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Canada



2023 to 2027 Departmental Sustainable Development Strategy

Employment and Social Development Canada

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Executive Summary

Sustainable Development is central to Employment and Social Development Canada (ESDC)'s mandate to build a stronger and more inclusive Canada. The department's programs and activities help Canadians lead productive and rewarding lives and improve Canada's standard of living.

ESDC is the lead department responsible for coordinating Canada's efforts to implement the 2030 Agenda for Sustainable Development, which Canada and all 192 other United Nations Member States adopted in September 2015. The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) is helping to accelerate Canada's progress towards the SDGs. ESDC's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS) outlines how the department contributes to the 2022 to 2026 FSDS goals and targets and how it advances Canada's progress on Agenda 2030.

ESDC's sustainable development efforts aim to foster improvements in quality of life that are accessible to all Canadians, to support a whole-of-society approach to sustainable growth, and to ensure that the department's programs and activities are shaped by ongoing dialogue with Canadians. Our 2023 to 2027 DSDS demonstrates ESDC's leadership in advancing key social and economic FSDS goals. These include: *Goal 1: Reduce Poverty in Canada in All its Forms*; *Goal 4: Promote Knowledge and Skills for Sustainable Development*; *Goal 8: Encourage Inclusive and Sustainable Economic Growth in Canada*; and *Goal 10: Advance Reconciliation with Indigenous Peoples and Take Action on Inequality*. The strategy also highlights the department's engagement in taking action on climate change, our leadership in supporting a just transition to a net-zero economy, as well as our continued efforts in supporting the implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration).

SECTION 1

Introduction to the Departmental Sustainable Development Strategy

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 (SDGs) of the United Nations 2030 Agenda and provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, ESDC supports the goals laid out in the FSDS through the activities described in this Departmental Sustainable Development Strategy (DSDS). ESDC's strategy also encompasses the activities of the Canada Employment Insurance Commission (CEIC), which oversees ESDC's delivery of



numerous high-profile employment programs and services.

The [*Federal Sustainable Development Act*](#) also sets out [7 principles](#) that must be considered in the development of the FSDS as well as DSDS. These principles have been considered and incorporated in Employment and Social Development Canada's DSDS.

To promote coordinated action on sustainable development across the Government of Canada, this departmental strategy integrates efforts to advance Canada's implementation of the 2030 Agenda National Strategy, supported by the Global Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators. The strategy also now captures SDG initiatives that fall outside the scope of the FSDS to inform the development of the Canada's Annual Report on the 2030 Agenda and the SDGs.

SECTION 2

Employment and Social Development Canada's Sustainable Development Vision

ESDC delivers a wide range of programs and services that support Canadians throughout their lives. The department is responsible for distributing over \$160 billion in benefits to individuals and organizations every year, by way of programs and services such as Employment Insurance, the Canada Pension Plan, the Old Age Security program, the Canada Student Financial Assistance Program, and the Canada Disability Savings Program.

By taking a whole-of-society approach, ESDC will help build a stronger, more inclusive, and sustainable Canada. We will continue to focus on programs and activities that help Canadians live productive and rewarding lives and improve Canada's standard of living.

ESDC will fulfill its commitments to Canadians in ways that foster and support sustainable development as required by the [Federal Sustainable Development Act](#) and outlined in the 2022 to 2026 FSDS. Specifically, ESDC will focus on sustainable improvements in:

- quality of life for Canadians;
- capacity building for governments, employers, and civil society;
- engagement and dialogue on programs and services; and,
- the department's operations and workplace culture.

Improvements in **quality of life** depend on social and economic development that is sustainable. ESDC will ensure its programs, policies, and initiatives contribute to gains from economic growth that are shared fairly and protect and preserve our environment and climate. This includes ensuring equitable access to gains from sustainable growth through the labour market, education and training system, and government benefits and services. It also means

ensuring vulnerable or disadvantaged persons have the means to live and thrive in an inclusive economy and affordable society and a safer environment. As well, ESDC will support workers and future generations in a just transition to a net-zero emissions and climate resilient economy by developing and improving programs and benefits that help affected workers and facilitating skills development via education and training.

With its broad range of benefits, funding programs, and engagement activities, ESDC will continue to play a key role in **capacity building** for sustainable development. Through its external and internal activities, ESDC will increase the ability of governments and other organizations in society to contribute to sustainable growth and social development.

The scope and size of ESDC's activities also provide us with a unique role to **engage in dialogue with Canadians** and the groups that represent them, including Indigenous Peoples, underrepresented groups, other levels of government, employers, and social purpose organizations. We will continue to use this opportunity to shape the delivery and quality of sustainable services and benefits for Canadians. We will ensure that Canadians and their representatives are included in decisions about the programs and services that are intended to improve their lives economically, socially, and environmentally. This includes ongoing commitments to advance Reconciliation with Indigenous Peoples and adopting distinctions-based approaches and that recognize the unique realities of First Nations, Inuit, and Métis.

Finally, ESDC will continue efforts to **integrate sustainable practices in the department's internal operations and workplace culture** so that Canadians will know that the services and benefits they receive are being created and delivered in sustainable ways. This will include adopting practices to reduce the department's carbon footprint; using technologies strategically to reduce environmental impacts; and fostering a workforce and culture committed to sustainable development in everyday activities.

