



*Le Conseil Scolaire des Premières Nations en Éducation
des Adultes // The First Nations Adult Education School
Council*

**The Housing and Infrastructure Regional Strategy
What We Heard!
Highlights from the Meeting on Housing (Nov. 2018)**

**The following findings emerged during focus group discussions on Axis 1:
Capacity and Competency Development**

Existing Training and Needs to be Filled

For Housing Managers:

- Enhance the AEC in housing management by integrating field experience and people from communities who know the reality of housing in First Nations;
- Add courses (dealing with clients with difficult behaviours, computer courses);
- Create a curriculum with training modules, adapted to community realities (HR and psychology, construction and technical aspects, management and policies . including social housing and access to property) for housing agents and managers;
- Many partners offer different training courses (School Council, TRGH, Tribal Councils, CMHC, etc);
- Boost Workplace.

For Homeowners and Tenants:

- Offer a guide to occupants (budgeting, becoming an owner, general maintenance and appliance maintenance) and reinforce it with training offered in the community;
- Sensitize and involve youth.

For Elected Officials:

- Offer basic training in computers and human resources management;
- Training should be offered at the beginning of their mandate, at each election;
- Distribute an information kit for elected officials: understanding the law . including the Indian Act . agreements signed with funding partners and their budgets. Explain programs and identified needs in housing;
- Clarify roles: depoliticize . including separation of administration from politics, support managers, governance and strategic management, conflict resolution;
- Support the development of a code of ethics for elected officials.

We must prioritize administration, a client approach and promote continuing education for all.

Take Advantage of the Opportunities and Limit the Constraints

- Aim to bring pertinent training to regional meetings;
- Take advantage of the governments openness;





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- Work in conjunction with other teams at the Band Council to benefit from each one's expertise;
- Maximize the use of management tools;
- Make young people aware and transfer knowledge;
- Take advantage of partners in First Nations education;
- Promote continuing education;
- Develop training that meets the needs of learners that are at different levels;
- Consider the impact of elections every two years and the uncertainty caused by political interference;
- Consider existing social problems.

In 2024

- Work towards a future where managers, tenants, owners and elected officials understand their roles because they are all trained, sensitized and they prioritize housing, they respect policies and work on meeting the objectives set in the work plans;
- Prioritize the next generation, create jobs and offer vocational training (DVS) in the communities to meet the labour market needs;
- Eliminate barriers to communication, whether it be language or technology. The result is that there is better communication and access to useful software in the housing sector;
- Diversify revenue streams: governments, private sector, foundations, own-source revenue (including: rent paid by people who are employed and revenue from managing housing stocks outside of the community) and SEDAC;
- Mobilize the different sectors so that everyone works in concert and benefits from the expertise of each.

An Organization in the Future

- Create a central access point for the coordination of training and take advantage of First Nations organizations whether it be for identifying needs, building training plans linked to workforce plans, certifying training and creating Indigenous cohorts;
- Have a training branch at tribal councils and mobile trainers that would have links with the regional indigenous training organization;
- Adopt a common message in Band Councils to promote learning and success.

Housing Stocks outside of the Community

- Work with partners in housing (SHQ and others);
- Create a non-profit housing organization and find ways for housing outside of the community not to hinder Indigenous rights;
- Clarify services offered to members outside of the community;
- Train housing managers on the laws and regulations that apply outside of the community and create new positions for management outside of the community;
- Enlarge community territories.



Regional Strategy on Housing and Infrastructure

Highlights of the November 27th 2018 FNQLEDC presentation

Question 1a : Are you interested in investing in your own community? Why and under what conditions or considerations :

Globally Yes

- It must be advantageous to do so
- We will need to promote the proudness of owning your own property
- Mecanisms will be needed to be in place to make it easier to become an owner
- If it's possible to obtain a guarantee or to realize on the security if needed
- If there are job creations and that is demonstrated that there are economic development benefits
- If a resale market is created or possible and if it is profitable
- If the property equity is accessible
- As long as politics do not get to much involved
- If there is a program that facilitates access to property ownership. For example, low or no interest on certain loans or cashdowns
- If a futur profit is demonstrated or possible

But there are some hesitations because:

- Risk of monthly rent non payment
- Apartment renovation costs (tenants non taking care of the apartment or house)
- No or low resale market
- Depending on the geographic location (North versus South)
- In some further regions, low amount of available workers or high unemployment figures

Question 1b : How to attract new investors :

- Municipal tax exemption or other tax exemptions
- Offering advantageous or low interest rates
- Fund provided to help the cashdown amount
- Facilitate the loan guarantee and reposessing process in case of no payment
- Long term lease to securise the investors
- Facilitate access to financing
- Creation of an independant entity to manage housing
- Establish partnerships between indigenou and non indigenou or oblige a minimum indigeonous percentage of participation
- Tax exemption for investors or income tax exemption when selling
- Demonstrate all the benefits of investing in rental properties and mostly the potential of local reinvestments that will result for the community (repairs, employments etc)

- Question 2a : How can we overcome the pitfalls ?
- Create a resale market
- Facilitate the loan guarantee and repossessing process in case of no payment
- Establish agreements with financial institutions and see what they require to help provide easier access to financing
- Depolitization, separate politics and operations
- Create transition programs from social housing towards private housing
- Offer the possibility of retroactive purchasing of the property considering past monthly rents as cashdowns
- Consenting a rebate on the purchase price considering the number of years living in the house
- Create a revolving credit fund with interest that will be beneficial to the community and help finance future community projects.
- Incentive subsidy or contribution from the Band Council
- Create incentives for investors and owners
- Proceed in transferring rental properties owned by the community to private properties. This could create cashflow that can be re-invested to build new houses.

Question 2B : What solutions in connection with your reality or your community could allow you to overcome these difficulties:

- Establish an official and clear housing politic and make sure it is uniform and applied in a constant way
- Establish a community strategic plan on a mid and long term basis.
- Carry out local consultations, present the benefits to the population, raise awareness, and get an « ALL IN »
- Offer a financial literacy support
- Offer or obtain financing on a long term basis
- Promote the pride to be an owner
- Amend the Indian Act
- Reduce the required cashdown
- Use or promote best practices resulting from other communities and demonstrate that it is possible to adopt them according to local reality
- Revalue the method of property allocation. Make sure that in the present and especially in the future, properties will be attributed according to the real needs for every family and/or tenants and owners

Regional Strategy on Housing and Infrastructure

GOVERNANCE AND DELIVERY OF SERVICES COMPONENT

What We Heard !

Highlights of the Regional Meeting (Nov. 2018)

The following findings emerged during the workshop.

Question 1 : Do you believe in a complete transfer of care, control and management of housing and infrastructure to First Nations for First Nations?

- Yes, however, not all First Nations are at the same level. In addition, the socio-economic context differs from one community to another. There is a need for support and capacity development. We must also give ourselves time.
- First Nations are best placed to understand the needs and adapt programs accordingly. There are systems that are already in place.

Question 2 : How do you see the transfer of responsibility for housing and infrastructure from the Federal Government to the First Nations?

- Understand current programs and budgets. The federal government must remain present (support and accompaniment).
- The role of local government is fundamental. We need to start from the bottom up, build the skills and capacities of the managers and rise up afterwards.
- Give ourselves tailor-made structures, while avoiding to reproduce paternalism.
- Establishment of a regional entity. Equitable sharing of funds by Nation by reworking the current funding formula to better meet the needs of communities.
- The Cree Nation's approach is a model to consider.
- Inform the population. More governance can involve more accountability.
- The language represents a challenge.
- We have to give ourselves time, to go at the pace desired by the First Nations.