

## Indigenous Youth Summer Employment Opportunity / Opportunité d'emploi d'été pour jeunes Autochtones

The Indigenous Youth Summer Employment Opportunity (IYSEO) was a special project initiated by the Office of the Chief Human Resources Officer (OCHRO) in partnership with the Assembly of First Nations (AFN) to strengthen representation, recruitment, development, and the work experience of Indigenous youth in the Federal Public Service, in support of the priorities of Public Service Renewal and Reconciliation. With the partnership of the Public Service Commission (PSC) and the Canada School of Public Service (CSPS), the 10-week program presented an opportunity for 30 post-secondary Indigenous students from across Canada to work in 12 departments in the National Capital Region, learn first-hand about career possibilities with the public service, and gain new skills and experience. Three IYSEO key objectives explored innovative approaches to recruitment, staffing, onboarding and managing the work experience, as follows:

- Targeted recruitment: An enterprise-wide approach to create a pool of Indigenous student candidates enabled 12 departments to quickly hire 30 Indigenous students from across Canada.
- Innovation in recruitment and staffing: Addressing barriers to recruitment, including coverage of travel and accommodation costs. Common rating guides, speaking points, questions and answers, templates for letters of offer, and other supportive tools were a successful support to HR Specialists.
- Onboarding and work experience: Students received targeted support to facilitate a positive work experience, including:
  - managers trained to provide a more inclusive workplace
  - work experience tools
  - assigned mentors
  - involvement of Elders and cultural activities
  - a set learning curriculum
  - networking and informal learning activities
  - and a high degree of case management by OCHRO.

Feedback from students, managers, and mentors showed IYSEO was largely successful and a meaningful experience for all participants; however the very short project timelines were a challenge for stakeholders.

### **About the Treasury Board of Canada Secretariat**

As the administrative arm of the Treasury Board, the Secretariat has a dual mandate: to support the Treasury Board as a committee of ministers and to fulfil the statutory responsibilities of a central government agency.

The Secretariat is tasked with providing advice and support to Treasury Board ministers in their role of ensuring value-for-money as well as providing oversight of the financial management functions in departments and agencies.

The Secretariat makes recommendations and provides advice to the Treasury Board on policies, directives, regulations, and program expenditure proposals with respect to the management of the government's resources. Its responsibilities for the general management of the government affect initiatives, issues, and activities that cut across all policy sectors managed by federal departments and organizational entities (as reported in the [Main Estimates](#)). The Secretariat is also responsible for the comptrollership function of government.

Under the broad authority of sections 5 to 13 of the [Financial Administration Act](#), the Secretariat supports the Treasury Board in its role as the general manager and employer of the public service.

Treasury Board as the Employer, works through the Office of the Chief Human Resources Officer to set strategic direction on people management issues.

### **About the Assembly of First Nations**

The Assembly of First Nations (AFN) is a national advocacy organization representing First Nation citizens in Canada, which includes more than 900,000 people living in 634 First Nation communities and in cities and towns across the country.

First Nation leaders (Chiefs) from coast to coast to coast direct the work of AFN through resolutions passed at Chiefs Assemblies held at least twice a year.

The AFN National Executive is made up of the National Chief, 10 Regional Chiefs and the chairs of the Elders, Women's and Youth councils. Regional Chiefs are elected every three years by Chiefs in their regions. Chiefs, who are elected by the citizens and members of their respective communities, elect the National Chief every three years.

The role of the National Chief and the AFN is to advocate on behalf of First Nations as directed by Chiefs-in-Assembly. This includes facilitation and coordination of national and regional discussions and dialogue, advocacy efforts and campaigns, legal and policy analysis, communicating with governments, including facilitating relationship building between First Nations and the Crown as well as public and private sectors and general public.

### **Key Partners**

- **Public Service Commission** safeguards the integrity of the staffing system and the non-partisanship of the public service.
- **Canada School of the Public Service** provides learning, training, and development to public servants and helps Deputy Heads meet the learning needs of their organizations.
- **Indigenous and Northern Affairs Canada** supports Aboriginal people (First Nations, Inuit and Métis) and Northerners in their efforts to improve social well-being and economic prosperity; develop healthier, more sustainable communities; and participate more fully in Canada's political, social and economic development – to the benefit of all Canadians.
- **Participating Departments:** Deputy Heads are responsible for the effective people management in their organizations.