SECTION 3

Listening to Canadians

As required by the *Federal Sustainable Development Act*, ESDC, including the Labour Program and Service Canada, has taken into account comments on the draft 2022-2026 FSDS made during the public consultation held from March 11 to July 9, 2022.

During the public consultation, more than 700 comments were received from a broad range of stakeholders, including governments, Indigenous organizations, non-governmental organizations, academics, businesses, and individual Canadians in different age groups and of various backgrounds. The draft FSDS was also shared with the appropriate committee of each House of Parliament, the Commissioner of the Environment and Sustainable Development, and the Sustainable Development Advisory Council for their review and comment.

What We Heard

Across the submissions received, ESDC identified sustainable development priorities and issues related to ESDC's mandate and sustainable development that affect us.

During the public consultation on the FSDS, we heard that Canadians want to see a greater acknowledgment of socio-economic challenges such as inequality, poverty, and the rising cost of living in Canada.

Reconciliation and respect for the Indigenous Peoples' inherent rights, including the right to self-determination, were also strong themes that emerged during the consultation. Specifically, the importance of taking a distinctions-based approach in the federal government's work with First Nations, Inuit and Métis, communities, to ensure that their rights, interests, histories and lived experiences are recognized, affirmed, and reflected in policies and programs.

Finally, we also heard that ensuring a just and equitable transition to a low-carbon future for workers and their communities was a key priority. Stakeholders expressed that the federal government needs to develop programming to deal with Canada lacking the skilled workforce needed to transition to net-zero and take action to advance a circular economy.

What We Did

ESDC took the above-mentioned key priorities and issues into consideration in this DSDS.

ESDC continues to address the concerns of Canadians regarding the rising cost of living and its impacts on Canada's most vulnerable populations through its sustainable development commitments.

As the Federal Government lead for Opportunity for All: Canada's First Poverty Reduction Strategy, ESDC is taking action on *FSDS Goal 1: Reduce Poverty in Canada in all its Forms* and *SDG 1: No Poverty* by making long-term investments in poverty reduction to ensure a sustainable livelihood for all Canadians.

This includes investing and improving access to the Old Age Security pension and the income-tested Guaranteed Income Supplement to ensure a minimum income for seniors as they age and reduce the number of Canadian seniors living in poverty. It also includes investments in initiatives supporting the financial security of Persons with Disabilities, such as the new Canada Disability Benefit, which will reduce poverty, and support the financial security of working age persons with disabilities.

ESDC programs and initiatives that contribute to the department's efforts to advance reconciliation and support the self-determination of Indigenous Peoples are also a key part of the department's commitments.

Through its work on the Indigenous Early Learning and Child Care Transformation Initiative, which supports Indigenous governance, capacity, and self-determination in the early learning and child care (ELCC) sector, ESDC is contributing to the advancement of: *FSDS Goal 4: Promote knowledge and Skills for Sustainable Development*; *SDG 4:*

Quality Education; and *FSDS Goal 10: Advance Reconciliation with Indigenous Peoples and Take Action on Inequality*. Per the initiative's National Partnership Tables, federal investments are coordinated in alignment with the Government of Canada's co-developed Indigenous Early Learning and Child Care (IELCC) Framework which reflects the unique cultures and needs of First Nations, Inuit, and Métis children across Canada.

By way of its commitments and planned initiatives in support of *FSDS Goal 8: Encourage inclusive and sustainable economic growth in Canada*, ESDC is also taking steps to ensure that Canada has the skilled workforce it needs to transition to net-zero and help Canadians thrive in a changing global economy.

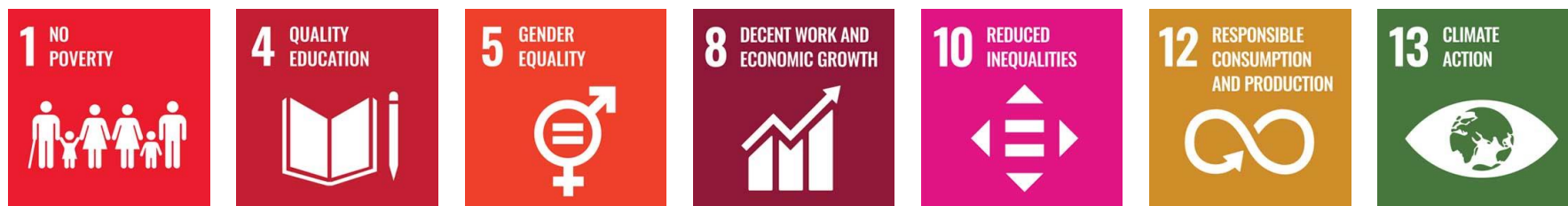
Through its distinctions-based Indigenous Skills and Employment Training (ISET) Program, the department is helping Indigenous people, including those in northern communities access green job opportunities and skills training in culturally relevant ways. Over the duration of the DSDS, the department will also implement measures announced in the 2022 Fall Economic Statement, including the Sustainable Jobs Training Centre (now known as the Sustainable Jobs Training Fund), and a new Union Training and Innovation Program sustainable jobs funding stream – the latter under the Canadian Apprenticeship Strategy to support the development of green skills training for skilled trades apprentices and journeypersons.

As the largest federal service delivery organization in Canada, the essential programs, and services the department delivers are informed by ongoing conversations with Canadians. As we share the plans and commitments of our 2023 to 2027 DSDS in support of the FSDS's goals and targets, as well as Canada's 2030 Agenda, we look forward to sharing our progress and continuing the conversation with Canadians in support of building a stronger, more inclusive, and sustainable future.

