to address pressing social and environmental issues. It also enhances their ability to attract public and private investments that generate positive social and environmental impacts. Organizations supported include charities, non-profits, social enterprises, co-operatives, and businesses with a social mission. It helps these organizations reach underserved and diverse Canadian populations.</p> | <p>The Social Innovation and Social Finance Strategy contributes to advancing:</p> <p>Canadian Indicator Framework ambition 17.1: “Canada fosters collaboration and partnerships to advance the SDGs.”</p> <p>UN Global Indicator Framework Target 17.17: “Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.”</p> <p>The program also advances:</p> <p>SDG 8: “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.”</p> <p>Global Indicator Framework target 8.3: “Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services”.</p> <p>SDG 10: “Reduce inequality within and among countries.” Global Indicator Framework Target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”.</p> | <p>The Social Innovation and Social Finance Strategy, specifically the Social Finance Fund (SFF), helped reach social purpose organizations serving underserved and diverse Canadian populations through investments.</p> <p>As of December 2024, SFF wholesalers have made 40 investment commitments in 34 Social Finance Intermediaries (SFIs). The SFIs have in turn invested in at least 83 SPOs using a combination of SFF funding and funding from non-government sources (private investments).</p> <p>SFIs invested in SPOs that had a clear social or environmental mission.</p> <p>Among SPOs that reported the populations they serve:</p> <ul style="list-style-type: none"> • About 66% of the SPOs reported that they served the general population; • 29% served population living on low income; • 5% served indigenous communities; • 3% served 2SLGBTQIA+; and • 3% served First Generation Immigrants, refugees and newcomers. <p>Among SPOs that reported on their governance and management teams: At least 44% of the SPOs are majority-managed and 33% of the SPOs are majority-governed by individuals belonging to equity-deserving groups.</p> |
| <p>The Supporting Black Canadian Communities Initiative (SBCCI)</p> <p>As part of Canada’s recognition of the United Nations International Decade for People of African Descent (UNDPAD), since 2018, the government has announced a number of budget and mandate commitments aimed at addressing issues affecting Black communities in Canada and pledged to work with federal and community organizations to advance positive changes. The department, through SBCCI, currently leads the implementation of the UNDPAD across the federal government, working with other federal organizations and stakeholders to:</p> <ul style="list-style-type: none"> • develop a whole-of-government action plan for Black communities aligned to the objectives of the UNDPAD; • strengthen collaboration, strategic alignment and oversight on programs and initiatives specific to improving the well-being of Black communities in | <p>The Supporting Black Canadian Communities Initiative (SBCCI) contributes to advancing:</p> <p>Canadian Indicator Framework ambition 17.1: “Canada fosters collaboration and partnerships to advance the SDGs.”</p> <p>UN Global Indicator Framework Target 17.17: “Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.”</p> | <p>ESDC continued to advance the rights, wellbeing and social inclusion of Black communities in Canada as part of Canada’s commitment towards the United Nations International Decade for People of African Descent.</p> <p>In 2024, the Government of Canada participated in the third session of the United Nations Permanent Forum on People of African Descent. 18 Civil Society Organizations were sponsored to attend by SBCCI. The UN General Assembly adopted a resolution to launch the Second International Decade for People of African Descent, which will span from January 2025 to December 2034. Canada co-sponsored the resolution, reinforcing a sustained, whole-of-government approach to help address systemic barriers that impact Black communities across Canada.</p> |

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| <p>Canada;</p> <ul style="list-style-type: none">• implement plans, priorities and strategies aimed to support Black communities in Canada. | | |
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SECTION 3

Integrating Sustainable Development

In fiscal year 2024 to 2025, ESDC further integrated sustainable development into its activities. These efforts will allow us to better deliver on our commitment to improve the lives of everyone in Canada, allowing our country to grow and prosper in ways that are equitable, fair, sustainable and that protect our environment.

