



TRAINING
POLICY COMMITTEE
from dreams to legacy

22-24

STRATEGIC PLAN





1

WE KNOW WHERE WE HAVE BEEN

Before we look to the future, we celebrate how far we have come.

WE KNOW WHO WE ARE

Perspective, growth, wellness, and visibility are essential to our structure.

2



WE KNOW WHERE WE ARE GOING

We adapt to the needs of our communities.
We change over time and season.

3



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PLANNING CONTEXT

The Training Policy Committee (TPC) was created through the Yukon land claims process to support Yukon First Nations (YFNs) in their efforts to implement their Final & Self-Government Agreements. It is now more than 20 years since the first agreements came into effect, and YFNs continue the process of nation-building.

TPC undertakes this strategic planning process within the context of mitigating the continuous challenges presented by the COVID 19 global pandemic, Trustee term changes and appointment vacancies, and a growing awareness around the importance of reconciliation in Canada.

Our previous strategic plan aimed to update our Indenture Agreement, the legal document that guides how the YIPTT is disbursed. With that work complete we have resumed funding under a new, streamlined application process.

We now consider applications from all 14 Yukon First Nations. The TPC sees the value of supporting the self determination goals of all YFNs, regardless of having a signed Final Agreement in place.

The goals and activities in this plan should be seen as a living document that will be revisited and updated.

WE KNOW WHERE WE HAVE BEEN

The TPC is proud to have completed the following 2018-2021 Strategic Plan Goals:

- 1. YIPTT funds are allocated towards effective training projects according to clear criteria.**
 - The modernization of the YIPTT indenture agreement and new application documents were completed, the fund was reopened, and the TPC communicated consistently with all YFNs throughout the process.
- 2. TPC plays a meaningful and manageable role in supporting effective capacity-building initiatives**
 - TPC evaluated opportunities as they arose to be visible at YFN-led community events and relevant meetings. We connected queries and applicants to alternate and additional pots of funding.
- 3. TPC has user-friendly tools available to support priority areas for capacity-development identified by YFNs.**
 - The Wayfinder website continues to grow and enjoy a greater reach across the Yukon.
 - The TPC website is kept updated and relevant to the organization's changing staff and priorities
- 4. TPC has internal clarity about committee/staff roles & responsibilities and the scope of its mandate.**
 - We continue to review and assess operational capacity status following the reopening of the YIPTT fund and have increased the TPC team of staff including hiring a Communications Manager and an Office Administrator.
 - We continue to operate in accordance with our policy and governance manuals and make updates as required.

WE KNOW WHO WE ARE

Our Mandate, Vision, & Mission

TPC'S MANDATE: A DUAL ROLE

Under the UFA, TPC has an overall mandate for two distinct yet related activities:

1. "The members of the TPC or their designates shall serve as the trustees" of YIPTT (28.6.3), and
2. are to "establish training programs for Yukon Indian People" (28.7.4.1). Other clauses in Ch. 28 provide further guidance to how these activities are undertaken - see Appendix 2.

These two roles shape both TPC's vision for the future, and the mission it carries out to achieve the vision.

TPC'S VISION

Yukon First Nations citizens and governments are supported in achieving their self-determination goals.

This vision statement reflects TPC's understanding that self determination priorities must be set at the community level. We respect YFN's autonomy to define their own paths and are here to support them.

TPC'S MISSION

Our Purpose: TPC supports capacity building initiatives that develop knowledge, capabilities and skills to enable (directly or indirectly) the implementation of Yukon First Nations' Final Agreements and Self-Government Agreements. We do this by:

- Providing funding support to training initiatives as determined by First Nations;
- Initiating, championing, or coordinating capacity-building initiatives to support implementation of YFN Final & Self-Government Agreements
- Building a cache of knowledge, expertise, and resources to support First Nations to develop capabilities and skills

WE KNOW WHERE WE ARE GOING

TPC Goals

PERSPECTIVE

We embody Indigenous ways of knowing, doing, and being.