SECTION 4

Employment and Social Development's Commitments

Here are the Federal Sustainable Development Strategy (FSDS) Goals that Employment and Social Development Canada is contributing to:



Here are the Sustainable Development Goals (SDGs) that Employment and Social Development Canada is contributing to:





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 and to protect Canadians from falling into poverty by supporting income security and resilience.

Looking ahead, the department 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 will collaborate 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. The department will also continue its work with First Nations, Inuit and Métis communities to better understand and address poverty among Indigenous populations in Canada.

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 also continue its work to improve services for groups disproportionately affected by poverty, via initiatives such as the new Canada Disability Benefit, which will reduce poverty and support the financial security of working-age persons with disabilities. Persons with disabilities experience poverty at a higher rate¹ than working-age persons without 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

¹ Updated from "twice the rate" to "a higher rate" based on new data from the Canadian Income Survey, in 2022, 12.3% of people with a disability aged 15 years and older lived below the poverty line, compared to 9.9% for the overall Canadian population.

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
Improve the measurement of poverty.	<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><i>CIF Indicator:</i> Poverty rate, as measured by Canada's official poverty line.</p> <p>Global Indicator Framework (GIF) <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>Improve the measurement of poverty.</p>	<p>Statistics Canada, in partnership with ESDC, will launch and implement² 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 Official Poverty Line in all territories.</p> <p>Initiative: Third Comprehensive Review of the Market Basket Measure (MBM)</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:</p> <p><i>CIF Ambition/Target:</i> 1.1 Ambition - Reduce poverty in Canada in all its forms Target - By 2030, a 50% reduction in 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>
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² Updated to reflect that Statistics Canada will be launching and implementing this review, which is mandated in legislation. ESDC is a partner in this process.

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
Make investments to reduce poverty.	<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>
Make investments to reduce poverty.	<p>ESDC will make investments to help support the long-term financial security of Persons with disabilities through the Canada 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>Performance Indicator: Percentage of Canadians approved for the Disability Tax Credit who have a Registered Disability Savings Plan.</p> <p>Starting point: 35% in December 2021</p> <p>Target:</p>	<p>The Canada Disability Savings Program supports the reduction of poverty in Canada by providing savings incentives such as the Canada Disability Savings 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>

	Program: Canada Disability Savings Program (CDSP)	34% by December 2025 ³ ⁴	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. Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 1.1 “Reduce poverty in Canada in all its forms.”
Work with partners to reduce poverty.	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. Initiative: National Advisory Council on Poverty –Opportunity for All: Canada’s first Poverty Reduction Strategy.	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. Starting point: 3 reports tabled since the establishment of the National Advisory Council on Poverty (2020, 2021, 2022) Target: 3 additional reports tabled by March 31, 2026.	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. 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.
Additional implementation strategy in support of goal 1	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 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). Program: Old Age Security (OAS) and Guaranteed Income Supplement (GIS).	Performance Indicator (OAS): Percentage of seniors receiving the Old Age Security Pension in relation to the estimated total number of eligible seniors. Starting Point: Actual results: 96.8% (2019)* Target: 94% by March 2025 ⁵	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 Income Supplement (GIS), ensure that the overall income of seniors does not fall below a specified threshold, providing seniors with a minimum income guarantee. Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadian Indicator

³ Target updated from 35% to 34% and date updated from December 2023 to December 2025

⁴ One indicator is sufficient to report on this requirement.

⁵ Target was updated to reflect information as per ESDC’s 2024-2025 Departmental Plan.

		<p><u>Note: there is a 3-year time lag in the availability of data.</u></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 2025⁶</p> <p><u>Note: There is a 3-year time lag in the availability of data.</u></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 2030⁷</p> <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>	<p>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>
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⁶ Target was updated to reflect information as per ESDC's 2024-2025 Departmental Plan.

⁷ Target was updated

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
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.	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.”
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) ⁸ .	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.”

⁸ New initiative added.



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
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.	The New Horizons for Seniors Program contributes to advancing: 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.”
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.	The Social Development Partnerships Program contributes to advancing: 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.”
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.	The Enabling Accessibility Fund (EAF) program contributes to advancing: 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.” The Enabling Accessibility Fund also contributes to advancing other sustainable development goals, including: 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.” Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced.”

PLANNED INITIATIVES	ASSOCIATED DOMESTIC TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS
	<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 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. The permanent elimination of interest for Canada Student Loans and Canada Apprentice Loans, effective April 1, 2023, will 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
Work with provincial, territorial, and Indigenous partners to build a Canada-wide, community-based system of quality child care.	<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 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>

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
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 2026⁹</p>	<p>The Student Work Placement Program 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 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 youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>

⁹ Target year updated from 2024 to 2026. SWPP does not have funding beyond March 2026. As such, no target can be provided for fiscal year 2026-2027.

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
<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 affordable¹⁰.</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.¹¹</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 2025¹², 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 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 Canada Student Financial Assistance (CSFA) Program and Canada Apprentice Loans contributes 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>

¹⁰ Budget 2024 introduces measures to enhance student financial assistance for the 2024–2025 academic year. These include extending the increase in full-time Canada Student Grants from \$3,000 to \$4,200 annually and raising interest-free Canada Student Loans from \$210 to \$300 per week, demonstrating the government's continued commitment to supporting students.

