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# FREQUENTLY ASKED QUESTIONS

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## **Reserve Land and Environment Management Program (RLEMP)**

### **Q1. What is the RLEMP?**

A1. The RLEMP is a land and environment management program that seeks to establish the conditions under which First Nations are able to exercise increased responsibility over their reserve land, resources and environment by undertaking *Indian Act* land management activities on behalf of the Minister of Aboriginal Affairs and Northern Development Canada (AANDC).

RLEMP is structured in three levels. First Nations assume additional roles and responsibilities as they progress through the program:

#### **1. Training and Development Level**

RLEMP is designed to build land management capacity and to provide First Nation Land Managers/Officers with the tools, skills and knowledge required to perform advanced land management functions.

#### **2. Operational Level**

Once the land manager has developed the necessary skills and knowledge, First Nations will progress to the Operational level where the First Nation assumes primary responsibility for reserve land, resource and environment management, with support from AANDC Regions.

#### **3. Delegated Authority Level**

First Nations who have obtained delegated land management authority under Sections 53 and 60 of the *Indian Act Act* through Ministerial letter and Order in Council will be enrolled at the Delegated Authority level. The option of the delegated authority level is currently unavailable to new First Nations.

### **Q3. What is the Entry Criteria for the Reserve Land and Environment Management Program?**

A3. Areas to be considered for entry will include:

- Number of current or future economic development activities/projects being pursued
- A low or medium general assessment score
- Financial stability

- Land management capacity (land manager, outside source providing land management services for First Nation)
- Sound land management practices (such as lands office with adequate lands records, land management board, land use plan etc)
- Land Management activities are registered in the Indian Lands Registry

**Q4. How does AANDC determine if my community is eligible for entry into RLEMP?**

A4. First Nations will be assessed using the Entry Request and Capacity assessment. This assessment tool will determine a First Nation's eligibility and readiness to participate in RLEMP and determine the First Nation's capacity needs for managing land and natural resources activities. Once completed, a First Nation will be advised of the outcome, any gaps and/or areas of improvement, capacity requirements and assigned level of responsibility if applicable.

**Q5. What happens if the assessment shows that my First Nation does not meet all of the requirements of RLEMP?**

A5. First Nations who have areas requiring improvement will have the opportunity to work jointly with AANDC's regional offices to develop a mitigation plan to meet the necessary requirements.

First Nations requiring capacity building will be provided with options related to land management and economic development training.

**Q6. Will my First Nation be expected to send an employee to the Professional Land Management Training and Certification Program?**

A6. Each First Nation will be assessed for eligibility and capacity requirements using the Entry Request and Capacity Assessment Tool. Following the assessment, the First Nation's will be informed of the results and whether or not capacity building/training will be a requirement to participate in RLEMP. The option of securing a training seat will be available to your First Nation.

It is anticipated that a Prior Learning Assessment related to the land management training will be developed and implemented in the upcoming fiscal year allowing First Nations to demonstrate land management education and experience for assessing and recognizing existing competencies demonstrated by land managers and economic development officers.

**Q7. Does the First Nation have to pay for the First Nation Land Manager/Officer to attend the training?**

- A7. Costs associated with the RLEMP professional land management training and certification program are covered by AANDC. These costs include tuition, travel, accommodations, and other administrative fees. This funding is based on a one time occurrence per First Nation. It will be the First Nation's responsibility to cover the costs associated with training if they choose to send an additional staff member to the training program.

First Nations will be responsible for all up-front costs associated with each training module. Upon completion of the in-class portion of the training modules, reimbursements subject to travel guideline rates and limits will be made payable to the First Nation for the First Nation Land Manager/Officer covered by AANDC. First Nations will continue to be responsible for the selected First Nation Land Manager/Officer's salary and benefits while they are in the training program.

**Q8. Can a First Nation send more than one employee to the training?**

- A8. Funding is available from AANDC to support the costs associated with training one First Nation employee who is performing land and environmental management functions for their First Nation.