Strategic Environmental and Economic Assessment (SEEA) Process

Through our SEEA process, we continued to ensure that our decision-making process considers FSDS goals and targets.

SEEA's analyse policy, program or regulatory proposals' effects on the climate, nature, environment and economy. We have a Centre of Expertise that leads this process and supports the department in using the Climate, Nature and Economy Lens (CNEL) per the [Cabinet Directive](#).

When an initiative for which there was a detailed SEEA is implemented or announced, we issue a public statement on the assessment results. This demonstrates to the public that we



considered environmental and economic effects (including contributions to the FSDS goals and targets), during proposal development and decision making.

No detailed SEAs were performed in 2024 to 2025.

Expanding our Social Equity lens through new tools and training

ESDC is committed to assessing the impact of its policies, programs and services on diverse populations including Indigenous Peoples, Persons with Disabilities, racialized communities, 2SLGBTQIA, and Black people.

In addition to conducting Gender-Based Analysis Plus (GBA Plus), we use a Black-Centric Lens (developed by our GBA Plus Centre of Expertise) to consider the history of anti-Black racism and the lived experiences of Black Canadians, when creating and reviewing initiatives, projects and documents.

ESDC is focused on creating a **more diverse, inclusive, and accessible workplace** and improving the day-to-day experience of our employees. We are implementing findings from our Employment System Review by renewing our Inclusion, Diversity, Equity and Accessibility (IDEA) action plans.

We continued to advance reconciliation with Indigenous Peoples through co-development, collaboration, cooperation and reporting on branch-wide specific strategies aligned with the various calls to action (e.g. [UN Declaration on the Rights of Indigenous Peoples](#) and [Many Voices One Mind](#)). Our Indigenous Learning Strategy was completed in 2024 to 2025 and includes mandatory training for all employees and led to the piloting of Group Mentoring for Indigenous Aspiring Managers. Mentees found the pilot to be valuable as it created safe spaces for honest conversations, helped them build confidence, fostered genuine connections, and prepared them for managerial roles.

Increasing our Service Impact through Stakeholder Engagement

We remained committed to identifying, removing, and preventing barriers to access services. As a result of our **Reaching All Canadians** initiative, we began working with the Canada Revenue Agency (CRA), Statistics Canada and

Indigenous Services Canada to better understand hard-to-reach populations. These efforts support increased benefit uptake for eligible Canadians and performance monitoring.

In response to audits/reviews by the Office of the Auditor General (OAG) and the Standing Committee on Public Accounts (PACP) (2022-2024), we developed and implemented consistent results-based performance measures for outreach, including the ESDC outreach logic model and performance measurements pilot. We are in the final stages of procuring and implementing the *Outreach Impact Code (OIC)* tool to securely link benefit payments to outreach activities. We launched seamless client service initiatives, such as the reciprocal warm transfer between ESDC and CRA, collaborative outreach platforms, and joint mailings for Canada Learning Bond (CLB) sign-up events. Furthermore, we formalized governance structures for joint planning, monitoring and reporting on benefit take-up and outreach effectiveness. In 2025 and beyond, this initiative will focus on doing outreach, optimizing network use, proactive support, cross-government collaboration and acquisition, and using micro-level data to better serve hard-to-reach populations.

Related to this work, we implemented short-term solutions and planned long-term system changes to improve Guaranteed Income Supplement (GIS) uptake. ESDC continues to explore policy options related to automatic enrolment for partial Old Age Security (OAS) pensioners that would in turn allow for the expansion of automatic GIS enrolment.

Between 2023 and 2025, we implemented measures from the **Accessibility Plan for Client Service** to improve service delivery channels (in-person, online, and phone) for persons with disabilities. Key enhancements included Video Remote Interpretation in Service Canada Centres as part of outreach activities for sign language communication, easier-to-read web content, extended response time for phone options, and staff training to better help people with disabilities. Efforts to remove and prevent barriers will continue with the launch of the **ESDC Accessibility Plan** for 2025 to 2028.