¹¹ The RAP threshold for single borrowers has been updated to the current level for the 2024–2025 academic year, with added language to note that thresholds are now indexed to inflation annually.

¹² The Canada Student Loan Forgiveness benefit, announced in Budget 2024, aims to support health professionals in underserved areas by permanently expanding the program to include more health care and social services workers in rural and remote communities.

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<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>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, 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 enrolment to the Canada Learning Bond¹³ to increase program access and enable post-secondary education, in particular from underserved harder-to-reach populations, including Indigenous Peoples.</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>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 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 old¹⁴.</p> <p>CSC volunteer service opportunities are open to Canadian citizens, permanent residents,</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>

¹³ The automatic enrollment to Canada Learning Bond is a newly planned initiative to contribute to SDG 4, introduced in Budget 2024.

¹⁴ The Canada Service Corps (CSC) has conducted research which demonstrated that lowering the minimum participation age from 15 to 12, allows youth to develop skills which will be useful later in life.

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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.	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.”
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>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>
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>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>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>
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>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>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.¹⁵</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>
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¹⁵ New initiative added.



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 continue to modernize the *Employment Equity Act* to promote equality and diversity and help identify and eliminate barriers to employment opportunities in federally regulated workplaces. The department will also advance new pay transparency measures that will shine a light on pay gaps experienced by women, Indigenous Peoples, persons with disabilities and members of visible minorities.

At the same time, ESDC is investing in programs and initiatives that focus on creating new and improving existing opportunities for women in this sector of the economy. 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.¹⁶

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.

¹⁶ Text adjusted to reflect that the Women's Employment Readiness Pilot Program has ended.

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
Reduce systemic barriers to gender equality.	ESDC will support federally regulated private-sector employers in achieving progress towards creating equitable workplaces. Program: Workplace Equity Program	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. Starting point: 2021 to 2022 actual results: 74% Target: At least 65% by September 2025 ¹⁷ .	Through the Employment Equity Act 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. 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.” 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.” ¹⁸

¹⁷ The target year was updated to 2025.

¹⁸ Target 8.5 removed to focus on SDGs with a headline focus on equality; namely goals 5 and 10.

			10. 2 ¹⁹ “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”.
Reduce systemic barriers to gender equality.	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. Program: Canada-wide early learning and child care system.	Performance indicator: Number of provinces and territories with \$10-a-day average regulated child care costs. Starting point: 2 provinces/territories as of July 2021 Target: 10 provinces and 3 territories by March 31, 2026.	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. The Canada-wide early learning and child care system supports progress towards SDG 5, through GIF targets 5.4 and 5.5. Relevant targets or ambitions: <i>CIF Ambition/Target: 5.2.1 Gender equality in leadership roles and at all levels of decision-making;</i> <i>CIF Ambition / Target 5.3.1 Canadians share responsibilities within households and families.</i> <i>GIF 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.</i> <i>GIF 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.</i>

¹⁹ Target number corrected to 10.2.

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Invest in women's skills, employment, and Leadership.	<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.²⁰</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>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>
Additional implementation strategy in support of goal 5.	<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>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>

²⁰ Language has been updated as the Pilot initiative ended on March 31, 2024.

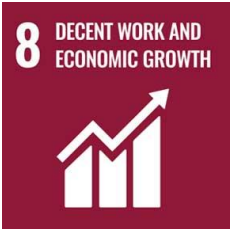
			<i>GIF Target:</i> 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.
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Initiatives advancing Canada's implementation of SDG 5 – Gender 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
<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. 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 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>The <i>Employment Equity Act</i> 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>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 Seals 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>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>



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 2026 to 2027, 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 approximately 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 will aim 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
Increase labour market participation of Persons with Disabilities.	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. Program: Opportunities Fund for Persons with Disabilities Program (OF).	Performance indicator: Number of participants employed or self-employed or returned to school after participating in the program.	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>Starting point: 3,277 (latest results for 2022-2023, including 431 participants from Quebec).²¹</p> <p>Target: At least 3,735 by March 2025²²</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><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>
Take a sector-by-sector approach to investing in workforce support.	<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 funding²³.</p> <p>Target: 2,600 individual participants by the end of 2026-2027.²⁴</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</p>

²¹ Starting point updated as previous metrics did not capture Québec’s numbers.

²² Target updated. Program targets are based on the previous 3 years of reported results. As we are transitioning to a new performance measurement strategy, there is currently insufficient data to establish 2026-2027 targets.

²³ The starting point will be determined based on funding availability.

²⁴ The Department is assessing recent SWSP project results, including the reach and effectiveness of sectoral worker and employer activities, to inform future initiatives. The timing and focus of a future call for proposals remains to be determined, depending on available funding.

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			<p>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.”²⁵</p>
<p>Support training and employment opportunities to transition to a net-zero economy.²⁶</p>	<p>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.</p> <p>Program: Sustainable Jobs Training Fund</p>	<p>Performance indicator: Number of participants who access or participate in training and transition initiatives.</p> <p>Starting point: Projects anticipated to start winter 2025.</p> <p>Target: 15,000 individual participants by the end of 2027-28.</p>	<p>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.</p> <p>Relevant targets or ambitions:</p> <p>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>CIF Indicator: 8.6.1 Canadians contribute to and benefit from sustainable economic growth – Jobs in the clean technology sector.</p>

²⁵ Indicator 8.6.1 was removed as it is supported by the Sustainable Jobs Training Fund, which is now reported on its own (directly below). The addition of the other indicators reflects the scope of the new potential upcoming projects under the SWSP.