Additional seats are available in the training program which would permit First Nations interested in enrolling additional students to do so. Information on costs associated with enrolment in "Open seats" are available from the University of Saskatchewan and the National Aboriginal Lands Managers Association (NALMA).

## **First Nations transitioning from RLAP and 53/60 Delegated Authority Program**

**Q1. Will my community be able to continue to participate in the RLAP or 53/60 Delegated Authority Program?**

- A1. No, the full implementation of the RLEMP has resulted in the sunseting of the RLAP and 53/60 Delegated Authority programs. First Nations operating under the previous *Indian Act* land management programs will be provided an opportunity to transition into RLEMP and to meet eligibility and capacity building requirements commencing April 2014.

**Q2. How is RLEMP different from the Regional Land Administration Program (RLAP) and the 53/60 Delegated Authority Program?**

A2. The RLEMP maintains many of the common elements of the Regional Lands Administration Program and the 53/60 Delegated Authority Program, but also integrates land use planning, environmental management, and compliance into the responsibilities of participating First Nations.

**Q3. How does my community transition from RLAP and 53/60 to the RLEMP?**

A3. A Monitoring Framework has been developed to measure First Nations' performance against the program's requirements, and terms and conditions. The Monitoring Framework, as well as a RLEMP Entry Criteria and Capacity Assessment, will be used to determine the RLAP and 53/60 First Nation's eligibility to transition under RLEMP.

First Nations requiring capacity building, will be entered at the Training and Development level.

First Nations with significant land management experience or a land manager certified under the Professional Land Management Certification Program by the National Aboriginal Lands Managers Association will be entered at the Operational Level.

First Nations with delegation under Sections 53 and 60 of the *Indian Act* will automatically be entered at the Delegated Authority level. These First Nations will be assessed to determine whether or not capacity building will be required.

**Q4. What happens if my First Nation refuses to meet the requirements of RLEMP or comply with the mitigation plan?**

A4. First Nations who are unable to, or refuse to comply with the program requirements and associated mitigation plan will cease to receive funding for land management services. AANDC's regional offices will resume providing reserve land management services for these First Nations.

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# Fact Sheet

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## **Sunsetting the Regional Land Administration Program and 53/60 Delegated Authority Program**

Aboriginal Affairs and Northern Development Canada (AANDC) has delivered *Indian Act* land management funding programs, beginning in the late 1980's with the 53/60 Delegated Authority Program and the early 1990's with the Regional Land Administrative Program.

A 2002 evaluation concluded that these programs failed to adequately address the complex nature of reserve land management, that there was a need for comprehensive First Nation land management capacity development and a revised funding formula that met the modern land management needs of First Nations. In response, AANDC, in partnership with First Nations and First Nation organizations, developed the Reserve Land and Environment Management Program (RLEMP).

The RLEMP maintains many of the common elements of the Regional Lands Administration Program and the 53/60 Delegated Authority Program, but also integrates land use planning, environmental management and compliance into the responsibilities of participating First Nations.

As designed, the full implementation of the RLEMP triggers the sunsetting of the Regional Lands Administration Program and the 53/60 Delegated Authority Program. Effective April 1, 2012, First Nations enrolled in the Regional Land Administration Program and 53/60 Delegated Authority Program commenced the transition into the RLEMP. To assist with the transition, an assessment tool has been developed and First Nations will be assessed against the criteria of the RLEMP to determine eligibility. First Nations who meet the RLEMP [entry criteria](#) will receive land management funding and will be required to complete any necessary training commencing April 2014. First Nations assessed as ineligible to enter into the RLEMP will be notified by AANDC. An overview of the assessment will be provided to assist with developing a strategy to allow First Nations to meet entry criteria if the First Nation chooses to.

First Nations who are ineligible or who choose not to enter into the RLEMP will cease to receive land management funding as of April 2014 and AANDC regional offices will resume providing reserve land management services.