VISIBILITY

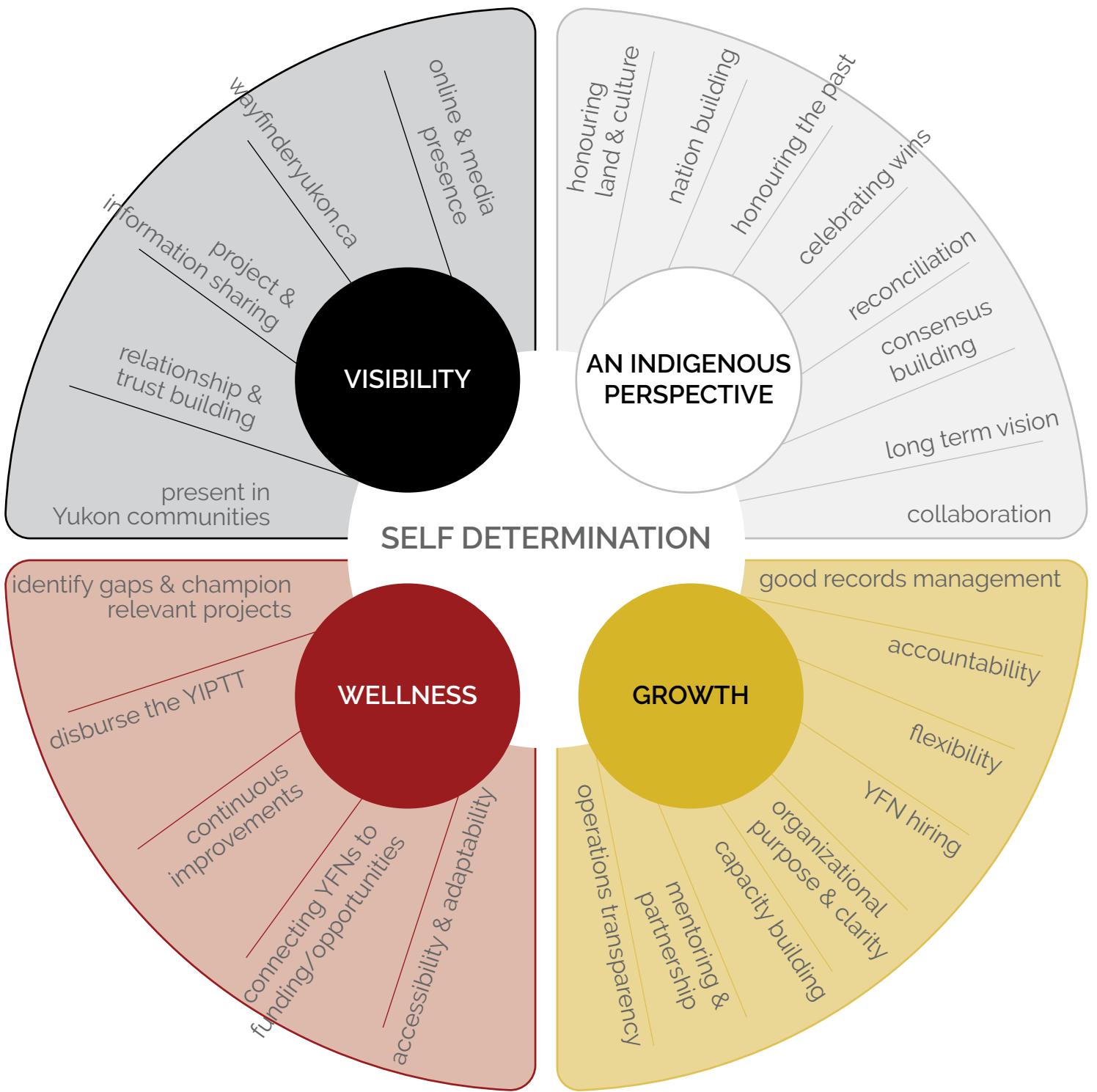
We lift up communities by being part of the community.

WELLNESS

We prioritize funding, championing, and managing projects that benefit YFNs, citizens, and their overall wellbeing.

GROWTH

We believe safe, healthy, and adaptable work environments lead to sustainable and productive organizational growth.



Tactics and Projects

Determine TPC's role in the implementation of Yukon government's First Nation Procurement Policy workforce initiative



Identify opportunities to expand and improve relevant content on Wayfinderyukon.ca



Determine the viability of creating and managing a Professional Development Fund for Yukon First Nation citizens



Support the creation and delivery of relevant training and gathering opportunities for Yukon First Nation representatives on Yukon Boards and Committees



Continue to develop growth and succession planning for the TPC as an organization



Implementation & Evaluation

TPC staff work plans will be created annually in order to implement the strategic plan in practical terms and clearly delegate actions and priorities appropriately.

Work plans will be collaboratively reviewed and updated, as needed, every six-12 months. Outcomes from the plans will provide a practical evaluation of staff efforts at the completion of the 2021-2024 plans and will be summarized in the next plan's accomplishments section.



APPENDIX 1 – UFA CHAPTER 28

CLAUSES ABOUT TPC

28.6.0 Training Trust

28.6.1 A Training Trust (the “Trust”) having the objective set out in 28.6.4 shall be established by the parties to the Umbrella Final Agreement.

28.6.2 Prior to the effective date of Settlement Legislation, Canada, the Yukon and the Council for Yukon Indians shall enter into an agreement to give effect to the Trust.

28.6.3 The members of the Training Policy Committee or their designates shall serve as the trustees.

28.6.4 The objective of the Trust shall be to advance the training of Yukon Indian People in accordance with the training plan approved under 28.8.1.

28.6.7 Except for reasonable costs associated with the administration of the Trust, all expenditures from the Trust shall be directed toward training of Yukon Indian People in accordance with the training plan approved under 28.8.1.

28.7.0 Training Policy Committee

28.7.1 The Training Policy Committee (“the Committee”) shall be established no later than July 1, 1990, consisting of five representatives, one representative nominated by Canada, one representative nominated by the Yukon, and three representatives nominated by the Council for Yukon Indians.

28.7.2 Government and the Council for Yukon Indians shall approve nominations for appointment to the Committee on or before the date of Government ratification of the Umbrella Final Agreement.

28.7.3 Government shall nominate representatives who are senior officials who have authority to represent Government in education and training matters.

28.7.4 The Committee shall:

28.7.4.1 establish training programs for Yukon Indian People;

28.7.4.2 develop a training plan which addresses matters identified in the implementation plans;

28.7.4.3 develop a work plan to be included in the Umbrella Final Agreement implementation plan;

28.7.4.4 develop guidelines for expenditure of money from the Trust;

28.7.4.5 expend the money in the Trust in accordance with the approved work plan;

28.7.4.6 prepare an annual report to be delivered to the parties to the Umbrella Final Agreement; and

28.7.4.7 establish consultative arrangements between Government and Yukon First Nations to ensure effective and economical integration of existing programs with new programs established by the training plan.