²⁶ New initiative added.

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<p>Test community-based approaches to national and regional priorities.</p>	<p>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.</p> <p>Program: Community Workforce Development Program²⁷</p>	<p>Performance indicator: Number of participating communities responding to national or regional priorities.</p> <p>Starting point: New Program-Announced in Budget 2021 with projects anticipated to start spring/summer 2023.</p> <p>Target: 25 communities by March 31, 2024.</p>	<p>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.</p> <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. <i>Target:</i> 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>
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²⁷ This program trial (the portion that falls under this chapter of the DSDS) is over. As such, there will not be a target for 2026-2027.

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<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, ESDC 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.²⁸</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 2027²⁹</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>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.³⁰</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>
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²⁸ Indicator text modified to align with how it is phrased and publicly reported in GC Infobase and departmental reports.

²⁹ Target was updated from March 2024 to March 2027.

³⁰ Language adjusted to better reflect the program.

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Test community-based approaches to national and regional priorities ³¹ .	<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 the Official Languages Act (OLA) 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>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>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:</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:</p>

³¹ New stream added.

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	<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</p> <p>2) The Canada Summer Jobs (CSJ)</p>	<p>YESSP: 5,000 for ESDC.³²</p> <p>CSJ: 70,000 opportunities</p>	<p><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>
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, 2024³³.</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 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>

³² Targets updated from 75,240 by March 2024 to “at least 90,000 by March 2026” and for YESSP, ESDC’s portion adjusted from 5,240 to 5,000.

³³ Language updated to indicate that this program was a pilot. Target updated for the initiative’s end date of March 31, 2024.

			<i>CIF Indicator:</i> 8.1.1 Unemployment rate. <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.
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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
<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>

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<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 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 resident levels to 5% by 2027, ensuring</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.”³⁴</p>
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³⁴ Updated CIF 8 target to align with CIF 8.8.

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the Program remains flexible to the changing labour market conditions, and align with SDG 8 on decent work and economic growth.	
<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 2019.³⁵ 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>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>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</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>

³⁵ Language updated to reflect developments since the DSDS was originally published.

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employers to provide skills training for Indigenous Peoples linked to economic development opportunities. ³⁶	<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 training³⁷</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>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>
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. ³⁸	<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>
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>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."³⁹</p> <p>Global Indicator Framework target 8.3: "Promote policies to support job creation and growing enterprises."</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. ⁴⁰	<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>

³⁶ Language adjusted to reflect changes to the Canada Labour Code.

³⁷ Updated CIF 8.6.1 target to align with CIF.

³⁸ Language adjusted to reflect that this pilot program ended in March 2024.

³⁹ Updated CIF 8.6.1 target to align with CIF.

⁴⁰ New program added.

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>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>
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. ^{41 42}	<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>Canadian Indicator Framework target 8.6: “Achieve a 25% growth in jobs in the clean technology products sector from 2015 to 2026”.</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>Negotiation and implementation of labour provisions of free trade agreements.</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</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>

⁴¹ New initiative added.

⁴² Previous initiative removed

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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>Forced Labour in Global Supply Chain 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>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>The Government of Canada plans to amend the Canada Labour Code to create a new stand-alone leave with three days' pay⁴³ for workers in federally regulated sectors who experience a pregnancy loss.</p>	<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>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>	<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>

⁴³ Added specificity "with three days' pay".

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<p>The Government of Canada requires employers⁴⁴to provide menstrual products in federally regulated workplaces to support and ensure all employees' participation at work, including gender-diverse employees.</p>	<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>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.⁴⁵</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>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.⁴⁶</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>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>

⁴⁴ Language adjusted to reflect changes to the Canada Labour Code.

⁴⁵ Language updated to reflect amendments to the Canada Labour Code.

⁴⁶ Language updated to reflect developments since the DSDS was originally published.

<p>NEW (Labour) 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.⁴⁷</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>
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⁴⁷ New initiative added.



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
<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 2025.⁴⁸</p>	<p>The Future Skills Centre’s work contributes to advancing:</p> <p>Canadian Indicator Framework ambition 9.1: Canada fosters sustainable research and innovation.</p>
<p>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 infrastructure⁴⁹.</p>	<p>The Sustainable Jobs Training Fund will contribute to advancing:</p> <p><i>CIF Ambition/Target:</i> Canadians have access to modern and sustainable infrastructure.</p> <p><i>CIF Indicator 9.6.1:</i> Number of publicly available electric vehicle charging and alternative fuelling stations in Canada.</p>

⁴⁸ The results reported (statistics) have been updated to reflect the latest results of Centre activities (from 2019 to 2024), and additional information added (Skills Horizon).
⁴⁹ New initiative added.

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<p>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.</p>	<p>The Accessible Canada Act contributes to advancing:</p> <p>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.”</p> <p>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.</p>
<p>Alternate Format Business Technology Challenge</p> <p>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.</p>	<p>The Alternate Format Business Technology Challenge 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>



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.

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
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. ⁵⁰	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</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.
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>	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

⁵⁰ Target updated to include "of eligible employees" to focus on those actively employed during the reporting period. This ensures the metric accurately reflects participation without being impacted by workforce changes.