For more information on the RLEMP, please call 1-800-567-9604 or email: [RLEMP@aadnc-aandc.gc.ca](mailto:RLEMP@aadnc-aandc.gc.ca).

**RESERVE LAND AND ENVIRONMENT MANAGEMENT PROGRAM (RLEMP)**  
**PROFESSIONAL LAND MANAGEMENT TRAINING AND CERTIFICATION  
PROGRAM**

**Overview**

The RLEMP professional land management training and certification is an unprecedented capacity-building opportunity for First Nation Land Managers/Officers in Canada. This initiative provides professional training that specifically builds capacity in land and environmental management on reserve and includes both post-secondary courses and technical training modules with focused skill and knowledge development. The professional land management training and certification program was developed in partnership with the University of Saskatchewan and the National Aboriginal Land Managers Association (NALMA).

The RLEMP professional land management training and certification involves strengthening the existing knowledge and skills of First Nations through a two-level approach.

**Level 1: Post-Secondary Training**

The Indigenous Peoples Resource Management Program delivered by the University of Saskatchewan was designed to provide First Nation Land Managers/Officers with training to examine basic environmental, legal and economic aspects of land and resource management.

All First Nations in the program are required to successfully complete the post-secondary training prior to commencing the Technical Training portion.

**Level 2: Technical Training**

The technical training involves courses delivered by NALMA and will prepare students to perform specific land management functions under the RLEMP. The courses focus on practical aspects of managing land under the *Indian Act* and related policies.

## **Equivalency Assessment**

Aboriginal Affairs and Northern Development Canada (AANDC) recognizes that there are First Nation Land Managers/Officers with extensive knowledge and skills in land and environmental management. An equivalency assessment will be made available to students who wish to challenge the course curriculum. Currently the equivalency assessment is only available for the Level Two Technical Training delivered by NALMA.

## **Certification**

Upon successful completion of both the post-secondary and technical training, First Nation Land Managers will receive a professional land management certificate from the NALMA.

## **Duration**

The courses for both the post-secondary and the technical training are offered through a blended approach with courses divided into classroom and home study activities.

The post-secondary courses include three modules of study. Each module includes two courses and is two weeks in length followed by 10-12 weeks of home study. The courses are spaced over a twelve month period.

The technical training courses include six one-week technical modules specific to lands management followed by home study. The courses are spaced over a twelve month period.

First Nations participating in the professional land management training and certification are expected to successfully complete both the post-secondary and technical training within two years of entry into the RLEMP.

## **Costs**

Costs associated with the RLEMP professional land management training and certification program are covered by AANDC, including tuition, travel, accommodations, and other administrative fees. These costs are subject to the limits set out in the travel guidelines by the Professional Land Management Certification training deliverers (post-secondary and technical training) and limits set out in the Treasury Board Policy on Travel Directives, rates and allowances for meals, incidentals and kilometre rates. Funding is available to train one First Nation employee. First Nations requiring additional trained employees will be required to cover tuition and associated fees.

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# Fact Sheet

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## FIRST NATION READINESS RESERVE LAND AND ENVIRONMENT MANAGEMENT PROGRAM (RLEMP)

### First Nation Readiness

To assist in determining if a community is prepared to benefit from the RLEMP, an Entry Request and Capacity assessment will be conducted. These assessments will be mandatory and will be used by First Nations and Aboriginal Affairs and Northern Development Canada (AANDC) to prepare First Nations for enrolment in the program and to determine capacity building requirements.

From the First Nation perspective, the Entry Request and Capacity assessments can assist in determining if their community is prepared to benefit from the program. It may also assist First Nations in selecting their training candidates. For AANDC, the Entry Request and Capacity assessments will direct the assignment of the training seats available per year. The assessment will also identify any gaps or areas of improvement that AANDC can jointly work with the First Nation to rectify.

