

**ACTION PLAN IMPLEMENTATION STATUS UPDATE
REPORT TO THE EVALUATION, PERFORMANCE MEASUREMENT AND REVIEW COMMITTEE
AS OF MARCH 31, 2010**

LANDS AND ECONOMIC DEVELOPMENT - BRANCH			
Implementation Evaluation of the Reserve Land and Environment Management Program (200964) AEC APPROVAL DATE: 02/JUN/2009			
PROJECT RECOMMENDATIONS	ACTION PLAN	EXPECTED COMPLETION DATE	PROGRAM RESPONSE
<p>1. The planning, design and communication of the Program needs improvement to allow for greater Program results, as follows:</p> <ul style="list-style-type: none"> • The vision of RLEMP as an important intermediate step toward the First Nations Land Management Act (FNLMA) requires greater clarification and reinforcement with all stakeholders. • A gap analysis between communities' land management training needs and RLEMP training is required to improve training design. • A review of and adjustments in RLEMP's funding formula is necessary as part of this redesign to ensure the Program is addressing needs equitably among participating communities. 	<p>Consultations will take place with INAC Regions and Stakeholders to develop a communication strategy that will help to clarify RLEMP's role as a stepping stone toward FNLMA.</p>	<p>December 2009</p>	<p>Status: Ongoing Update/ Rationale as of 10/31/2010:</p> <p>HQ has partnered with NALMA and the LAB/RC to identify the strategic connections between RLEMP and FNLM. For example, INAC is developing complementary entry criteria and training programs for RLEMP and the FNLM regime. It is expected that these connections will be solidified by second quarter 2010 -11.</p>
	<p>RLEMP training was developed in cooperation with First Nation land managers to address the capacity requirements for managing lands under the <i>Indian Act</i>. Course curriculum will continue to be reviewed and amended as part of the work of the RLEMP Steering Committee, which includes members from INAC HQ, the National Aboriginal Land Managers Association and the University of Saskatchewan.</p>	<p>March 2010</p>	<p>Status: Ongoing Update/ Rationale as of 10/31/2010:</p> <p>Curriculum is regularly reviewed as normal practice. The next opportunity to review the curriculum will be fall 2010. HQ is currently exploring alternative methods to improve the environmental capacity development components of the RLEMP training program. Final recommendations are expected during first quarter 2010 -11.</p>
	<p>Training needs for individual First</p>		<p>Status: Ongoing</p>

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<ul style="list-style-type: none"> The roles and responsibilities of the various stakeholders, including INAC HQ and regional staff, as well as community leaders and land managers, require clarification. Overall, Program communications need improvement to ensure that all stakeholders are being made aware of, and understand the key elements of the Program and their involvement in a timely manner. 	<p>Nations will fluctuate based on staff turnover and changes in land use activities on reserve. The option of offering training electives has been explored with participating First Nations. The development of these electives will be based on the availability of funding.</p>	<p>March 2010</p>	<p>Update/ Rationale as of 10/31/2010:</p> <p>Funding has not yet been allocated to take further action on training electives. Currently, as a staffing succession plan for First Nations, INAC permits First Nations to access the training program on a self-funded basis to train additional land managers.</p> <p>Status: Ongoing Update/ Rationale as of 10/31/2010:</p>
	<p>The First Nations Land Management (FNLM) Directorate will continue working with participating First Nations to identify possible adjustments to the current funding formula. The KPMG Cost Benefit Analysis of land management activities will provide important information for assessing different funding options and the true costs of land management on reserve.</p>	<p>December 2009</p>	<p>LAB/RC is currently developing a new operational funding formula for the FNLM regime which takes into consideration the preliminary findings of the KPMG cost benefit analysis. It is anticipated that the development of the new FNLM funding formula will take the greater part of the 2010-2011 fiscal year. INAC will subsequently explore the possibility of applying the principles of this new formula to RLEMP.</p> <p>Status: Ongoing Update/ Rationale as of 10/31/2010:</p>
	<p>The roles and responsibilities of the various stakeholders were developed in partnership with the National Aboriginal Land Managers Association (NALMA) and participating First Nations, and have been incorporated into the RLEMP Manual and toolkit. Consultations with INAC regions and stakeholders are</p>		<p>The RLEMP Manual and toolkit is in final approval stages and distribution will occur by end of first quarter 2010 -11.</p> <p>Status: Ongoing Update/ Rationale as of 10/31/2010:</p> <p>RLEMP Communication Strategy has been</p>

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	<p>ongoing and clarification of roles and responsibilities will be incorporated into the manual and toolkit before final printing and distribution.</p> <p>The RLEMP manual and toolkit will provide further clarification of the key elements of the program. The toolkit will be distributed to all stakeholders, INAC regions and First Nations after a sustainable funding source has been secured and the program has been fully implemented.</p> <p>Upon full implementation of RLEMP a fulsome communications strategy and communication package will be developed in consultation with stakeholders and distributed.</p>	<p>March 31, 2010</p> <p>March 31, 2010</p> <p>October 2011</p>	<p>approved and outlines the timelines for development of a communication package. A press release concerning the funding announcement for RLEMP is scheduled for April 26, 2010.</p> <p>Status: Ongoing Update/ Rationale as of 10/31/2010:</p> <p>INAC and NALMA have partnered to develop and pilot an equivalency exam to accelerate the pace at which experienced land managers can complete the training thereby reducing the time commitment of students and increasing the cost-effectiveness of the training. The feasibility of conducting an equivalency exam pilot project will be developed during 2010-11. The pilot project may be postponed to the 2011-12 fiscal year. Additionally, INAC is currently exploring the financial and programmatic feasibility of applying alternative learning approaches to the training program. A final report regarding the feasibility of applying the alternatives is expected in May 2010.</p> <p>AES:</p>
<p>2. RLEMP's training model requires updating as per the revised Program design and program monitoring to ensure continual improvement to the content and delivery of training,</p>	<p>Alternative training delivery methods (e.g., online courses) will be explored by the FNLM Directorate in partnership with training delivery partners (NALMA and the University of Saskatchewan) and will</p>	<p>31/03/2010</p>	<p>Status: Ongoing Update/ Rationale as of 10/31/2010:</p> <p>Status – On-going A draft Performance Measurement Strategy has</p>

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<p>as follows:</p> <ul style="list-style-type: none"> A more cost-effective model needs to be implemented that will include a mixed training delivery model to accommodate the next generation of training participants, land managers who are new as a result of turnover in participating communities, and land managers whose capacities are evolving with experience. A performance monitoring and reporting system to monitor and report on Program results needs to be implemented and will require alignment with Program redesign. 	<p>be discussed at regular Steering Committee meetings.</p> <p>An RMAF/RBAF for RLEMP has been developed outlining the applicable performance indicators. This information will be included in the RLEMP Performance Measurement Strategy and will outline the monitoring and communication requirements.</p>		<p>been developed and is awaiting final approval.</p> <p>AES Comment: Underway</p>
<p>3. Based upon the significant evidence that supports RLEMP's rationale and continued relevance, it is recommended that funding for RLEMP be sustained:</p> <ul style="list-style-type: none"> Specifically, multi-year funding would ensure Program stability and allow for long-term 	<p>The FNLM Directorate will be seeking multi-year funding to implement RLEMP as a full program and thereby ensuring program stability to allow for long term planning.</p>	<p>31/03/2010</p>	<p>Status: Implemented Update/ Rationale as of 10/31/2010:</p> <p>RLEMP received 4 years of funding in October 2009. AES: Close</p>

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