		<p>Target: At least 16,500 Annually</p>	<p>Program is founded in a distinctions-based approach to better meet the needs of First Nations, Inuit, 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
Support economic development and entrepreneurship in Indigenous communities.	<p>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> <p>Program: Skills and Partnership Fund (SPF)</p>	<p>Performance indicator: Number of Indigenous participants who obtain employment following interventions under the SPF.</p> <p>Starting point: 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>)⁵¹</p>	<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, 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</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>

⁵¹ Starting point and target added (previously not available).

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Support economic development and entrepreneurship in Indigenous communities.	<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.⁵²</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-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>
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⁵² Note added.

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Support economic development and entrepreneurship in Indigenous communities.	<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 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>
Implement the <i>United Nations Declaration on the Rights of Indigenous Persons Act</i> .	<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</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</p>

	<p>consult and cooperate with Indigenous Peoples.</p> <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.⁵³</p> <p>Program: Accessible Canada Initiative</p>		<p>inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, 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:</p>	<p>In support of the Government of Canada’s Disability Inclusion Action Plan (DIAP) and per the <i>Accessible Canada Act</i> and its regulations⁵⁴, 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</p>

⁵³ Language updated to reflect developments since the DSDS was originally published.

⁵⁴ Reference to the *Accessible Canada Act* and its regulations has been added as our 3-year accessibility plan and subsequent commitments are governed by these.

		<p>6.0% by 2025 set by TBS in December 2020</p> <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>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>report: Employment and Social Development Canada 3-year accessibility plan – 2023⁵⁵.</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>
Support accessibility and employment opportunities for persons with disabilities.	ESDC will support accessible and inclusive communities by improving access to alternate format reading materials for persons with print disabilities.	<p>Performance indicator: Number of alternate format documents produced.</p> <p>Starting Point:</p>	Through its implementation of the Disability Inclusion Action Plan (Pillar 3: Accessible and Inclusive Communities) , addresses physical, communication, and attitudinal barriers that prevent persons with

⁵⁵ Reference has been added to the Performance Measurement Framework associated with our 3-year Accessibility Plan (including links). Reporting on progress is a regulatory element for all accessibility plans per the *Act*, and the department is publishing their performance measurement efforts via this framework.

	<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>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.</p> <p>The EARP aims to create 1000 new accessible works for each \$1million in funding.</p>	<p>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 2024⁵⁶.</p> <p>How action contributes to goals, strategy, and/or SDGs:</p> <p>The Disability Inclusion Action Plan (Pillar 3) contributes to advancing SDG 10: Reduced Inequalities.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> Ambition 10.1 “Canadians live free of discrimination and inequalities are reduced.”</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>
Support accessibility and employment opportunities for persons with disabilities.	<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>Performance indicator: Number of completed projects (community spaces and workplaces that are more accessible due to Enabling Accessibility Fund funding).</p> <p>Starting point:</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>

⁵⁶ The requirement has been identified and the Equitable Access to Reading Program is now and the stage where proposals are being accepted to produce accessible format reading material.

	<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 \$200,000⁵⁷ 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>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, 2025⁵⁸.</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 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.”</p>
Support entrepreneurship and community development in Black communities.	ESDC will support the Social Finance Fund which will facilitate investments into a range of diverse social purpose organizations (SPOs),	Performance indicator:	The Social Finance Fund (SFF) program will support investment to reach and support organizations that are led by or serve equity

⁵⁷ The grants amount per project has increased.

⁵⁸ Target updated.

	<p>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 Fund⁵⁹.</p> <p>Initiative: Black-led Philanthropic Endowment Fund</p>	<p>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 non-profits that receive funding through the Fund's CFPs</p> <p>Starting point: 107 in 2023-24</p>	<p>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 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:</p>
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⁵⁹ The Black-led Philanthropic Endowment Fund was added under SDG 10 because it is a federal initiative that targets Black communities and community organizations.

		Target: 100	<p><i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced</p> <p><i>CIF Indicator:</i> 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>
Implement the 50-30 challenge.	<p>ESDC will support the Social Finance Fund (SFF) which will implement the 50-30 Challenge.</p> <p>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.</p> <p>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.</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>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>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 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</p> <p><i>CIF Indicator:</i> Median household after-tax income</p> <p><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>

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
<p><u>Supporting Black Canadian Communities Initiative</u></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 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.⁶⁰</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>The Supporting Black Canadian Communities Initiative 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>

⁶⁰ Language updated to reflect developments since the DSDS was originally published.

<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.⁶¹</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>Alternate Format Business Technology Challenge</p> <p>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.⁶²</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>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. 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 both⁶³ 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:</p> <p>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."</p> <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>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>

⁶¹ New initiative added.

⁶² New initiative added.

⁶³ The program is now under the purview of a new Minister.

<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 2025⁶⁴ 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, 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><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>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>The <u>Indigenous Skills and Employment Training Program (ISET)</u> 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>

⁶⁴ Language updated to reflect developments since the DSDS was originally published.

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.	The Labour Market Development Agreements and the Workforce Development Agreements contributes to advancing: Canadian Indicator Framework ambition 10.2: “Canadians live free of discrimination and inequalities are reduced.”
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.	The Opportunities Fund for Persons with Disabilities 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 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.	The Enabling Fund for Official Language Minority Communities contributes to advancing: 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 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. ⁶⁵	The Women’s Employment Readiness Pilot Program contributes to advancing: Canadian Indicator Framework ambition 10.1: “Canadians live free of discrimination and inequalities are reduced”, as well as ambitions 10.2 and 10.4. Global indicator Framework Goal 10: “Reduce inequality within and among countries”, and more specifically targets 10.1, 10.2, and 10.3.