### Impacts/Considerations based on RLEMP Level of Responsibility

#### First Nation Council

- Will have increased involvement in the full scope of land and environmental management activities on reserve
- Will need to be accountable for the results achieved through land and environmental management activities
- Will have increased control over compliance activities and processes, and will assume accountability for reporting on these; and
- Must continue to fulfill responsibilities under RLEMP if the First Nation Land Manager departs and/or while a new one is being trained

#### First Nation Land Manager

- Will have increased involved in the full scope of land and environmental management activities on reserve
- Will receive training and support to acquire skills, knowledge and experience
- Must complete the Professional Land Management Training and Certification (post-secondary and technical training), or equivalent within two years



## **Impacts/Considerations based on Professional Land Management Certification Program (PLMCP)**

### **First Nation Council**

- Student selection, which is key to the successful certification of the First Nation Land Manager and, as a result, progression for the First Nation within the program is a responsibility of the First Nation
- First Nations will be responsible for all up-front costs associated with each training module. Reimbursement will occur following the in-classroom portions of the training
- Possible reduction in workload while First Nation Land Manager attends training
- A need for additional human resources to assist First Nation Land Manager during the two year PLMCP
- Assistance required to student enrolled in training (the First Nation may wish to consider setting aside time during the work day for the student to access the internet and to work on assignments)
- Students will be inaccessible during normal work hours while attending the in-classroom portion of the training
- Work related requests during in-classroom portions of the training may hinder the successful completion of the required training
- Funding is available to train one First Nation employee. First Nations requiring additional trained employees will be required to cover tuition and associated fees.

### **First Nation Land Manager**

- Substantial time, dedication and effort will be required during the two year training program
- There will be challenges with balancing work and family obligations while in the PLMCP
- Clear roles and responsibilities of First Nation Land Manager should be discussed and agreed to prior to attending training (i.e. support by First Nation Chief and Council, workload responsibilities,)
- Computer and written communication skills will be required for a successful educational experience

# RESERVE LAND AND ENVIRONMENT MANAGEMENT PROGRAM (RLEMP)

## PROGRAM GUIDELINES

### Objectives and Results

The RLEMP provides financial support to First Nation communities, First Nation institutions and professional development organizations for services associated with *Indian Act* land and environmental management services.

The RLEMP is a comprehensive and integrated land, resource and environment management program designed to succeed and expand upon the Regional Land Administration Program (RLAP) and to incorporate the 53/60 Delegated Authority program.

The RLEMP is expected to enhance decision-making at the community level in regards to land use and increase the capacity of First Nations. As a result, the community will be able to take advantage of land-based economic development opportunities on reserve and to facilitate a First Nation community's transition beyond the *Indian Act* into more sophisticated land management regimes such as the First Nations Land Management (FNLM) regime or comprehensive self-government.

### Eligible Recipients

Eligible recipients of the RLEMP are:

- First Nations;
- Tribal Councils;
- Aboriginal organizations;
- Aboriginal corporations;
- Training institutions and professional development organizations; and
- Other groups performing land management functions on behalf of First Nations

### **Eligible Projects and Activities**

Eligible projects and activities address:

- Land and environmental management activities on reserve lands under the *Indian Act* (i.e., leases, permits, individual land holdings)
- Environmental management activities associated with land interests (i.e., environmental site assessments, audits, etc.)
- Compliance activities
- Development of the skills and knowledge of the First Nation Land Manager/Officer
- Development and implementation of Community Land Use Plan, Community Environmental Sustainability Plan and/or Compliance Framework

### **Eligible Expenditures**

Eligible expenditures to support projects and activities are:

- Trainee costs (i.e., tuition, expenses)
- Training delivery (i.e., development and maintenance of Professional Land Management and Certification Program)
- Salaries and wages, including benefits
- Travel, including transportation, accommodations, meals, allowances
- Overhead and minor equipment
- Professional fees and services (i.e. legal, accounting, land appraisals, surveys, etc.)

### **Application Requirements**

To access their allocations, First Nations that are eligible for capacity development funding will apply initially to their respective Aboriginal Affairs and Northern Development regional office requesting to join the RLEMP and the Professional Land Management Certification Program.