Service Canada's **Indigenous Program Delivery** continued to conduct hybrid engagements with Indigenous Governments and community organizations to remove systemic barriers to service delivery and to help build capacity for programs, e.g. Indigenous Skills and Employment Training, Indigenous Early Learning and Child Care, and Skills and Partnership Fund.

To better help underserved Canadians across the country, our regional Service Canada teams supported skills development and employment training, collaborated with working groups to enhance EI system accessibility, and promoted access to benefits such as OAS, GIS, and CPP. They engaged with vulnerable populations and individuals experiencing homelessness to facilitate access to programs and services. At the same time, they expanded remote service delivery through community outreach including passport clinics, and by promoting e-services to help those affected by emergencies, including wildfires.

Continuous Improvement through a Results and Delivery Approach

As the largest service delivery department in the Government of Canada, ESDC is committed to improving client experience and outcomes, supported by increasingly seamless digital services.

In 2024 to 2025, our Canadian Digital Service (CDS) branch continued to support the Government’s commitment to delivering digital services that are accessible, equitable, and sustainable. Through its suite of shared, scalable platforms (e.g. [GC Notify](#) and [GC Forms](#)), CDS has enabled many departments and agencies to replace paper-based communications and intake processes with secure, bilingual, and accessible digital alternatives. These tools contributed to reducing emissions related to travel and printing, while broadening access and responsiveness of government programs.

CDS played a key role in improving accessibility and inclusion by embedding plain language, usability testing, and accessibility standards into platform development and service design practices. Through its Digital Transformation Office (DTO), Canada.ca was improved, making content clearer and aligning navigation with common life events (e.g. applying for benefits or replacing identity documents).

Our approach to improving services puts client experience at the forefront. For design of accessibility-related programs and services, we engaged persons with disabilities, applying the “Nothing About Us, Without Us” principle. For example, before launching the Canada Disability Benefit (CDB), client-facing products were tested by people from the disability community. Additionally, the CDB's ‘Tell us once’ approach allows Service Canada and CRA to share

client information through a data sharing agreement, reducing the burden on clients to provide information multiple times.

Benefits Delivery Modernization Programme

The department's multi-year Benefits Delivery Modernization (BDM) Programme is improving client experience for Old Age Security (OAS), Employment Insurance (EI), and the Canada Pension Plan (CPP). It will do this by modernizing the technology platform, streamlining benefit processing, and providing new digital services.

To continue improving services, we launched the [Employment Insurance \(EI\) Benefits Estimator](#) in October 2024. This tool enables the public to self-serve online to estimate their potential EI benefits based on their unique circumstances.

Data and AI Strategies

We continued to implement our Data Foundations Platform to establish analytics- and AI-enabled labs that provide secure environments for analytics, reporting, AI, and machine learning. These will help us better understand efficiency, effectiveness, and sustainability of our operations and improve our programs and services.

ESDC is committed to a human-centric approach to data and AI use that upholds the values of human rights, inclusivity, fairness, sustainability, and transparency in serving Canadians. To guide the responsible and ethical adoption of AI technologies, we established an AI Oversight Board with members from our organization and experts from two of Canada's AI institutes.

We continued to explore strategies to enhance service delivery and improve data sharing by collaborating internally and with other departments' centres of expertise and equity networks. This included a comprehensive review and update of certain Information Sharing Agreements (ISAs) between ESDC and various partners (e.g. other departments, provincial and territorial governments), to increase the sharing of EI related data.

At the regional level, ESDC advanced digital tools and performance analytics, including real-time KPI dashboards, digital upload systems, and SharePoint Online integration, to strengthen responsiveness and service outcomes. Outreach efforts included delivering New Horizons for Seniors Program (NHSP) information sessions to over 200

community partners to empower seniors with improved access to program opportunities. Regions piloted feedback initiatives with Opportunities Fund agreement holders to enhance agreement management and better respond to client needs.