⁶⁵ Language adjusted to reflect that the Pilot Program ended in March 2024.

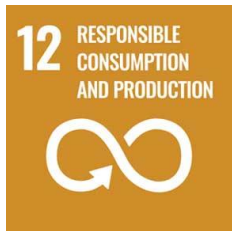


GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES

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
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.	The Enabling Accessibility Fund (EAF) program contributes to advancing: 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.”
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.	The Accessible Canada Act contributes to advancing: 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.”



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
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>

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
Transform the federal light-duty fleet.	<p>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 replaced. ESDC is reporting this information to Treasury Board Secretariat on an annual basis.</p> <p>Program: Internal Services.</p>	<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><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></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 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 2026⁶⁶, 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>

⁶⁶ Updated to reflect changes to CIF target.

		<p>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 Driving 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>	
Strengthen green procurement criteria.	<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>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:</p> <p><i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable,</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>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>	in accordance with national policies and priorities
Strengthen green procurement criteria.	<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>	<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</p>

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		<p>1. 89.54% of devices are mobile as of April 13, 2023.</p> <p>2. Already at 100% for Procurement.</p> <p>Targets:</p> <p>1. Increase the current ratio of mobile to desktop devices to 95% by 2026</p> <p>2. Maintain 100% procurement of goods or services from vendors that have their product Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) certified.</p>	<p>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>
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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
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.	The integration of Environmental Considerations clause contributes to advancing: Global Indicator Framework ambition 12.7 “Promote public procurement practices that are sustainable, in accordance with national policies and priorities”.



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
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	<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; -including automatic lighting, within the scope of projects, in alignment with IDS standards; -ensuring recycling programs are implemented in all ESDC occupied 	<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:</p> <p><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>buildings by engaging the Landlord/Service Provider in each location;</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. ⁶⁷</p> <p>Program: Internal services</p>		
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations.	<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"> 1. Maintain/reduce user-to-print device ratios. 2. Maintain/reduce printers per floor for physical locations. 3. Number of print devices with mandatory Secure Print is installed. <p>Starting point:</p> <ol style="list-style-type: none"> 1. 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 paperless habits, and reduce printing devices footprint.</p>

⁶⁷ Initiative added.

		<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 75:1⁶⁸ 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>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>
Modernize through net-zero carbon buildings.	<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, 2025⁶⁹</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>
Reduce risks posed by climate change impacts to federal assets, services, and operations.	<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> <ol style="list-style-type: none"> 1) 25% of departmental exercises consider climate change factors. 	<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 response to emergency events, including climate change-related events.</p>

⁶⁸ The user-to-print device target has been changed from 30:1 to 75:1 to reflect a shift towards a paperless, post-pandemic, hybrid work environment.

⁶⁹ Target updated due to delays.

		<p>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.</p> <p>2) Climate change-related factors are incorporated into 75% of other Branch and regional BCPs and EM exercises by FY25-26⁷⁰.</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>Relevant targets or ambitions:</p> <p><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>
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⁷⁰ Targets updated to end in FY 25-26.



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
<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>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>



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
<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>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.”</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><u>The Supporting Black Canadian Communities Initiative (SBCCI)</u></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 Canada; • implement plans, priorities and strategies aimed to support Black communities in Canada. 	<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>

SECTION 5

Integrating Sustainable Development

ESDC's Strategic Environmental Assessment Process

ESDC will continue to ensure that its decision-making process includes consideration of FSDS goals and targets via its Strategic Environmental Assessment (SEA) process. A SEA for a policy, plan or program proposal includes an analysis of the impacts of the given proposal on the environment, including on relevant FSDS goals and targets.

Statements on the results of ESDC's assessments are made public when an initiative has undergone a detailed SEA. The purpose of the public statement is to demonstrate that the environmental effects, including the impacts on achieving the FSDS goals and targets, of the approved policy, plan or program have been considered during proposal development and decision-making.

ESDC will continue to consider sustainable development in its internal policy and operational processes in the following ways:

Expanding our Social Equity lens through new tools and training



In addition to its SEA process, ESDC is committed to assessing the impact of its policies, plans and project proposals on diverse groups of individuals targeting Indigenous Peoples, Persons with Disabilities, Visible Minorities, 2SLGBTQIA+, Black Centric and Women⁷¹. In addition to the Gender-Based Analysis Plus (GBA +) assessment of proposals, ESDC's GBA+ Centre of Excellence has recently expanded its assessment tools to include a new **Black-Centric Lens (BCL)**. Launched in February 2023, the BCL recognizes the unique barriers faced by many Black people in Canada and supports the department in building greater relationships with Black communities while improving our services.

As well as new GBA+ analysis tools, ESDC continues to build knowledge and awareness across the department in advancing reconciliation with Indigenous Peoples through the co-development, collaboration, cooperation and reporting on branch-wide specific strategies aligned with the various Calls to Action, such as the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and Many Voices One Mind⁷². In addition to the Indigenous Awareness and Reconciliation learning requirements that form part of ESDC's Essential Training Criteria for all employees, ESDC College is developing an **Indigenous Learning Strategy** in collaboration with external Indigenous stakeholders.