To assist in determining if a community is prepared to benefit from the program, an Entry Criteria and Capacity assessment will be conducted. These assessments will be mandatory and will be used by First Nations and Aboriginal Affairs and Northern Development Canada (AANDC) to prepare, select and prioritize First Nations for enrolment in the program.

Once the assessment is done, First Nations will be required to submit a Band Council Resolution accepting the terms and conditions, following which the First Nation will enter the program (i.e., training requirements, roles and responsibilities, milestones).

Third party recipients identified as Professional Land Management Certification

Program delivery partners applying for funding must submit an annual funding proposal. The proposal must include at a minimum:

- Description of deliverables
- Scope of work, including program responsibilities
- Detailed financial estimate for training activities
- Expected outcomes
- Proposed performance measurements

### **Funding Level**

RLEMP land management funding will be allocated each year to AANDC's regional office for distribution to eligible recipients. Funding will be allocated based on the RLEMP funding formula.

Funding to training deliverer partners will be allocated each year by AANDC.

### **Terms and Conditions of Funding Agreements**

Terms and conditions in funding agreements with recipients will include:

- Monthly expenditure Plan and Schedule of Payment for annual funding allocation.
- Program and Service Delivery Requirements
- Reporting Requirements for the year

# RESERVE LAND AND ENVIRONMENT MANAGEMENT PROGRAM - BROCHURE

The Government of Canada believes that First Nations with the capacity to manage their land are better positioned to attract reserve-based private investment and economic opportunities.

This is why, in 2009, through the [Federal Framework for Aboriginal Economic Development](#), Aboriginal Affairs and Northern Development Canada (AANDC) introduced the **Reserve Land and Environment Management Program** (RLEMP), designed to build First Nation land management capacity.

## What is RLEMP?

RLEMP trains First Nations to manage their own lands and resources, to take on Indian Act land management activities on behalf of the Minister of AANDC. The program was designed in partnership with First Nation Land Managers, the University of Saskatchewan and the National Aboriginal Land Managers Association.

## Program Structure

RLEMP is structured in three levels. First Nations assume additional responsibilities as they progress through the program:

### **1. Training and Development Level**

RLEMP includes a two-year Professional Land Management Certification Program (PLMCP) designed to provide First Nation Land Managers/Officers with the tools, skills and knowledge required to perform advanced land management functions on reserve First Nations.

- In the first year of training, students enrol in post-secondary academic courses in legal systems, natural resource management and environmental studies through the College of Agriculture at the University of Saskatchewan.
- During the second year of training, students enrol in technical training with applied courses in managing land under the *Indian Act*.

This training will provide the Land Manager/Officer with a recognized certification.

### **2. Operational Level**

Once the land manager has completed the PLMCP and is certified, First Nations progress to the Operational level where the certified First Nation Land Manager/Officer assumes primary responsibility for reserve land, resource and environment management with support from AANDC's Regional offices.

### **3. Delegated Authority Level**

First Nations progress to the Delegated Authority level once they have performed all the Operational Level activities and have obtained delegated land management authority under Sections 53 and 60 of the *Indian Act* through Ministerial letter and Order in Council.

This level of RLEMP allows First Nations the greatest level of responsibility for land management under the *Indian Act*. The First Nation will assume primary responsibility for community land use planning, environmental management, and compliance activities and processes.

#### **Eligibility**

Eligible recipients of the RLEMP are:

- First Nations;
- Tribal Councils;
- Aboriginal organizations;
- Aboriginal corporations;
- Training institutions and professional development organizations; and
- Other groups performing land management functions on behalf of First Nations.

#### **Eligible Expenditures**

RLEMP land management funding is allocated each year to eligible recipients.

These costs include:

- Tuition, travel and accommodation for the Certification Program
- Development of land use plans, community environmental sustainability plans and compliance framework
- Administration of reserve land management
- Operation and maintenance of a lands-office on-reserve.

Training is a one-time funding occurrence per First Nation.