Increasing our Service Impact through Stakeholder Engagement

Ensuring inclusive, equitable and accessible programs and services the department delivers are essential in the lives of Indigenous Peoples and Canadians. The department is committed to identify, remove, and prevent barriers with the intent to increase its understanding of service barriers that prevent marginalized and underserved Canadians from receiving the benefits to which they are entitled. Improving access to inclusive and equitable services tools, and resources and accessible benefits for all eligible Indigenous Peoples and ⁷³Canadians will continue to be a priority in advancing our contributions to FSDS and SDG goals and targets, particularly our leadership in advancing *FSDS Goal 1: Reduce Poverty in Canada in all its forms*. As a result of its **Reaching All Canadians** initiative, the department is working with the Canada Revenue Agency and Statistics Canada to gain insights into hard-to-reach populations in support of increasing benefit uptake for eligible Canadians.

⁷¹ Language added to identify the groups or individuals referred to.

⁷² Additional context provided.

⁷³ Language captures important priorities outlined in the 2024-2025 Departmental Plan.

The department is also working to implement the **Accessibility Plan for Client Service**. This plan proposes 17 measures to be put in place between 2023 and 2025. The measures are aimed at improving the accessibility of service delivery channels (in-person, online, phone) for persons with disabilities. As part of the Accessibility Plan for Client Service, the department will develop a process to include persons with disabilities in the design or redesign of programs and services. This plan will help to reduce or remove barriers that could otherwise limit access to services.

Our Service Canada Regions Service Delivery actively supports the delivery of a wide array of essential services at hundreds of Service Canada Centres across the country. Service Canada's **Indigenous Program Delivery** will continue to conduct hybrid engagements with Indigenous Governments and community organizations to remove barriers to service delivery and to help build capacity for programs such as the **Indigenous Skills and Employment Training, Indigenous Early Learning and Child Care, and Skills and Partnership Fund**. By using hybrid platforms, engagements reduce the carbon footprint while providing accessible and effective forums for consultations and collaborations. These regular stakeholder engagements aim to hear directly from the Indigenous communities negatively affected by systemic barriers to service⁷⁴.

Continuous Improvement through a Results and Delivery Approach

As the largest government service delivery department, ESDC is committed to improving client service experience and outcomes, supported by increasingly seamless digital services. Looking ahead, the department will continue to deliver on IT upgrade projects that modernize systems that support programs and services such as Pensions, Employment Insurance, Passport, and Grants and Contributions. This approach will change how we deliver services to foster a more agile and adaptable client-centric experience. Persons with disabilities will be pro-actively engaged in the design of all such programs and services related to accessibility to ensure the “nothing about us without us” principle is being applied⁷⁵.

⁷⁴ Language captures important priorities outlined in the 2024-2025 Departmental Plan.

⁷⁵ Language captures important priorities outlined in the 2024-2025 Departmental Plan.

In 2025-26, ESDC/Service Canada will support the rollout of Immigration, Refugees and Citizenship Canada's online passport application process, which will allow eligible Canadians to apply online. This initiative represents a significant step toward enhancing accessibility and convenience, enabling applicants to obtain passport services without the need to visit physical offices or mail in applications. By reducing reliance on paper-based processes and physical travel, this initiative supports ESDC's commitment to sustainable development by minimizing environmental impacts while improving client outcomes⁷⁶.

The department's multi-year **Benefits Delivery Modernization Programme** is designed to deliver the future state client experience for the Old Age Security (OAS), Employment Insurance (EI), and Canada Pension Plan (CPP). This will be achieved by way of modernizing technology platform streamlining benefit processing, providing new digital services, and enhancing service management capabilities. These initiatives provide Canadians with a more accessible and sustainable client experience via digital channels and reduce the need for travel to Service Canada Centres.

In addition, through its **Data and AI Strategies**, the department will continue to enhance its foundational data capabilities, analytics infrastructure and its use of AI tools and technologies to generate insights into the efficiency and sustainability of its operations and to drive the improvement of programs and services for Canadians. ESDC is committed to a human-centric approach to the use of data and AI that upholds the values of human rights, inclusivity, fairness, sustainability, and transparency in serving Canadians⁷⁷. The department will also continue to collaborate internally and with other government departments centres of expertise, departmental equity networks and agencies to improve data sharing across organizations for the benefit of all Canadians. These efforts will improve the department's understanding and intersectional awareness of clients, including marginalized and underserved Canadians, as well as its ability to assess and report on the impacts of programs and services on equity-seeking groups.

ESDC is also focused on creating **a more diverse, inclusive, and accessible workplace**, and taking steps to improve the day-to-day experience of the employees that work in the department. The department is completing an Employment System Review in the summer of 2023 to identify and remove systemic barriers, expand workplace accommodation advisory services, and implement the ESDC Accessibility Plan. Looking ahead, this review will also support the department's efforts to advance its 2020 to 2024 Diversity and Inclusion Action Plan, supporting

⁷⁶ New initiative added.

⁷⁷ New language added to reflect the components of sustainability, inclusivity and transparency in the context of Data and AI Strategies.

continuous learning and growth opportunities for ESDC staff in areas such as Indigenous reconciliation, accessibility, and data literacy.

As a result of these initiatives to further integrate sustainable development into our activities, ESDC will be able to better deliver on its commitments to improve the lives of Canadians socially and economically. Further, our country will grow and prosper in ways that are equitable, fair, sustainable and protect our environment.